

TEACH FOR ALL NETWORK

England & Wales · Charity number 1148763

Details

Other names TEACH FOR EVERYONE LIMITED

Status Registered

Legal form Charitable company

Company number [07567032](#)

Registered 2012-08-30

Register [View on the Charity Commission register](#)

Contact

Address 25 Broadway
13th Floor
New York

Phone 001-646-898-4900

Website <https://teachforall.org/>

Activities

Objects: THE ADVANCEMENT OF EDUCATION FOR THE PUBLIC BENEFIT

Activities: As a member of the Teach for All Inc group, Teach for All Network seeks to expand education opportunity around the world by increasing and accelerating the impact of social enterprises that are cultivating the leadership necessary for change.

Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training
- **Who:** Children/young People, Other Charities Or Voluntary Bodies

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-30	£5,478,036	£5,152,177	£602,987	43
2024-09-30	£5,262,102	£5,229,772	£305,365	42
2023-09-30	£4,827,660	£4,755,949	£291,773	42
2022-09-30	£4,020,825	£3,830,257	£233,597	37
2021-09-30	£3,145,552	£3,358,747	£68,008	25
2020-09-30	£3,278,172	£3,253,888	£292,044	26

Trustees

Name	Role	Appointed
DAME JULIA CHARITY CLEVERDON DCVO CBE		2012-08-01
Daniel Paul Fletcher		2019-10-01
David Charles Thomlinson		2016-06-07
Ed Vainker		2015-04-18
JAMES PATRICK WESTHEAD		2019-06-10
Ndidi Okezie		2020-03-25
Russell Keita Hobby		2020-03-25

TEACH FOR ALL NETWORK

England & Wales - Charity number 1148763

Accounts

TEACH FOR ALL NETWORK

FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2025

Company No. 07567032

Charity Registration No. 1148763

TEACH FOR ALL NETWORK

I N D E X

Year ended 30 September 2025

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TEACH FOR ALL NETWORK

GENERAL INFORMATION

Year ended 30 September 2025

Directors and Trustees

Dame Julia Cleverdon
David Thomlinson
Paul Fletcher
James Westhead
Simeon Peter Coyle
Laura McNerney
Tom Ravenscroft
Russell Hobby (resigned 21 May 2025)
James Toop (appointed 5 June 2025)

Registered office

22 Chancery Lane
London
WC2A 1LS

Charity number

1148763

Company registration number

07567032

Auditors

Dixon Wilson Audit Services LLP
22 Chancery Lane
London
WC2A 1LS

Solicitors

BDB Pitmans LLP
One Bartholomew Close
London
EC1A 7BL

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S

Year ended 30 September 2025

The Trustees present their report and financial statements for the year ended 30 September 2025, which includes the directors' report as required by company law. The financial statements have been prepared in accordance with the accounting policies set out on page 12 and with the Companies Act 2006 and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Teach For All Network is a company limited by guarantee and became a registered charity on 30 August 2012.

Structure, governance and management

The names of the directors who served throughout the year are stated on page 2. The directors of the company are also charity Trustees for the purposes of Charity law.

Teach for All Network is governed by a board of Trustees who meet annually to discuss the charity's strategy, including grant making, risk management, policies and performance. However, if it is determined that an annual meeting is insufficient additional meetings will be scheduled. The board currently consists of the Trustees listed on page 2. New members of this board will be selected and appointed by existing Trustees. New Trustees are provided with guidance as to their responsibilities from existing Trustees and management.

Teach for All Network is governed by Memorandum and Articles of Association dated 16 March 2011. Application of income of the charity is limited to the promotion of its objects. Decisions are made by simple majority of votes cast at a meeting of the Trustees.

Objectives and activities for the public benefit

The charity's main object is the advancement of education for the public benefit, and such other charitable, philanthropic and benevolent purposes in the field of education as the directors shall decide.

Teach For All Network works to accelerate the progress of independent locally led and governed partner organisations within the overall Teach For All global network, and particularly in Europe. Each network partner recruits and develops promising future leaders to teach in their nations' high-need schools and communities and, with this foundation, to work with others, inside and outside of education, to ensure all children are able to fulfill their potential. Teach For All Network works to accelerate the network's progress and increase its impact by providing partners with direct support, facilitating connections among them, accessing global resources for the benefit of the network, and fostering the leadership development of partner staff, teachers, and alumni.

Achievements and performance

During the period, the Teach For All global network worked with more than 63 partners. Teach For All Network helped these partners achieve a measurable increase in average scale of their programs, as well as an increase in the effectiveness of their teachers and programme alumni as measured by survey data. During this time, network partners also provided high ratings regarding their assessment of the quality of support from Teach For All Network.

Public benefit

The Trustees, having regard to the Public Benefit Guidance published by the Charity Commission in accordance with section 17 of The Charities Act 2011, consider that the purpose and activities of Teach for All Network satisfy the requirements of the public benefit test set out in section 4 of the same Act.

Financial review and reserves policy

The accounts and notes to the financial statements are set out on pages 9 to 17. The charity's costs are recharged to its parent entity and therefore has no need to maintain reserves at a particular level in order to ensure its continued operation. Unrestricted reserves at 30 September 2025 were in a surplus of £482,986 (2024 - £159,366). In addition to this, the charity had £120,001 (2024 - £145,999) of restricted funds to be passed on to education network partners by way of funding grants and expenditure on network partner support.

Grant making policy

Teach for All Network seeks projects to fund and does not accept unsolicited applications for grants.

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S (C O N T I N U E D)

Year ended 30 September 2025

Future developments

The Trustees will continue with the primary objective of advancement of education for the public benefit in the UK and worldwide. Teach For All Network is part of the Teach For All network, and endeavours to build the capacity of network partners in their effectiveness to address education inequality in the UK and worldwide. The network currently has 63 partner organisations worldwide and in the future it has the plan to grow by adding approximately 4 organisations around the world each year.

In the short term, Teach For All Network aspires to foster an environment conducive to the growth of the network and its partners, increase the capacity and impact of partners, and build a diverse and thriving organisation and network. Over the longer term, Teach For All Network aspires to several intended outcomes, including: developing a significant number of extraordinary leaders who teach successfully in high-need communities in Europe and beyond and continue working to ensure all children have the opportunity to fulfil their potential; building an interconnected global community of students, teachers, alumni, staff and allies who are learning from and supporting each other; providing an engine of innovation and learning, sharing expertise from within and beyond the network on creating transformational progress in classrooms and communities; and developing into an influential voice in the global discussion.

Risk management

Given Teach For All Network's relationship to Teach For All, Inc. in the US, risk management primarily takes place at the Teach For All, Inc. level. Each risk is assigned to a committee of the Teach For All, Inc Board and to a member of senior management to develop and monitor mitigation strategies. Additionally, Teach For All Network has taken out appropriate insurance policies, including Employers Liability, Public/Product Liability, and Management Liability policies. Examples of such risk include the inability to raise sufficient funds, attract and retain talent, maintain the safety and security of travelling staff, and avoid negative publicity.

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also directors of Teach For All Network ("the charitable company") for the purposes of company law) are responsible for preparing the Trustees' annual 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Special Provisions

This report is prepared in accordance with the provisions applicable to companies subject to the small companies regime in Part 15 of the Companies Act 2006.

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S (C O N T I N U E D)

Year ended 30 September 2025

Accounts

The accounts set out on pages 9 to 17 have been drawn up in accordance with the relevant provisions of the Companies Act 2006, and with the 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).

Auditors

So far as each Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware.

Each Trustee has taken all reasonable steps that they ought to have taken as a Trustee in order to make himself or herself aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

On behalf of the board

A handwritten signature in dark ink, reading "Julia Cleverdon". The signature is written in a cursive, flowing style.

DAME JULIA CLEVERDON

June 10th, 2026

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK

Year ended 30 September 2025

Opinion

We have audited the financial statements of Teach For All Network (the "charitable company") for the year ended 30 September 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2025

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 4, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2025

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

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector, jurisdictions in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the assessed level of risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, UK Company Law, UK tax legislation and UK Charity Law.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third party tax advisers.

As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by management that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Dixon Wilson Audit Services LLP, Statutory Auditor
22 Chancery Lane
London
WC2A 1LS

22 June 2026
Date:.....

Dixon Wilson Audit Services LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

TEACH FOR ALL NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

Year ended 30 September 2025

	Note	Unrestricted Fund 2025 £	Restricted Fund 2025 £	Total Funds 2025 £	Total Funds 2024 £
Income from:					
Donations and legacies	4	5,453,747	4,002	5,457,749	5,250,270
Investments	5	20,287	-	20,287	11,832
Total income		<u>5,474,034</u>	<u>4,002</u>	<u>5,478,036</u>	<u>5,262,102</u>
Expenditure on:					
Raising funds	6	(598,544)	-	(598,544)	(594,871)
Charitable activities	7	(4,523,633)	(30,000)	(4,553,633)	(4,634,901)
Total expenditure		<u>(5,122,177)</u>	<u>(30,000)</u>	<u>(5,152,177)</u>	<u>(5,229,772)</u>
Net income for the year before tax		351,857	(25,998)	325,859	32,330
Foreign exchange loss		(28,237)	-	(28,237)	(18,738)
Net income and net movement of funds		<u>323,620</u>	<u>(25,998)</u>	<u>297,622</u>	<u>13,592</u>
Funds brought forward		<u>159,366</u>	<u>145,999</u>	<u>305,365</u>	<u>291,773</u>
Funds carried forward		<u>482,986</u>	<u>120,001</u>	<u>602,987</u>	<u>305,365</u>

The Statement of Financial Activities includes all gains and losses for the year. All incoming resources and resources expended derive from continuing activities.

TEACH FOR ALL NETWORK

BALANCE SHEET

At 30 September 2025

Company No. 07567032
Charity Registration No. 1148763

	Note	2025 £	2024 £
Current assets			
Debtors	13	572,815	443,171
Cash at bank		345,328	172,770
		<u>918,143</u>	<u>615,941</u>
Liabilities			
Creditors falling due within one year	14	(315,156)	(310,576)
Net current assets		<u>602,987</u>	<u>305,365</u>
Total funds of the charity:			
Unrestricted funds	16	482,986	159,366
Restricted funds	16	120,001	145,999
Total funds		<u>602,987</u>	<u>305,365</u>

For the year ended 30 September 2025, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. The financial statements have been audited under the requirements of section 144 of the Charities Act 2011. The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime in part 15 of the Companies Act 2006.

The accounts on pages 9 to 17 were approved by the Trustees on **June 10th, 2026**, and were signed on its behalf by:

Julia Cleverdon

DAME JULIA CLEVERDON
Director

TEACH FOR ALL NETWORK

S T A T E M E N T O F C A S H F L O W S

Year ended 30 September 2025

	Note	2025 Total £	2024 Total £
Net cash provided by operating activities	19	152,271	16,138
<i>Cash flows from investing activities:</i>			
Dividends and interest		20,287	11,832
Net cash provided by investing activities		<u>20,287</u>	<u>11,832</u>
Change in cash and cash equivalents		172,558	27,970
Cash and cash equivalents brought forward		<u>172,770</u>	<u>144,800</u>
Cash and cash equivalents carried forward		<u>345,328</u>	<u>172,770</u>

1. Accounting policies

Basis of preparation

The accounts are prepared on a historical cost basis, in accordance with the Statement of Recommended Practice applicable for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – Charities SORP (FRS 102), the Financial Reporting Standards applicable to the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The Teach For All Network meets the definition of a public benefit entity under FRS 102.

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. As a result, the accounts have been prepared on a going concern basis.

The financial statements are presented in Sterling, being the functional currency of the charity, and are rounded to the nearest £.

Incoming resources and resources expended

Donations receivable are recognised once the charity has entitlement to the donations, it is probable that the donations will be received and the monetary value of the donations can be measured with sufficient reliability.

Donations and grants payable are included in the Statement of Financial Activities when approved by the Trustees and agreed with the donee.

All other income and expenditure is recognised on an accruals basis.

Debtors

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

Creditors

Creditors are recognised where the charity has a present obligation resulting from past events that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity 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.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for a particular area of the charity's work.

Foreign currency transactions

Monetary assets and liabilities denominated in foreign currencies are translated into Sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Exchange differences arising on transactions in the year are taken to the Statement of Financial Activities.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2025

2. Legal status of the charity

The charity is a company limited by guarantee incorporated in the UK (registered in England and Wales) and has no share capital. The charity's registered office is 22 Chancery Lane, London WC2A 1LS.

3. Prior year Statement of Financial Activities

	Unrestricted Fund 2024 £	Restricted Fund 2024 £	Total Funds 2024 £	Total Funds 2023 £
Income from:				
Donations and legacies	5,153,189	97,081	5,250,270	4,815,219
Investments	11,832	-	11,832	12,441
Total income	5,165,021	97,081	5,262,102	4,827,660
Expenditure on:				
Raising funds	(594,871)	-	(594,871)	(562,586)
Charitable activities	(4,564,727)	(70,174)	(4,634,901)	(4,193,363)
Total expenditure	(5,159,598)	(70,174)	(5,229,772)	(4,755,949)
Net income for the year	5,423	26,907	32,330	71,711
Foreign exchange loss	(17,181)	(1,557)	(18,738)	(13,535)
Net movement of funds	(11,758)	25,350	13,592	58,176
Funds brought forward	171,124	120,649	291,773	233,597
Funds carried forward	159,366	145,999	305,365	291,773

4. Donations and legacies

	2025 £	2024 £
Expenses paid on the charity's behalf by the parent	471,449	276,125
Donations received from individuals	176,048	40,625
Donations received from Latin American Children's Trust	-	175,197
Donation received from parent	4,800,000	4,800,000
Grants received from the European Union	-	(48,917)
Contributed services	10,252	7,240
	5,457,749	5,250,270

The donations received with restrictions was £nil (2024 - £145,998) and grants refunded with restrictions was £nil (2024 - £48,917). Donated services are recognised on the basis of the value of the gift to the charity, at the point at which they are received by the charity.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2025

5. Investment income	2025 £	2024 £
Interest income	20,287	11,832

6. Cost of raising funds	2025 £	2024 £
Fundraising activities	598,544	594,871

Expenditure on fundraising activities was wholly funded by unrestricted funds.

7. Charitable activities	Direct activities £	Support costs £	Total 2025 £	Total 2024 £
Grants made to institutions	30,000	-	30,000	40,000
Partner support	3,693,132	830,501	4,523,633	4,594,901
	3,723,132	830,501	4,553,633	4,634,901

The expenditure out of restricted funds on grants to institutions was £30,000 (2024 - £40,000). The expenditure out of restricted funds on partner support was £nil (2024 - £70,175).

8. Analysis of support and governance costs

The main charitable activity is to provide support to Network Partners. The breakdown of support and governance costs is shown below:

	2025 £	2024 £
Support costs:		
Staff costs	443,638	509,873
Legal and professional fees	91,359	118,764
Rent	102,039	103,437
Office costs	136,746	162,059
Travel and subsistence	18,029	12,166
Bank charges	5,108	4,962
Entertainment	5,599	5,505
Bad debt	119	1,281
IT expenses	3,229	12,394
Governance costs:		
Auditor's remuneration (note 9)	24,636	15,786
	830,502	946,227

All costs are allocated to partner support.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2025

9. Auditor's remuneration	2025 £	2024 £
Fees payable to the charity's auditor for the audit of the charity's financial statements	11,655	10,670
Fees payable to the charity's auditor for other services	12,981	5,116
Total	<u>24,636</u>	<u>15,786</u>

10. Trustees' remuneration

No Trustee received remuneration or reimbursement of expenses during the period.

11. Analysis of staff costs	2025 £	2024 £
Salaries and wages	3,491,515	3,553,217
Pension costs	127,302	123,177
Social security costs	640,989	590,278
Health insurance	92,099	89,360
Training and development	19,412	34,067
Other benefits	7,227	10,573
	<u>4,378,544</u>	<u>4,400,672</u>

The average monthly number of full-time equivalent employees (including casual and part-time staff) during the year was 43 (2024 – 46).

The key management of the personnel of the charity comprise the Trustees, the Global Head of Technology and Innovation and the Head of Region Europe. The total employee benefits of the key management personnel of the charity were £266,764 (2024 - £430,745). In 2024, the positions of Chief Network Officer and Head of Region Africa were considered key management personnel. Both positions remained vacant throughout the year ended 30 September 2025.

The number of employees whose emoluments were in excess of £60,000 during the year was:

	2025 Number	2024 Number <i>restated</i>
£60,001 - £70,000	6	6
£70,001 - £80,000	8	7
£80,001 - £90,000	3	5
£90,001 - £100,000	6	3
£100,001 - £110,000	2	2
£110,001 - £120,000	3	3
£120,001 - £130,000	1	1
£130,001 - £140,000	-	-
£140,001 - £150,000	-	1
£150,001 - £160,000	1	-
£160,001 - £170,000	-	1
	<u>30</u>	<u>29</u>

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2025

12. Taxation

Teach For All Network is a registered charity and as such is exempt from tax on its income to the extent this is applied for charitable purposes.

13. Debtors	2025 £	2024 £
Prepayments	309,540	256,093
Other receivable	56,353	13,658
Grants receivable	206,245	173,322
Other debtors	677	98
	<u>572,815</u>	<u>443,171</u>

14. Creditors: amounts falling due within one year	2025 £	2024 £
Accruals	130,547	144,034
Other creditors	184,609	166,542
	<u>315,156</u>	<u>310,576</u>

15. Liability of members

The charity is limited by guarantee and has no share capital. The Memorandum of Association provides that the parent company is liable to contribute a sum not exceeding £100 in the event of the charity being wound up.

16. Funds

Unrestricted funds – comprises the undistributed income of the charity which the Trustees are free to use in accordance with the charity's objectives.

Restricted funds – comprises donations made in order to fund the activities of network partners based overseas. Donations of £4,002 (2024 - £145,999) were received.

The assets of the charity are divided as follows:

	Unrestricted Fund £	Restricted Fund £	Total £
Cash and cash equivalents	337,323	8,005	345,328
Debtors	460,819	111,996	572,815
Creditors	(315,516)	-	(315,156)
	<u>482,986</u>	<u>120,001</u>	<u>602,987</u>

TEACH FOR ALL NETWORK**NOTES TO THE FINANCIAL STATEMENTS****Year ended 30 September 2025****17. Categorisation of financial instruments**

	2025	2024
	£	£
Financial liabilities measured at amortised cost	<u>184,609</u>	<u>166,542</u>

18. Related party transactions

During the period the charity received donations of £75,000 (2024 - £9,375) without conditions from its Trustees.

Teach For All, Inc. (parent company) provided donations in the form of working capital and paid expenses on behalf of the charity totalling £5,271,448 (2024 - £5,076,125).

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

	2025	2024
	£	£
Net movement in funds	297,622	13,592
Deduct income from investments	(20,287)	(11,832)
Increase in creditors	4,580	69,749
Increase in debtors	(129,644)	(55,371)
Net cash provided by operating activities	<u>152,271</u>	<u>16,138</u>

20. Control

The charity's immediate and ultimate parent is Teach For All, Inc., incorporated in the USA with registration number 262122566, whose principal purpose is the provision of technical assistance and strategic expertise to local enterprises engaged in building the movement to end educational inequality.

Teach For All, Inc. has the power to appoint or remove the majority of Trustees.

The most senior parent entity producing publically available financial statements is Teach For All, Inc. These financial statements are available upon request from Teach For All, Inc., 25 Broadway, 13th Floor, New York, NY 10004, USA.

TEACH FOR ALL NETWORK

England & Wales - Charity number 1148763

Accounts

TEACH FOR ALL NETWORK

FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2024

Company No. 07567032

Charity Registration No. 1148763

TEACH FOR ALL NETWORK

I N D E X

Year ended 30 September 2024

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Statement of Cash Flows	11
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TEACH FOR ALL NETWORK

GENERAL INFORMATION

Year ended 30 September 2024

Directors and Trustees	Dame Julia Cleverdon David Thomlinson Paul Fletcher James Westhead Russell Hobby Simeon Peter Coyle Laura McInerney (appointed 7 October 2024) Tom Ravenscroft (appointed 7 October 2024)
Registered office	22 Chancery Lane London WC2A 1LS
Charity number	1148763
Company registration number	07567032
Auditors	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS
Solicitors	BDB Pitmans LLP One Bartholomew Close London EC1A 7BL

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S

Year ended 30 September 2024

The Trustees present their report and financial statements for the year ended 30 September 2024, which includes the directors' report as required by company law. The financial statements have been prepared in accordance with the accounting policies set out on page 12 and with the Companies Act 2006 and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Teach For All Network is a company limited by guarantee and became a registered charity on 30 August 2012.

Structure, governance and management

The names of the directors who served throughout the year are stated on page 2. The directors of the company are also charity Trustees for the purposes of Charity law.

Teach for All Network is governed by a board of Trustees who meet annually to discuss the charity's strategy, including grant making, risk management, policies and performance. However, if it is determined that an annual meeting is insufficient additional meetings will be scheduled. The board currently consists of the Trustees listed on page 2. New members of this board will be selected and appointed by existing Trustees. New Trustees are provided with guidance as to their responsibilities from existing Trustees and management.

Teach for All Network is governed by Memorandum and Articles of Association dated 16 March 2011. Application of income of the charity is limited to the promotion of its objects. Decisions are made by simple majority of votes cast at a meeting of the Trustees.

Objectives and activities for the public benefit

The charity's main object is the advancement of education for the public benefit, and such other charitable, philanthropic and benevolent purposes in the field of education as the directors shall decide.

Teach For All Network works to accelerate the progress of independent locally led and governed partner organisations within the overall Teach For All global network, and particularly in Europe. Each network partner recruits and develops promising future leaders to teach in their nations' high-need schools and communities and, with this foundation, to work with others, inside and outside of education, to ensure all children are able to fulfill their potential. Teach For All Network works to accelerate the network's progress and increase its impact by providing partners with direct support, facilitating connections among them, accessing global resources for the benefit of the network, and fostering the leadership development of partner staff, teachers, and alumni.

Achievements and performance

During the period, the Teach For All global network worked with more than 63 partners. Teach For All Network helped these partners achieve a measurable increase in average scale of their programs, as well as an increase in the effectiveness of their teachers and programme alumni as measured by survey data. During this time, network partners also provided high ratings regarding their assessment of the quality of support from Teach For All Network.

Public benefit

The Trustees, having regard to the Public Benefit Guidance published by the Charity Commission in accordance with section 17 of The Charities Act 2011, consider that the purpose and activities of Teach for All Network satisfy the requirements of the public benefit test set out in section 4 of the same Act.

Financial review and reserves policy

The accounts and notes to the financial statements are set out on pages 9 to 17. The charity's costs are recharged to its parent entity and therefore has no need to maintain reserves at a particular level in order to ensure its continued operation. Unrestricted reserves at 30 September 2024 were in a surplus of £159,366 (2023 - £171,124). In addition to this, the charity had £145,999 (2023 - £120,649) of restricted funds to be passed on to education network partners by way of funding grants and expenditure on network partner support.

TEACH FOR ALL NETWORK

REPORT OF THE TRUSTEES (CONTINUED)

Year ended 30 September 2024

Grant making policy

Teach for All Network seeks projects to fund and does not accept unsolicited applications for grants.

Future developments

The Trustees will continue with the primary objective of advancement of education for the public benefit in the UK and worldwide. Teach For All Network is part of the Teach For All network, and endeavours to build the capacity of network partners in their effectiveness to address education inequality in the UK and worldwide. The network currently has 63 partner organisations worldwide and in the future it has the plan to grow by adding approximately 4 organisations around the world each year.

In the short term, Teach For All Network aspires to foster an environment conducive to the growth of the network and its partners, increase the capacity and impact of partners, and build a diverse and thriving organisation and network. Over the longer term, Teach For All Network aspires to several intended outcomes, including: developing a significant number of extraordinary leaders who teach successfully in high-need communities in Europe and beyond and continue working to ensure all children have the opportunity to fulfil their potential; building an interconnected global community of students, teachers, alumni, staff and allies who are learning from and supporting each other; providing an engine of innovation and learning, sharing expertise from within and beyond the network on creating transformational progress in classrooms and communities; and developing into an influential voice in the global discussion.

Risk management

Given Teach For All Network's relationship to Teach For All, Inc. in the US, risk management primarily takes place at the Teach For All, Inc. level. Each risk is assigned to a committee of the Teach For All, Inc Board and to a member of senior management to develop and monitor mitigation strategies. Additionally, Teach For All Network has taken out appropriate insurance policies, including Employers Liability, Public/Product Liability, and Management Liability policies. Examples of such risk include the inability to raise sufficient funds, attract and retain talent, maintain the safety and security of travelling staff, and avoid negative publicity.

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also directors of Teach For All Network ("the charitable company") for the purposes of company law) are responsible for preparing the Trustees' annual 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

TEACH FOR ALL NETWORK

REPORT OF THE TRUSTEES (CONTINUED)

Year ended 30 September 2024

Special Provisions

This report is prepared in accordance with the provisions applicable to companies subject to the small companies regime in Part 15 of the Companies Act 2006.

Accounts

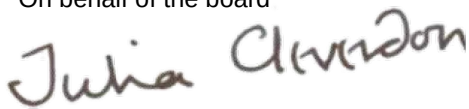
The accounts set out on pages 9 to 17 have been drawn up in accordance with the relevant provisions of the Companies Act 2006, and with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Auditors

So far as each Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware.

Each Trustee has taken all reasonable steps that they ought to have taken as a Trustee in order to make himself or herself aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

On behalf of the board



DAME JULIA CLEVERDON

June 25th 2025

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TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK

Year ended 30 September 2024

Opinion

We have audited the financial statements of Teach For All Network (the "charitable company") for the year ended 30 September 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2024

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 4, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2024

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

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector, jurisdictions in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the assessed level of risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, UK Company Law, UK tax legislation and UK Charity Law.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third party tax advisers.

As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by management that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Dixon Wilson Audit Services LLP, Statutory Auditor
22 Chancery Lane
London
WC2A 1LS

26 June 2025

Date:.....

Dixon Wilson Audit Services LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

TEACH FOR ALL NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

Year ended 30 September 2024

	Note	Unrestricted Fund 2024 £	Restricted Fund 2024 £	Total Funds 2024 £	Total Funds 2023 £
Income from:					
Donations and legacies	4	5,153,189	97,081	5,250,270	4,815,219
Investments	5	11,832	-	11,832	12,441
Total income		<u>5,165,021</u>	<u>97,081</u>	<u>5,250,270</u>	<u>4,827,660</u>
Expenditure on:					
Raising funds	6	(594,871)	-	(594,871)	(562,586)
Charitable activities	7	(4,564,727)	(70,174)	(4,634,901)	(4,193,363)
Total expenditure		<u>(5,159,598)</u>	<u>(70,174)</u>	<u>(5,229,772)</u>	<u>(4,755,949)</u>
Net income for the year before tax		5,423	26,907	32,330	71,711
Foreign exchange loss		<u>(17,181)</u>	<u>(1,557)</u>	<u>(18,738)</u>	<u>(13,535)</u>
Net income and net movement of funds		<u>(11,758)</u>	<u>25,350</u>	<u>13,592</u>	<u>58,176</u>
Funds brought forward		<u>171,124</u>	<u>120,649</u>	<u>291,773</u>	<u>233,597</u>
Funds carried forward		<u>159,366</u>	<u>145,999</u>	<u>305,365</u>	<u>291,773</u>

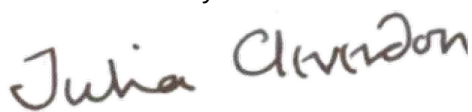
The Statement of Financial Activities includes all gains and losses for the year. All incoming resources and resources expended derive from continuing activities.

TEACH FOR ALL NETWORK**B A L A N C E S H E E T****At 30 September 2024****Company No. 07567032
Charity Registration No. 1148763**

	Note	2024 £	2023 £
Current assets			
Debtors	13	443,171	387,800
Cash at bank		172,770	144,800
		<u>615,941</u>	<u>532,600</u>
Liabilities			
Creditors falling due within one year	14	<u>(310,576)</u>	<u>(240,827)</u>
Net current assets		<u>305,365</u>	<u>291,773</u>
Total funds of the charity:			
Unrestricted funds	16	159,366	171,124
Restricted funds	16	145,999	120,649
Total funds		<u>305,365</u>	<u>291,773</u>

For the year ended 30 September 2024, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. The financial statements have been audited under the requirements of section 144 of the Charities Act 2011. The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime in part 15 of the Companies Act 2006.

The accounts on pages 9 to 17 were approved by the Trustees on **June 5th** 2025 and were signed on its behalf by:



DAME JULIA CLEVERDON
Director

June 25th 2025

TEACH FOR ALL NETWORK

S T A T E M E N T O F C A S H F L O W S

Year ended 30 September 2024

	Note	2024 Total £	2023 Total £
Net cash provided by operating activities	19	16,138	20,511
<i>Cash flows from investing activities:</i>			
Dividends and interest		11,832	12,441
Net cash provided by investing activities		11,832	12,441
Change in cash and cash equivalents		27,970	32,952
Cash and cash equivalents brought forward		144,800	111,848
Cash and cash equivalents carried forward		172,770	144,800

1. Accounting policies

Basis of preparation

The accounts are prepared on a historical cost basis, in accordance with the Statement of Recommended Practice applicable for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – Charities SORP (FRS 102), the Financial Reporting Standards applicable to the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The Teach For All Network meets the definition of a public benefit entity under FRS 102.

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. As a result, the accounts have been prepared on a going concern basis.

The financial statements are presented in Sterling, being the functional currency of the charity, and are rounded to the nearest £.

Incoming resources and resources expended

Donations receivable are recognised once the charity has entitlement to the donations, it is probable that the donations will be received and the monetary value of the donations can be measured with sufficient reliability.

Donations and grants payable are included in the Statement of Financial Activities when approved by the Trustees and agreed with the donee.

All other income and expenditure is recognised on an accruals basis.

Debtors

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

Creditors

Creditors are recognised where the charity has a present obligation resulting from past events that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity 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.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for a particular area of the charity's work.

Foreign currency transactions

Monetary assets and liabilities denominated in foreign currencies are translated into Sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Exchange differences arising on transactions in the year are taken to the Statement of Financial Activities.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2024

2. Legal status of the charity

The charity is a company limited by guarantee incorporated in the UK (registered in England and Wales) and has no share capital. The charity's registered office is 22 Chancery Lane, London WC2A 1LS.

3. Prior year Statement of Financial Activities

	Unrestricted Fund 2023 £	Restricted Fund 2023 £	Total Funds 2023 £	Total Funds 2022 £
Income from:				
Donations and legacies	4,775,219	40,000	4,815,219	4,019,894
Investments	12,441	-	12,441	931
Total income	4,787,660	40,000	4,827,660	4,020,825
Expenditure on:				
Raising funds	(562,586)	-	(562,586)	(614,605)
Charitable activities	(4,174,823)	(18,540)	(4,193,363)	(3,215,652)
Total expenditure	(4,737,409)	(18,540)	(4,755,949)	(3,830,257)
Net income/(expenditure) for the year	50,251	21,460	71,711	190,568
Foreign exchange (loss)/gain	(14,004)	469	(13,535)	(24,979)
Net movement of funds	36,247	21,929	58,176	165,589
Funds brought forward	134,877	98,720	233,597	68,008
Funds carried forward	171,124	120,649	291,773	233,597

4. Donations and legacies

	2024 £	2023 £
Expenses paid on the charity's behalf by the parent	276,125	303,975
Donations received from individuals	40,625	2,000
Donations received from Latin American Children's Trust	175,197	50,000
Donation received from parent	4,800,000	4,450,000
Grants received from the European Union	(48,917)	-
Contributed services	7,240	9,244
	5,250,270	4,815,219

The donations received with restrictions was £145,998 (2023 - £40,000) and grants refunded with restrictions was £48,917 (2023 - £48,917). Donated services are recognised on the basis of the value of the gift to the charity, at the point at which they are received by the charity.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2024

5. Investment income	2024 £	2023 £
Interest income	11,832	12,441

6. Cost of raising funds	2024 £	2023 £
Fundraising activities	594,871	562,586

Expenditure on fundraising activities was wholly funded by unrestricted funds.

7. Charitable activities	Direct activities £	Support costs £	Total 2024 £	Total 2023 £
Grants made to institutions	40,000	-	40,000	-
Partner support	3,648,674	946,227	4,594,901	4,193,363
	<u>3,688,674</u>	<u>946,227</u>	<u>4,634,901</u>	<u>4,193,363</u>

The expenditure out of restricted funds on partner support was £30,174 (2023 - £18,540). The expenditure out of restricted funds on grants made to institutions was £40,000 (2023 - £nil).

8. Analysis of support and governance costs

The main charitable activity is to provide support to Network Partners. The breakdown of support and governance costs is shown below:

	2024 £	2023 £
Support costs:		
Staff costs	509,873	382,984
Legal and professional fees	118,764	55,706
Rent	103,437	113,174
Office costs	162,059	156,182
Travel and subsistence	12,166	20,783
Bank charges	4,962	4,483
Entertainment	5,505	6,164
Bad debt	1,281	-
IT expenses	12,394	12,188
Governance costs:		
Auditor's remuneration (note 9)	15,786	15,192
	<u>946,227</u>	<u>766,856</u>

All costs are allocated to partner support.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2024

9. Auditor's remuneration	2024 £	2023 £
Fees payable to the charity's auditor for the audit of the charity's financial statements	10,670	9,660
Fees payable to the charity's auditor for other services	5,116	5,532
Total	<u>15,786</u>	<u>15,192</u>

10. Trustees' remuneration

No Trustee received remuneration or reimbursement of expenses during the period.

11. Analysis of staff costs	2024 £	2023 £
Salaries and wages	3,553,217	3,253,107
Pension costs	123,177	126,300
Social security costs	590,278	541,396
Health insurance	89,360	75,201
Training and development	34,067	24,088
Other benefits	10,573	7,181
	<u>4,400,672</u>	<u>4,027,273</u>

The average monthly number of full-time equivalent employees (including casual and part-time staff) during the year was 35 (2023 - 42).

The key management of the personnel of the charity comprise the Trustees, the Global Head of Technology and Innovation, the Head of Region Europe, the Chief Network Officer and Head of Africa Region. The total employee benefits of the key management personnel of the charity were £430,745 (2023 - £473,217).

The number of employees whose emoluments were in excess of £60,000 during the year was:

	2024 Number	2023 Number
£60,001 - £70,000	4	3
£70,001 - £80,000	5	2
£80,001 - £90,000	4	7
£90,001 - £100,000	3	1
£100,001 - £110,000	1	-
£110,001 - £120,000	1	-
£120,001 - £130,000	1	2
£130,001 - £140,000	-	-
£140,001 - £150,000	1	-
£150,001 - £160,000	-	1
£160,001 - £170,000	1	-
	<u>21</u>	<u>16</u>

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2024

12. Taxation

Teach For All Network is a registered charity and as such is exempt from tax on its income to the extent this is applied for charitable purposes.

13. Debtors	2024 £	2023 £
Prepayments	256,093	296,355
Other receivable	13,658	14,867
Grants receivable	173,322	76,264
Other debtors	98	314
	<u>443,171</u>	<u>387,800</u>

14. Creditors: amounts falling due within one year	2024 £	2023 £
Accruals	144,034	169,118
Other creditors	166,542	71,709
	<u>310,576</u>	<u>240,827</u>

15. Liability of members

The charity is limited by guarantee and has no share capital. The Memorandum of Association provides that the parent company is liable to contribute a sum not exceeding £100 in the event of the charity being wound up.

16. Funds

Unrestricted funds – comprises the undistributed income of the charity which the Trustees are free to use in accordance with the charity's objectives.

Restricted funds – comprises donations made in order to fund the activities of network partners based overseas. Donations of £145,999 (2023 - £40,000) were received.

The assets of the charity are divided as follows:

	Unrestricted Fund £	Restricted Fund £	Total £
Cash and cash equivalents	160,117	12,653	172,770
Debtors	297,172	145,999	443,171
Creditors	(297,923)	(12,653)	(310,576)
	<u>159,366</u>	<u>145,999</u>	<u>305,365</u>

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2024

17. Categorisation of financial instruments

	2024 £	2023 £
Financial liabilities measured at amortised cost	166,542	71,709

18. Related party transactions

During the period the charity received donations of £9,375 (2023 - £2,000) without conditions from its Trustees.

Teach For All, Inc. (parent company) provided donations in the form of working capital and paid expenses on behalf of the charity totalling £5,076,125 (2023 - £4,753,975).

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

	2024 £	2023 £
Net movement in funds	13,592	58,176
Deduct income from investments	(11,832)	(12,441)
Increase/(decrease) in creditors	69,749	(3,805)
Increase in debtors	(55,371)	(21,419)
Net cash used in operating activities	16,138	20,511

20. Control

The charity's immediate and ultimate parent is Teach For All, Inc., incorporated in the USA with registration number 262122566, whose principal purpose is the provision of technical assistance and strategic expertise to local enterprises engaged in building the movement to end educational inequality.

Teach For All, Inc. has the power to appoint or remove the majority of Trustees.

The most senior parent entity producing publically available financial statements is Teach For All, Inc. These financial statements are available upon request from Teach For All, Inc., 25 Broadway, 13th Floor, New York, NY 10004, USA.

TEACH FOR ALL NETWORK

England & Wales - Charity number 1148763

Accounts

TEACH FOR ALL NETWORK

FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2023

Company No. 07567032

Charity Registration No. 1148763

TEACH FOR ALL NETWORK

I N D E X

Year ended 30 September 2023

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TEACH FOR ALL NETWORK

GENERAL INFORMATION

Year ended 30 September 2023

Directors and Trustees

Dame Julia Cleverdon
Edward Vainker (resigned 30 June 2023)
David Thomlinson
Paul Fletcher
James Westhead
Ndidie Okezie (resigned 31 December 2023)
Russell Hobby
Simeon Peter Coyle (appointed 1 April 2023)

Registered office

22 Chancery Lane
London
WC2A 1LS

Charity number

1148763

Company registration number

07567032

Auditors

Dixon Wilson Audit Services LLP
22 Chancery Lane
London
WC2A 1LS

Solicitors

BDB Pitmans LLP
One Bartholomew Close
London
EC1A 7BL

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S

Year ended 30 September 2023

The Trustees present their report and financial statements for the year ended 30 September 2023, which includes the directors' report as required by company law. The financial statements have been prepared in accordance with the accounting policies set out on page 12 and with the Companies Act 2006 and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Teach For All Network is a company limited by guarantee and became a registered charity on 30 August 2012.

Structure, governance and management

The names of the directors who served throughout the year are stated on page 2. The directors of the company are also charity Trustees for the purposes of Charity law.

Teach for All Network is governed by a board of Trustees who meet annually to discuss the charity's strategy, including grant making, risk management, policies and performance. However, if it is determined that an annual meeting is insufficient additional meetings will be scheduled. The board currently consists of the Trustees listed on page 2. New members of this board will be selected and appointed by existing Trustees. New Trustees are provided with guidance as to their responsibilities from existing Trustees and management.

Teach for All Network is governed by Memorandum and Articles of Association dated 16 March 2011. Application of income of the charity is limited to the promotion of its objects. Decisions are made by simple majority of votes cast at a meeting of the Trustees.

Objectives and activities for the public benefit

The charity's main object is the advancement of education for the public benefit, and such other charitable, philanthropic and benevolent purposes in the field of education as the directors shall decide.

Teach For All Network works to accelerate the progress of independent locally led and governed partner organisations within the overall Teach For All global network, and particularly in Europe. Each network partner recruits and develops promising future leaders to teach in their nations' high-need schools and communities and, with this foundation, to work with others, inside and outside of education, to ensure all children are able to fulfill their potential. Teach For All Network works to accelerate the network's progress and increase its impact by providing partners with direct support, facilitating connections among them, accessing global resources for the benefit of the network, and fostering the leadership development of partner staff, teachers, and alumni.

Strategic Report

Achievements and performance

During the period, the Teach For All global network worked with more than 60 partners. Teach For All Network helped these partners achieve a measurable increase in average scale of their programs, as well as an increase in the effectiveness of their teachers and program alumni as measured by survey data. During this time, network partners also provided high ratings regarding their assessment of the quality of support from Teach For All Network.

Public benefit

The Trustees, having regard to the Public Benefit Guidance published by the Charity Commission in accordance with section 17 of The Charities Act 2011, consider that the purpose and activities of Teach for All Network satisfy the requirements of the public benefit test set out in section 4 of the same Act.

Financial review and reserves policy

The accounts and notes to the financial statements are set out on pages 9 to 17. The charity's costs are recharged to its parent entity and therefore has no need to maintain reserves at a particular level in order to ensure its continued operation. Unrestricted reserves at 30 September 2023 were in a surplus of £171,124 (2022 - £134,877). In addition to this, the charity had £120,649 (2022 - £98,720) of restricted funds to be passed on to education network partners by way of funding grants and expenditure on network partner support.

TEACH FOR ALL NETWORK

REPORT OF THE TRUSTEES (CONTINUED)

Year ended 30 September 2023

Grant making policy

Teach for All Network seeks projects to fund and does not accept unsolicited applications for grants.

Future developments

The Trustees will continue with the primary objective of advancement of education for the public benefit in the UK and worldwide. Teach For All Network is part of the Teach For All network, and endeavours to build the capacity of network partners in their effectiveness to address education inequality in the UK and worldwide. The network currently has 62 partner organisations worldwide and in the future it has the plan to grow by adding approximately 4 organisations around the world each year.

In the short term, Teach For All Network aspires to foster an environment conducive to the growth of the network and its partners, increase the capacity and impact of partners, and build a diverse and thriving organisation and network. Over the longer term, Teach For All Network aspires to several intended outcomes, including: developing a significant number of extraordinary leaders who teach successfully in high-need communities in Europe and beyond and continue working to ensure all children have the opportunity to fulfil their potential; building an interconnected global community of students, teachers, alumni, staff and allies who are learning from and supporting each other; providing an engine of innovation and learning, sharing expertise from within and beyond the network on creating transformational progress in classrooms and communities; and developing into an influential voice in the global discussion.

Risk management

Given Teach For All Network's relationship to Teach For All, Inc. in the US, risk management primarily takes place at the Teach For All, Inc. level. Each risk is assigned to a committee of the Teach For All, Inc Board and to a member of senior management to develop and monitor mitigation strategies. Additionally, Teach For All Network has taken out appropriate insurance policies, including Employers Liability, Public/Product Liability, and Management Liability policies. Examples of such risk include the inability to raise sufficient funds, attract and retain talent, maintain the safety and security of traveling staff, and avoid negative publicity.

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also directors of Teach For All Network ("the charitable company") for the purposes of company law) are responsible for preparing the Trustees' annual 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

TEACH FOR ALL NETWORK

REPORT OF THE TRUSTEES (CONTINUED)

Year ended 30 September 2023

Auditors

So far as each Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware.

Each Trustee has taken all reasonable steps that they ought to have taken as a Trustee in order to make himself or herself aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

In approving the Trustees' annual report, we also approve the strategic report included therein, in our capacity as the charitable company directors.

On behalf of the board



DAME JULIA CLEVERDON

11th June 2024

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK

Year ended 30 September 2023

Opinion

We have audited the financial statements of Teach For All Network (the “charitable company”) for the year ended 30 September 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company’s affairs as at 30 September 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor’s report thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2023

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 4, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2023

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

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector, jurisdictions in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the assessed level of risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, UK Company Law, UK tax legislation and UK Charity Law.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third party tax advisers.

As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by management that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Steven Wakefield (Senior Statutory auditor)
For and behalf of Dixon Wilson Audit Services LLP, Statutory Auditor
22 Chancery Lane
London
WC2A 1LS

19 June 2024

Date:.....

Dixon Wilson Audit Services LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

TEACH FOR ALL NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

Year ended 30 September 2023

	Note	Unrestricted Fund 2023 £	Restricted Fund 2023 £	Total Funds 2023 £	Total Funds 2022 £
Income from:					
Donations and legacies	4	4,775,219	40,000	4,815,219	4,019,894
Investments	5	12,441	-	12,441	931
Total income		<u>4,787,660</u>	<u>40,000</u>	<u>4,827,660</u>	<u>4,020,825</u>
Expenditure on:					
Raising funds	6	(562,586)	-	(562,586)	(614,605)
Charitable activities	7	(4,174,823)	(18,540)	(4,193,363)	(3,215,652)
Total expenditure		<u>(4,737,409)</u>	<u>(18,540)</u>	<u>(4,755,949)</u>	<u>(3,830,257)</u>
Net income for the year before tax		50,251	21,460	71,711	190,568
Foreign exchange (loss)/gain		<u>(14,004)</u>	<u>469</u>	<u>(13,535)</u>	<u>(24,979)</u>
Net income and net movement of funds		<u>36,247</u>	<u>21,929</u>	<u>58,176</u>	<u>165,589</u>
Funds brought forward		<u>134,877</u>	<u>98,720</u>	<u>233,597</u>	<u>68,008</u>
Funds carried forward		<u>171,124</u>	<u>120,649</u>	<u>291,773</u>	<u>233,597</u>

The Statement of Financial Activities includes all gains and losses for the year. All incoming resources and resources expended derive from continuing activities.

TEACH FOR ALL NETWORK**B A L A N C E S H E E T****At 30 September 2023****Company No. 07567032**
Charity Registration No. 1148763

	Note	2023 £	2022 £
Current assets			
Debtors	13	387,800	366,381
Cash at bank	14	144,800	111,848
		<u>532,600</u>	<u>478,229</u>
Liabilities			
Creditors falling due within one year	15	<u>(240,827)</u>	<u>(244,632)</u>
Net current assets		<u>291,773</u>	<u>233,597</u>
Total funds of the charity:			
Unrestricted funds	17	171,124	134,877
Restricted funds	17	120,649	98,720
Total funds		<u>291,773</u>	<u>233,597</u>

For the year ended 30 September 2023, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. The financial statements have been audited under the requirements of section 144 of the Charities Act 2011. The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime in part 15 of the Companies Act 2006.

The accounts on pages 9 to 17 were approved by the Trustees on 11th June 2024 and were signed on its behalf by:



DAME JULIA CLEVERDON
Director

TEACH FOR ALL NETWORK**S T A T E M E N T O F C A S H F L O W S****Year ended 30 September 2023**

	Note	2023 Total £	2022 Total £
Net cash provided by/(used in) operating activities	20	20,511	(63,283)
<i>Cash flows from investing activities:</i>			
Dividends and interest		12,441	931
Net cash provided by investing activities		<u>12,441</u>	<u>931</u>
Change in cash and cash equivalents		32,952	(62,352)
Cash and cash equivalents brought forward		<u>111,848</u>	<u>174,200</u>
Cash and cash equivalents carried forward		<u>144,800</u>	<u>111,848</u>

I. Accounting policies

Basis of preparation

The accounts are prepared on a historical cost basis, in accordance with the Statement of Recommended Practice applicable for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – Charities SORP (FRS 102), the Financial Reporting Standards applicable to the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The Teach For All Network meets the definition of a public benefit entity under FRS 102.

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. As a result, the accounts have been prepared on a going concern basis.

The financial statements are presented in Sterling, being the functional currency of the charity, and are rounded to the nearest £.

Incoming resources and resources expended

Donations receivable are recognised once the charity has entitlement to the donations, it is probable that the donations will be received and the monetary value of the donations can be measured with sufficient reliability.

Donations and grants payable are included in the Statement of Financial Activities when approved by the Trustees and agreed with the donee.

All other income and expenditure is recognised on an accruals basis.

Debtors

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

Creditors

Creditors are recognised where the charity has a present obligation resulting from past events that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity 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.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for a particular area of the charity's work.

Foreign currency transactions

Monetary assets and liabilities denominated in foreign currencies are translated into Sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Exchange differences arising on transactions in the year are taken to the Statement of Financial Activities.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2023

2. Legal status of the charity

The charity is a company limited by guarantee incorporated in the UK (registered in England and Wales) and has no share capital. The charity's registered office is 22 Chancery Lane, London WC2A 1LS.

3. Prior year Statement of Financial Activities

	Unrestricted Fund 2022 £	Restricted Fund 2022 £	Total Funds 2022 £	Total Funds 2021 £
Income from:				
Donations and legacies	3,979,894	40,000	4,019,894	3,145,552
Investments	931	-	931	-
Total income	3,980,825	40,000	4,020,825	3,145,552
Expenditure on:				
Raising funds	(614,605)	-	(614,605)	(647,657)
Charitable activities	(3,154,066)	(61,586)	(3,215,652)	(2,711,090)
Total expenditure	(3,768,671)	(61,586)	(3,830,257)	(3,358,747)
Net (expenditure)/income for the year	212,154	(21,586)	190,568	(213,195)
Foreign exchange loss	(22,484)	(2,495)	(24,979)	(10,841)
Net movement of funds	189,670	(24,081)	165,589	(224,036)
Funds brought forward	(54,793)	122,801	68,008	292,044
Funds carried forward	134,877	98,720	233,597	68,008

4. Donations and legacies

	2023 £	2022 £
Expenses paid on the charity's behalf by the parent	303,975	124,755
Donations received from individuals	2,000	6,482
Donations received from Latin American Children's Trust	50,000	50,000
Donations from other institutions	-	4,264
Donation received from parent	4,450,000	3,812,052
Contributed services	9,244	22,341
	4,815,219	4,019,894

The donations received with restrictions was £40,000 (2022 - £40,000). Donated services are recognised on the basis of the value of the gift to the charity, at the point at which they are received by the charity.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2023

5. Investment income	2023 £	2022 £
Interest income	12,441	931

6. Cost of raising funds	2023 £	2022 £
Fundraising activities	562,586	614,605

Expenditure on fundraising activities was wholly funded by unrestricted funds.

7. Charitable activities	Direct activities £	Support costs £	Total 2023 £	Total 2022 £
Grants made to institutions	-	-	-	40,000
Partner support	3,426,507	766,856	4,193,363	3,175,652
	<u>3,426,507</u>	<u>766,856</u>	<u>4,193,363</u>	<u>3,215,652</u>

The expenditure out of restricted funds on partner support was £18,540 (2022 - £21,585). The expenditure out of restricted funds on grants made to institutions was £nil (2022 - £40,000).

8. Analysis of support and governance costs

The main charitable activity is to provide support to Network Partners. The breakdown of support and governance costs is shown below:

	2023 £	2022 £
Support costs:		
Staff costs	382,984	505,484
Legal and professional fees	55,706	82,491
Rent	113,174	62,774
Office costs	156,182	145,522
Travel and subsistence	20,783	28,450
Bank charges	4,483	5,392
Entertainment	-	339
Sundry	6,164	4,504
IT expenses	12,188	7,359
Governance costs:		
Auditor's remuneration (note 9)	15,192	13,736
	<u>766,856</u>	<u>856,051</u>

All costs are allocated to partner support.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2023

9. Auditor's remuneration	2023	2022
	£	£
Fees payable to the charity's auditor for the audit of the charity's financial statements	9,660	8,995
Fees payable to the charity's auditor for other services	5,532	4,741
Total	<u>15,192</u>	<u>13,736</u>

10. Trustees' remuneration

No Trustee received remuneration or reimbursement of expenses during the period.

11. Analysis of staff costs	2023	2022
	£	£
Salaries and wages	3,253,107	2,683,459
Pension costs	126,300	103,333
Social security costs	541,396	446,056
Health insurance	75,201	56,162
Training and development	24,088	19,032
Other benefits	7,181	3,517
	<u>4,027,273</u>	<u>3,311,559</u>

The average monthly number of full-time equivalent employees (including casual and part-time staff) during the year was 42 (2022 - 37).

The key management of the personnel of the charity comprise the Trustees, the Global Head of Technology and Innovation, the Head of Region Europe, the Chief Network Officer and Head of Africa Region. The total employee benefits of the key management personnel of the charity were £473,217 (2022 - £453,658).

The number of employees whose emoluments were in excess of £60,000 during the year was:

	2023	2022
	Number	Number
£60,001 - £70,000	3	5
£70,001 - £80,000	2	5
£80,001 - £90,000	7	2
£90,001 - £100,000	1	2
£100,001 - £110,000	-	1
£110,001 - £120,000	-	1
£120,001 - £130,000	2	2
£130,001 - £140,000	-	-
£140,001 - £150,000	-	1
£150,001 - £160,000	1	1
	<u>16</u>	<u>20</u>

12. Taxation

Teach For All Network is a registered charity and as such is exempt from tax on its income to the extent this is applied for charitable purposes.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2023

13. Debtors	2023	2022
	£	£
Prepayments	296,355	256,677
Other receivable	14,867	20,533
Grants receivable	76,264	88,921
Other debtors	314	250
	<u>387,800</u>	<u>366,381</u>

14. Cash at bank	2023	2022
	£	£
Current account	<u>144,800</u>	<u>111,848</u>

15. Creditors: amounts falling due within one year	2023	2022
	£	£
Accruals	169,118	111,714
Other creditors	71,709	132,918
	<u>240,827</u>	<u>244,632</u>

16. Liability of members

The charity is limited by guarantee and has no share capital. The Memorandum of Association provides that the parent company is liable to contribute a sum not exceeding £100 in the event of the charity being wound up.

17. Funds

Unrestricted funds – comprises the undistributed income of the charity which the Trustees are free to use in accordance with the charity's objectives.

Restricted funds – comprises donations made in order to fund the activities of network partners based overseas. Donations of £40,000 (2022 - £40,000) were received.

The assets of the charity are divided as follows:

	Unrestricted Fund	Restricted Fund	Total
	£	£	£
Cash and cash equivalents	95,566	49,234	144,800
Debtors	316,385	71,615	387,800
Creditors	(240,827)	-	(240,827)
	<u>171,124</u>	<u>120,649</u>	<u>291,773</u>

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2023

18. Categorisation of financial instruments

	2023 £	2022 £
Financial liabilities measured at amortised cost	<u>71,709</u>	<u>132,918</u>

19. Related party transactions

During the period the charity received donations of £2,000 (2022 - £6,481) without conditions from its Trustees.

Teach For All, Inc. (parent company) provided donations in the form of working capital and paid expenses on behalf of the charity totalling £4,753,975 (2022 - £3,936,807).

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

	2023 £	2022 £
Net movement in funds	58,176	165,589
Deduct income from investments	(12,441)	(931)
(Decrease)/increase in creditors	(3,805)	6,298
Increase in debtors	<u>(21,149)</u>	<u>(234,239)</u>
Net cash used in operating activities	<u>20,511</u>	<u>(63,283)</u>

21. Control

The charity's immediate and ultimate parent is Teach For All, Inc., incorporated in the USA with registration number 262122566, whose principal purpose is the provision of technical assistance and strategic expertise to local enterprises engaged in building the movement to end educational inequality.

Teach For All, Inc. has the power to appoint or remove the majority of Trustees.

The most senior parent entity producing publically available financial statements is Teach For All, Inc. These financial statements are available upon request from Teach For All, Inc., 25 Broadway, 13th Floor, New York, NY 10004, USA.

TEACH FOR ALL NETWORK

England & Wales - Charity number 1148763

Accounts

TEACH FOR ALL NETWORK

FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2022

Company No. 07567032

Charity Registration No. 1148763

TEACH FOR ALL NETWORK

I N D E X

Year ended 30 September 2022

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TEACH FOR ALL NETWORK

GENERAL INFORMATION

Year ended 30 September 2022

Directors and Trustees

Dame Julia Cleverdon
Edward Vainker
David Thomlinson
Paul Fletcher
James Westhead
Ndidì Okezie
Russell Hobby

Company Secretary

Julia Chi

Registered office

22 Chancery Lane
London
WC2A 1LS

Charity number

1148763

Company registration number

07567032

Auditors

Dixon Wilson Audit Services LLP
22 Chancery Lane
London
WC2A 1LS

Solicitors

BDB Pitmans LLP
One Bartholomew Close
London
EC1A 7BL

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S

Year ended 30 September 2022

The Trustees present their report and financial statements for the year ended 30 September 2022, which includes the directors' report as required by company law. The financial statements have been prepared in accordance with the accounting policies set out on page 12 and with the Companies Act 2006 and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Teach For All Network is a company limited by guarantee and became a registered charity on 30 August 2012.

Structure, governance and management

The names of the directors who served throughout the year are stated on page 2. The directors of the company are also charity Trustees for the purposes of Charity law.

Teach for All Network is governed by a board of Trustees who meet annually to discuss the charity's strategy, including grant making, risk management, policies and performance. However, if it is determined that an annual meeting is insufficient additional meetings will be scheduled. The board currently consists of the Trustees listed on page 2. New members of this board will be selected and appointed by existing Trustees. New Trustees are provided with guidance as to their responsibilities from existing Trustees and management.

Teach for All Network is governed by Memorandum and Articles of Association dated 16 March 2011. Application of income of the charity is limited to the promotion of its objects. Decisions are made by simple majority of votes cast at a meeting of the Trustees.

Objectives and activities for the public benefit

The charity's main object is the advancement of education for the public benefit, and such other charitable, philanthropic and benevolent purposes in the field of education as the directors shall decide.

Teach For All Network works to accelerate the progress of independent locally led and governed partner organisations within the overall Teach For All global network, and particularly in Europe. Each network partner recruits and develops promising future leaders to teach in their nations' high-need schools and communities and, with this foundation, to work with others, inside and outside of education, to ensure all children are able to fulfill their potential. Teach For All Network works to accelerate the network's progress and increase its impact by providing partners with direct support, facilitating connections among them, accessing global resources for the benefit of the network, and fostering the leadership development of partner staff, teachers, and alumni.

Strategic Report

Achievements and performance

During the period, the Teach For All global network worked with more than 61 partners. Teach For All Network helped these partners achieve a measurable increase in average scale of their programs, as well as an increase in the effectiveness of their teachers and program alumni as measured by survey data. During this time, network partners also provided high ratings regarding their assessment of the quality of support from Teach For All Network.

The focus in the period had been on providing enough support to those in need during the Covid-19 pandemic. It was estimated that 80% of the world's children were out of school and the Network had seen that the shift to virtual learning was not only about generating digital content but also about the mechanisms used to deliver this content. The Teach For All global network has considered these issues and has been able to hold virtual events successfully and has seen continued growth in the year.

Public benefit

The Trustees, having regard to the Public Benefit Guidance published by the Charity Commission in accordance with section 17 of The Charities Act 2011, consider that the purpose and activities of Teach for All Network satisfy the requirements of the public benefit test set out in section 4 of the same Act.

Financial review and reserves policy

The accounts are set out on pages 9 to 17. The charity's costs are recharged to its parent entity and therefore has no need to maintain reserves at a particular level in order to ensure its continued operation. Unrestricted reserves at 30 September 2022 were in a surplus of £134,877 (deficit of 2021 - £54,793). In addition to this, the charity had £98,720 (2021 - £122,801) of restricted funds to be passed on to education network partners by way of funding grants and expenditure on network partner support.

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S (C O N T I N U E D)

Year ended 30 September 2022

Grant making policy

Teach for All Network seeks projects to fund and does not accept unsolicited applications for grants.

Future developments

The Trustees will continue with the primary objective of advancement of education for the public benefit in the UK and worldwide. Teach For All Network is part of the Teach For All network, and endeavours to build the capacity of network partners in their effectiveness to address education inequality in the UK and worldwide. The network currently has 61 partner organisations worldwide and in the future it has the plan to grow by adding approximately 4 organisations around the world each year.

In the short term, Teach For All Network aspires to foster an environment conducive to the growth of the network and its partners, increase the capacity and impact of partners, and build a diverse and thriving organisation and network. Over the longer term, Teach For All Network aspires to several intended outcomes, including: developing a significant number of extraordinary leaders who teach successfully in high-need communities in Europe and beyond and continue working to ensure all children have the opportunity to fulfil their potential; building an interconnected global community of students, teachers, alumni, staff and allies who are learning from and supporting each other; providing an engine of innovation and learning, sharing expertise from within and beyond the network on creating transformational progress in classrooms and communities; and developing into an influential voice in the global discussion.

Risk management

Given Teach For All Network's relationship to Teach For All, Inc. in the US, risk management primarily takes place at the Teach For All, Inc. level. Each risk is assigned to a committee of the Teach For All, Inc Board and to a member of senior management to develop and monitor mitigation strategies. Additionally, Teach For All Network has taken out appropriate insurance policies, including Employers Liability, Public/Product Liability, and Management Liability policies. Examples of such risk include the inability to raise sufficient funds, attract and retain talent, maintain the safety and security of traveling staff, and avoid negative publicity.

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also directors of Teach For All Network ("the charitable company") for the purposes of company law) are responsible for preparing the Trustees' annual 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

TEACH FOR ALL NETWORK

REPORT OF THE TRUSTEES (CONTINUED)

Year ended 30 September 2022

Auditors

So far as each Trustee is aware, there is no relevant audit information of which the company's auditors are unaware.

Each Trustee has taken all reasonable steps that they ought to have taken as a Trustee in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

In approving the Trustees' annual report, we also approve the strategic report included therein, in our capacity as company directors.

On behalf of the board

A handwritten signature in dark ink, reading "Julia Cleverdon". The signature is written in a cursive, flowing style.

DAME JULIA CLEVERDON
8 JUNE 2023

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK

Year ended 30 September 2022

Opinion

We have audited the financial statements of Teach For All Network (the “charitable company”) for the year ended 30 September 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2022

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- Sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 4, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2022

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

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector, and jurisdictions in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the assessed level of risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, UK Company Law, UK tax legislation and UK Charity Law.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third party tax advisers.

As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by management that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Steven Wakefield (Senior Statutory auditor)
For and behalf of Dixon Wilson Audit Services LLP, Statutory Auditor
22 Chancery Lane
London
WC2A 1LS

16 June 2023

Date:.....

Dixon Wilson Audit Services LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

TEACH FOR ALL NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

Year ended 30 September 2022

	Note	Unrestricted Fund 2022 £	Restricted Fund 2022 £	Total Funds 2022 £	Total Funds 2021 £
Income from:					
Donations and legacies	4	3,979,894	40,000	4,019,894	3,145,552
Investments	5	931	-	931	-
Total income		<u>3,980,825</u>	<u>40,000</u>	<u>4,020,825</u>	<u>3,145,552</u>
Expenditure on:					
Raising funds	6	(614,605)	-	(614,605)	(647,657)
Charitable activities	7	(3,154,066)	(61,586)	(3,215,652)	(2,711,090)
Total expenditure		<u>(3,768,671)</u>	<u>(61,586)</u>	<u>(3,830,257)</u>	<u>(3,358,747)</u>
Net income/(expenditure) for the year before tax		212,154	(21,586)	190,568	(213,195)
Foreign exchange (loss)/gain		(22,484)	(2,495)	(24,979)	(10,841)
Net income/(expenditure) and net movement of funds		<u>189,670</u>	<u>(24,081)</u>	<u>165,589</u>	<u>(224,036)</u>
Funds brought forward		(54,793)	122,801	68,008	292,044
Funds carried forward		<u>134,877</u>	<u>98,720</u>	<u>233,597</u>	<u>68,008</u>

The Statement of Financial Activities includes all gains and losses for the year. All incoming resources and resources expended derive from continuing activities.

TEACH FOR ALL NETWORK**BALANCE SHEET****At 30 September 2022****Company No. 07567032**
Charity Registration No. 1148763

	Note	2022 £	2021 £
Current assets			
Debtors	13	366,381	132,142
Cash at bank	14	111,848	174,200
		<u>478,229</u>	<u>306,342</u>
Liabilities			
Creditors falling due within one year	15	(244,632)	(238,334)
Net current assets		<u>233,597</u>	<u>68,008</u>
Total funds of the charity:			
Unrestricted funds	17	134,877	(54,793)
Restricted funds	17	98,720	122,801
Total funds		<u>233,597</u>	<u>68,008</u>

For the year ended 30 September 2022, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. The financial statements have been audited under the requirements of section 144 of the Charities Act 2011. The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime in part 15 of the Companies Act 2006.

The accounts on pages 9 to 17 were approved by the Trustees on 8 JUNE 2023 and were signed on its behalf by:



DAME JULIA CLEVERDON
Director

TEACH FOR ALL NETWORK**S T A T E M E N T O F C A S H F L O W S****Year ended 30 September 2022**

	Note	2022 Total £	2021 Total £
Net cash provided by/(used in) operating activities	20	(63,283)	(296,048)
<i>Cash flows from investing activities:</i>			
Dividends and interest		931	-
Net cash provided by investing activities		<u>931</u>	<u>-</u>
Change in cash and cash equivalents		(62,352)	(296,048)
Cash and cash equivalents brought forward		<u>174,200</u>	<u>470,248</u>
Cash and cash equivalents carried forward		<u>111,848</u>	<u>174,200</u>

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2022

I. Accounting policies

Basis of preparation

The accounts are prepared on a historical cost basis, in accordance with the Statement of Recommended Practice applicable for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – Charities SORP (FRS 102), the Financial Reporting Standards applicable to the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The Teach For All Network meets the definition of a public benefit entity under FRS 102.

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. As a result, the accounts have been prepared on a going concern basis.

The financial statements are presented in Sterling, being the functional currency of the charity, and are rounded to the nearest £.

Incoming resources and resources expended

Donations receivable are recognised once the charity has entitlement to the donations, it is probable that the donations will be received and the monetary value of the donations can be measured with sufficient reliability.

Donations and grants payable are included in the Statement of Financial Activities when approved by the Trustees and agreed with the donee.

All other income and expenditure is recognised on an accruals basis.

Debtors

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

Creditors

Creditors are recognised where the charity has a present obligation resulting from past events that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity 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.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for a particular area of the charity's work.

Foreign currency transactions

Monetary assets and liabilities denominated in foreign currencies are translated into Sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Exchange differences arising on transactions in the year are taken to the Statement of Financial Activities.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2022

2. Legal status of the charity

The charity is a company limited by guarantee incorporated in the UK (registered in England and Wales) and has no share capital. The charity's registered office is 22 Chancery Lane, London WC2A 1LS.

3. Prior year Statement of Financial Activities

	Unrestricted Fund 2021 £	Restricted Fund 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income from:				
Donations and legacies	3,043,464	102,088	3,145,552	3,277,751
Investments	-	-	-	421
Total income	3,043,464	102,088	3,145,552	3,278,172
Expenditure on:				
Raising funds	(647,657)	-	(647,657)	268,064
Charitable activities	(2,645,075)	(66,015)	(2,711,090)	2,985,824
Total expenditure	(3,292,732)	(66,015)	(3,358,747)	(3,253,888)
Net (expenditure)/income for the year	(249,268)	36,073	(213,195)	24,284
Foreign exchange gain/(loss)	7,215	(18,056)	(10,841)	1,193
Net movement of funds	(242,053)	18,017	(224,036)	25,477
Funds brought forward	187,260	104,784	292,044	266,567
Funds carried forward	(54,793)	122,801	68,008	292,044

4. Donations and legacies

	2022 £	2021 £
Expenses paid on the charity's behalf by the parent	124,755	23,370
Grants from the European Union	-	102,088
Donations received from individuals	6,482	25,000
Donations received from Latin American Children's Trust	50,000	-
Donations from other institutions	4,264	-
Donation received from parent	3,812,052	2,965,201
Contributed services	22,341	29,893
	4,019,894	3,145,552

The donations received with restrictions was £40,000 (2021 - £102,088).

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2022

5. Investment income	2022 £	2021 £
Interest income	931	-

6. Cost of raising funds

Fundraising activities	614,605	647,657
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Expenditure on fundraising activities was wholly funded by unrestricted funds. The expenditure out of restricted funds was £nil (2021 - £nil).

7. Charitable activities

	Direct activities £	Support costs £	Total 2022 £	Total 2021 £
Grants made to institutions	40,000	-	40,000	40,000
Partner Support	2,317,851	857,801	3,175,652	2,671,090
	<u>2,357,851</u>	<u>857,801</u>	<u>3,215,652</u>	<u>2,711,090</u>

The expenditure out of restricted funds on partner support was £21,585; (2021 - £26,015). The expenditure out of restricted funds on grants made to institutions was £40,000 (2021 - £40,000).

8. Analysis of support and governance costs

The main charitable activity is to provide support to Network Partners. The breakdown of support and governance costs is shown below:

	2022 £	2021 £
Support costs:		
Staff costs	505,484	394,326
Legal and professional fees	82,491	108,028
Rent	62,774	68,037
Office costs	145,522	119,845
Travel and subsistence	28,450	878
Bank charges	5,392	5,844
Entertainment	339	239
Sundry	4,504	1,407
IT expenses	7,359	10,519
Governance costs:		
Auditor's remuneration (note 9)	13,736	11,693
	<u>857,801</u>	<u>720,816</u>

Support costs are allocated based on staff time based on the budget manager's assessment of where they expect the individual to focus their time.

Governance costs are all allocated to charitable activities.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2022

9. Auditor's remuneration	2022 £	2021 £
Fees payable to the charity's auditor for the audit of the charity's financial statements	8,995	8,460
Fees payable to the charity's auditor for other services	4,741	3,233
Total	<u>13,736</u>	<u>11,693</u>

10. Trustees' remuneration

No Trustee received remuneration or reimbursement of expenses during the period.

11. Analysis of staff costs

Salaries and wages	2,683,459	2,433,477
Pension costs	103,333	94,634
Social security costs	446,056	367,872
Health insurance	56,162	56,895
Training and development	19,032	3,653
Other benefits	3,517	18,711
	<u>3,311,559</u>	<u>2,975,242</u>

The average monthly number of full-time equivalent employees (including casual and part-time staff) during the year was 37 (2021 - 25).

The key management of the personnel of the charity comprise the Trustees, the Head of People, Organisation and Culture, the Global Head of Technology and Innovation, the Global Consultant and the Head of Africa Region. The total employee benefits of the key management personnel of the charity were £453,658 (2021 - £479,967).

The number of employees whose emoluments were in excess of £60,000 during the year was:

	2022 Number	2021 Number
£60,001 - £70,000	5	2
£70,001 - £80,000	5	2
£80,001 - £90,000	2	2
£90,001 - £100,000	2	1
£100,001 - £110,000	1	1
£110,001 - £120,000	1	1
£120,001 - £130,000	2	1
£130,001 - £140,000	-	1
£140,001 - £150,000	1	-
£150,001 - £160,000	1	-
	<u>20</u>	<u>11</u>

12. Taxation

Teach For All Network is a registered charity and as such is exempt from tax on its income to the extent this is applied for charitable purposes.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2022

13. Debtors	2022 £	2021 £
Prepayments	256,677	27,976
Other receivable	20,533	12,750
Grants receivable	88,921	91,415
Other debtors	250	-
	<u>366,381</u>	<u>132,141</u>

Contingent assets

At the Balance Sheet date, the charity had recognised £100,000 of a £150,000 grant subject to performance related conditions. The second instalment was received in November 2021 and the third instalment is due in September 2022.

14. Cash at bank

Current account	<u>111,848</u>	<u>174,200</u>
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15. Creditors: amounts falling due within one year

Accruals	111,714	116,468
Other creditors	132,918	121,866
	<u>244,632</u>	<u>238,334</u>

16. Liability of members

The charity is limited by guarantee and has no share capital. The Memorandum of Association provides that the parent company is liable to contribute a sum not exceeding £100 in the event of the charity being wound up.

17. Funds

Unrestricted funds – comprises the undistributed income of the charity which the Trustees are free to use in accordance with the charity's objectives.

Restricted funds – comprises donations made in order to fund the activities of network partners based overseas. Restricted funds of £nil (2021 - £102,088) were received in order to support the activities of Teach For Bulgaria, a network partner.

The assets of the charity are divided as follows:

	Unrestricted Fund £	Restricted Fund £	Total £
Cash and cash equivalents	102,049	9,799	111,848
Debtors	277,460	88,921	366,381
Creditors	(244,632)	-	(244,632)
	<u>134,877</u>	<u>98,720</u>	<u>233,597</u>

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2022

18. Categorisation of financial instruments

	2022 £	2021 £
Financial liabilities measured at amortised cost	132,918	121,867

19. Related party transactions

During the period the charity received donations of £6,481 (2021 - £25,000) without conditions from its Trustees.

Teach For All, Inc. (parent company) provided working capital and paid expenses on behalf of the charity totalling £3,936,807 (2021 - £2,988,571).

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

	2022 £	2021 £
Net movement in funds	165,589	(224,036)
Deduct income from investments	(931)	-
(Decrease)/increase in creditors	6,298	35,707
(Increase)/decrease in debtors	(234,239)	(107,718)
Net cash used in operating activities	(63,283)	(296,048)

21. Control

The charity's immediate and ultimate parent is Teach For All, Inc., incorporated in the USA with registration number 262122566, whose principal purpose is the provision of technical assistance and strategic expertise to local enterprises engaged in building the movement to end educational inequality.

Teach For All, Inc. has the power to appoint or remove the majority of Trustees.

The most senior parent entity producing publically available financial statements is Teach For All, Inc. These financial statements are available upon request from Teach For All, Inc., 25 Broadway, 12th Floor, New York, NY 10004, USA.

TEACH FOR ALL NETWORK

England & Wales - Charity number 1148763

Accounts

TEACH FOR ALL NETWORK

FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2021

Company No. 07567032

Charity Registration No. 1148763

TEACH FOR ALL NETWORK

I N D E X

Year ended 30 September 2021

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TEACH FOR ALL NETWORK

GENERAL INFORMATION

Year ended 30 September 2021

Directors and Trustees	Dame Julia Cleverdon Edward Vainker Amanda Jenkins (resigned 1 December 2021) David Thomlinson Paul Fletcher James Westhead Ndidi Okezie Russell Hobby
Company Secretary	Julia Chi
Registered office	22 Chancery Lane London WC2A 1LS
Charity number	1148763
Company registration number	07567032
Auditors	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS
Solicitors	BDB Pitmans LLP One Bartholomew Close London EC1A 7BL

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S

Year ended 30 September 2021

The Trustees present their report and financial statements for the year ended 30 September 2021, which includes the directors' report as required by company law. The financial statements have been prepared in accordance with the accounting policies set out on page 12 and with the Companies Act 2006 and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Teach For All Network is a company limited by guarantee and became a registered charity on 30 August 2012.

Structure, governance and management

The names of the directors who served throughout the year are stated on page 2. The directors of the company are also charity Trustees for the purposes of Charity law.

Teach for All Network is governed by a board of Trustees who are required to meet at least annually to discuss the charity's strategy, including grant making, risk management, policies and performance. However, if it is determined that an annual meeting is insufficient additional meetings will be scheduled. The board currently consists of the Trustees listed on page 2. New members of this board will be selected and appointed by existing Trustees. New Trustees are provided with guidance as to their responsibilities from existing Trustees and management.

Teach for All Network is governed by Memorandum and Articles of Association dated 16 March 2011. Application of income of the charity is limited to the promotion of its objects. Decisions are made by simple majority of votes cast at a meeting of the Trustees.

Objectives and activities for the public benefit

The charity's main object is the advancement of education for the public benefit, and such other charitable, philanthropic and benevolent purposes in the field of education as the directors shall decide.

Teach For All Network works to accelerate the progress of independent locally led and governed partner organisations within the overall Teach For All global network, and particularly in Europe. Each network partner recruits and develops promising future leaders to teach in their nations' high-need schools and communities and, with this foundation, to work with others, inside and outside of education, to ensure all children are able to fulfill their potential. Teach For All Network works to accelerate the network's progress and increase its impact by providing partners with direct support, facilitating connections among them, accessing global resources for the benefit of the network, and fostering the leadership development of partner staff, teachers, and alumni.

Strategic Report

Achievements and performance

During the period, the Teach For All global network grew to include more than 61 partners. Teach For All Network helped these partners achieve a measurable increase in average scale of their programs, as well as an increase in the effectiveness of their teachers and program alumni as measured by survey data. During this time, network partners also provided high ratings regarding their assessment of the quality of support from Teach For All Network.

The focus in the period had been on providing enough support to those in need during the Covid-19 pandemic. It was estimated that 80% of the world's children were out of school and the Network had seen that the shift to virtual learning was not only about generating digital content but also about the mechanisms used to deliver this content. The Teach For All global network has considered these issues and has been able to hold virtual events successfully and has seen continued growth in the year.

Public benefit

The Trustees, having regard to the Public Benefit Guidance published by the Charity Commission in accordance with section 17 of The Charities Act 2011, consider that the purpose and activities of Teach for All Network satisfy the requirements of the public benefit test set out in section 4 of the same Act.

Financial review and reserves policy

The accounts are set out on pages 9 to 17. The charity's costs are recharged to its parent entity and therefore has no need to maintain reserves at a particular level in order to ensure its continued operation. Unrestricted reserves at 30 September 2021 were in a deficit of £54,793 (surplus of 2020 - £187,260). In addition to this, the charity had £122,801 (2020 - £104,784) of restricted funds to be passed on to education network partners by way of funding grants and expenditure on network partner support. The charity relies on the support of Teach For All and funds were received after the year end to clear the deficit.

TEACH FOR ALL NETWORK

REPORT OF THE TRUSTEES (CONTINUED)

Year ended 30 September 2021

Grant making policy

Teach for All Network seeks projects to fund and does not accept unsolicited applications for grants.

Future developments

The Trustees will continue with the primary objective of advancement of education for the public benefit in the UK and worldwide. Teach For All Network is part of the Teach For All network, and endeavours to build the capacity of network partners in their effectiveness to address education inequality in the UK and worldwide. The network currently has 61 partner organisations worldwide and in the future it has the plan to grow by adding approximately 4 organisations around the world each year.

In the short term, Teach For All Network aspires to foster an environment conducive to the growth of the network and its partners, increase the capacity and impact of partners, and build a diverse and thriving organisation and network. Over the longer term, Teach For All Network aspires to several intended outcomes, including: developing a significant number of extraordinary leaders who teach successfully in high-need communities in Europe and beyond and continue working to ensure all children have the opportunity to fulfil their potential; building an interconnected global community of students, teachers, alumni, staff and allies who are learning from and supporting each other; providing an engine of innovation and learning, sharing expertise from within and beyond the network on creating transformational progress in classrooms and communities; and developing into an influential voice in the global discussion.

Risk management

Given Teach For All Network's relationship to Teach For All, Inc. in the US, risk management primarily takes place at the Teach For All, Inc. level. Each risk is assigned to a committee of the Teach For All, Inc Board and to a member of senior management to develop and monitor mitigation strategies. Additionally, Teach For All Network has taken out appropriate insurance policies, including Employers Liability, Public/Product Liability, and Management Liability policies. Examples of such risk include the inability to raise sufficient funds, attract and retain talent, maintain the safety and security of traveling staff, and avoid negative publicity.

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also directors of Teach For All Network ("the charitable company") for the purposes of company law) are responsible for preparing the Trustees' annual 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S (C O N T I N U E D)

Year ended 30 September 2021

Auditors

So far as each Trustee is aware, there is no relevant audit information of which the company's auditors are unaware.

Each Trustee has taken all reasonable steps that he ought to have taken as a Trustee in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

In approving the Trustees' annual report, we also approve the strategic report included therein, in our capacity as company directors.

On behalf of the board

A handwritten signature in dark ink, reading "Julia Cleverdon". The signature is written in a cursive, flowing style.

DAME JULIA CLEVERDON
08 June 2022

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK

Year ended 30 September 2021

Opinion

We have audited the financial statements of Teach For All Network (the "charitable company") for the year ended 30 September 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2021

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- Sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 4, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2021

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector, and jurisdictions in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the assessed level of risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, UK Company Law, UK tax legislation and UK Charity Law.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third party tax advisers.

As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by management that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Steven Wakefield (Senior Statutory auditor)
For and behalf of Dixon Wilson Audit Services LLP, Statutory Auditor
22 Chancery Lane
London
WC2A 1LS

14 June 2022

Date:.....

Dixon Wilson Audit Services LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

TEACH FOR ALL NETWORK

**STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)**

Year ended 30 September 2021

	Note	Unrestricted Fund 2021 £	Restricted Fund 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income from:					
Donations and legacies	4	3,043,464	102,088	3,145,552	3,277,751
Investments	5	-	-	-	421
Total income		<u>3,043,464</u>	<u>102,088</u>	<u>3,145,552</u>	<u>3,278,172</u>
Expenditure on:					
Raising funds	6	647,657	-	647,657	268,064
Charitable activities	7	2,645,075	66,015	2,711,090	2,985,824
Total expenditure		<u>3,292,732</u>	<u>66,015</u>	<u>3,358,747</u>	<u>3,253,888</u>
Net (expenditure)/income for the year		(249,268)	36,073	(213,195)	24,284
Foreign exchange (loss)/gain		<u>7,215</u>	<u>(18,056)</u>	<u>(10,841)</u>	<u>1,193</u>
Net movement of funds		<u>(242,053)</u>	<u>18,017</u>	<u>(224,036)</u>	<u>25,477</u>
Funds brought forward		<u>187,260</u>	<u>104,784</u>	<u>292,044</u>	<u>266,567</u>
Funds carried forward		<u>(54,793)</u>	<u>122,801</u>	<u>68,008</u>	<u>292,044</u>

The Statement of Financial Activities includes all gains and losses for the year. All incoming resources and resources expended derive from continuing activities.

TEACH FOR ALL NETWORK

B A L A N C E S H E E T

At 30 September 2021

Company No. 07567032
Charity Registration No. 1148763

	Note	2021 £	2020 £
Current assets			
Debtors	13	132,142	24,423
Cash at bank	14	174,200	470,248
		<u>306,342</u>	<u>494,671</u>
Liabilities			
Creditors falling due within one year	15	(238,334)	(202,627)
Net current assets		<u>68,008</u>	<u>292,044</u>
Total funds of the charity:			
Unrestricted funds	17	(54,793)	187,260
Restricted funds	17	122,801	104,784
Total funds		<u>68,008</u>	<u>292,044</u>

For the year ended 30 September 2021, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. The financial statements have been audited under the requirements of section 144 of the Charities Act 2011. The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime in part 15 of the Companies Act 2006.

The accounts on pages 9 to 17 were approved by the Trustees on 08 June 2022 and were signed on its behalf by:



DAME JULIA CLEVERDON
Director

TEACH FOR ALL NETWORK

S T A T E M E N T O F C A S H F L O W S

Year ended 30 September 2021

	Note	2021 Total £	2020 Total £
Net cash provided by/(used in) operating activities	20	(296,048)	92,158
<i>Cash flows from investing activities:</i>			
Dividends and interest		-	421
Net cash provided by investing activities		-	421
Change in cash and cash equivalents		(296,048)	92,579
Cash and cash equivalents brought forward		470,248	377,669
Cash and cash equivalents carried forward		174,200	470,248

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2021

1. Accounting policies

Basis of preparation

The accounts are prepared on a historical cost basis, in accordance with the Statement of Recommended Practice applicable for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – Charities SORP (FRS 102), the Financial Reporting Standards applicable to the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The Teach For All Network meets the definition of a public benefit entity under FRS 102.

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. As a result, the accounts have been prepared on a going concern basis.

The financial statements are presented in Sterling, being the functional currency of the charity, and are rounded to the nearest £.

Incoming resources and resources expended

Donations receivable are recognised once the charity has entitlement to the donations, it is probable that the donations will be received and the monetary value of the donations can be measured with sufficient reliability.

Donations and grants payable are included in the Statement of Financial Activities when approved by the Trustees and agreed with the donee.

All other income and expenditure is recognised on an accruals basis.

Debtors

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

Creditors

Creditors are recognised where the charity has a present obligation resulting from past events that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity 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.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for a particular area of the charity's work.

Foreign currency transactions

Monetary assets and liabilities denominated in foreign currencies are translated into Sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Exchange differences arising on transactions in the year are taken to the Statement of Financial Activities.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2021

2. Legal status of the charity

The charity is a company limited by guarantee incorporated in the UK (registered in England and Wales) and has no share capital. The charity's registered office is 22 Chancery Lane, London WC2A 1LS.

3. Prior year Statement of Financial Activities

	Unrestricted Fund 2020 £	Restricted Fund 2020 £	Total Funds 2020 £	Total Funds 2019 £
Income from:				
Donations and legacies	3,234,222	43,529	3,277,751	3,441,249
Investments	421	-	421	956
Total income	3,234,643	43,529	3,278,172	3,442,205
Expenditure on:				
Raising funds	268,064	-	268,064	68,109
Charitable activities	2,979,182	6,642	2,985,824	3,284,849
Total expenditure	3,247,246	6,642	3,253,888	3,439,464
Net (expenditure)/income for the year(12,603)	36,887	24,284	89,747	
Foreign exchange gain/(loss)	1,193	-	1,193	(87,006)
Net movement of funds	(11,410)	36,887	25,477	2,741
Funds brought forward	198,670	67,897	266,567	263,826
Funds carried forward	187,260	104,784	292,044	266,567

4. Donations and legacies

	2021 £	2020 £
Expenses paid on the charity's behalf by the parent	23,370	163,319
Grants from the European Union	102,088	(6,471)
Donations received from individuals	25,000	5,000
Donations received from Latin American Children's Trust	-	50,000
Donation received from parent	2,965,201	3,050,000
Contributed services	29,893	15,903
	3,145,552	3,277,751

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2021

5. Investment income	2021 £	2020 £
Interest income	-	421

6. Cost of raising funds

Fundraising activities	647,657	268,064
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Expenditure on fundraising activities was wholly funded by unrestricted funds. The expenditure out of restricted funds was £nil (2020 - £nil).

7. Charitable activities

	Direct activities £	Support costs £	Total 2021 £	Total 2020 £
Grants made to institutions	40,000	-	40,000	-
Partner Support	1,950,274	720,816	2,671,090	2,985,823
	<u>1,990,274</u>	<u>720,816</u>	<u>2,711,090</u>	<u>2,985,823</u>

The expenditure out of restricted funds on partner support was £26,015 (2020 - £6,642). The expenditure out of restricted funds on grants made to institutions was £40,000 (2020 - £nil).

8. Analysis of support and governance costs

The main charitable activity is to provide support to Network Partners. The breakdown of support and governance costs is shown below:

	2021 £	2020 £
Support costs:		
Staff costs	394,326	318,606
Legal and professional fees	108,028	92,551
Rent	68,037	100,735
Office costs	119,845	105,879
Travel and subsistence	878	2,109
Bank charges	5,844	5,493
Entertainment	239	2,570
Sundry	-	1,407
IT expenses	10,519	4,429
Pandemic disruptions costs	-	10,848
Governance costs:		
Auditor's remuneration (note 9)	11,693	14,486
	<u>720,816</u>	<u>657,706</u>

Support costs are allocated based on staff time based on the budget manager's assessment of where they expect the individual to focus their time.

Governance costs are all allocated to charitable activities.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2021

9. Auditor's remuneration	2021 £	2020 £
Fees payable to the charity's auditor for the audit of the charity's financial statements	8,460	8,366
Fees payable to the charity's auditor for other services	3,233	6,120
Total	<u>11,693</u>	<u>14,486</u>

10. Trustees' remuneration

No Trustees received remuneration or reimbursement of expenses during the period.

11. Analysis of staff costs

Salaries and wages	2,433,477	2,301,096
Pension costs	94,634	93,165
Social security costs	367,872	289,826
Health insurance	56,895	94,392
Training and development	3,653	1,156
Other benefits	18,711	20,005
	<u>2,975,242</u>	<u>2,799,640</u>

The average monthly number of full-time equivalent employees (including casual and part-time staff) during the year was 25 (2020 - 26).

The key management of the personnel of the charity comprise the Trustees, the Head of People, Organisation and Culture, the Global Head of Technology and Innovation, the Global Consultant and the Head of Africa Region. The total employee benefits of the key management personnel of the charity were £479,967 (2020 - £460,787).

The number of employees whose emoluments were in excess of £60,000 during the year was:

	2021 Number	2020 Number
£60,001 - £70,000	2	3
£70,001 - £80,000	2	2
£80,001 - £90,000	2	1
£90,001 - £100,000	1	1
£100,001 - £110,000	1	-
£110,001 - £120,000	1	2
£120,001 - £130,000	1	1
£130,001 - £140,000	1	-
£140,001 - £150,000	-	-
£150,001 - £160,000	-	-
	<u>11</u>	<u>10</u>

12. Taxation

Teach For All Network is a registered charity and as such is exempt from tax on its income to the extent this is applied for charitable purposes.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2021

13. Debtors	2021 £	2020 £
Prepayments	27,976	24,143
Grants receivable	91,415	-
Other debtors	12,750	280
	<u>132,141</u>	<u>24,423</u>

Contingent assets

At the Balance Sheet date, the charity had recognised £50,000 of a £150,000 grant subject to performance related conditions. The second instalment was received in November 2021 and the third instalment is due in September 2022.

14. Cash at bank		
Current account	<u>174,200</u>	<u>470,248</u>

15. Creditors: amounts falling due within one year

Accruals	116,468	127,899
Other creditors	121,866	74,728
	<u>238,334</u>	<u>202,627</u>

16. Liability of members

The charity is limited by guarantee and has no share capital. The Memorandum of Association provides that the parent company is liable to contribute a sum not exceeding £100 in the event of the charity being wound up.

17. Funds

Unrestricted funds – comprises the undistributed income of the charity which the Trustees are free to use in accordance with the charity's objectives.

Restricted funds – comprises donations made in order to fund the activities of network partners based overseas. Restricted funds of £102,088 (2020 - £nil) were received in order to support the activities of Teach For Bulgaria, a network partner.

The assets of the charity are divided as follows:

	Unrestricted Fund £	Restricted Fund £	Total £
Cash and cash equivalents	142,814	31,386	174,200
Debtors	40,727	91,415	132,142
Creditors	(238,334)	-	(238,334)
	<u>(54,793)</u>	<u>122,801</u>	<u>68,008</u>

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2021

18. Categorisation of financial instruments

	2021 £	2020 £
Financial liabilities measured at amortised cost	121,867	74,728

19. Related party transactions

During the period the charity received donations of £25,000 (2020 - £5,000) without conditions from its Trustees.

Teach For All, Inc (parent company) provided working capital and paid expenses on behalf of the charity totalling £2,988,571 (2020 - £3,213,319).

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

	2021 £	2020 £
Net movement in funds	(224,036)	25,477
Deduct income from investments	-	(421)
(Decrease)/increase in creditors	35,707	49,345
(Increase)/decrease in debtors	(107,718)	17,757
Net cash used in operating activities	(296,048)	92,158

21. Control

The charity's immediate and ultimate parent is Teach For All, Inc, incorporated in the USA with registration number 262122566, whose principal purpose is the provision of technical assistance and strategic expertise to local enterprises engaged in building the movement to end educational inequality.

Teach For All, Inc has the power to appoint or remove the majority of Trustees.

The most senior parent entity producing publically available financial statements is Teach For All, Inc. These financial statements are available upon request from Teach For All, Inc, 25 Broadway, 12th Floor, New York, NY 10004, USA.

TEACH FOR ALL NETWORK

England & Wales - Charity number 1148763

Accounts

TEACH FOR ALL NETWORK

FINANCIAL STATEMENTS

YEAR ENDED 30 SEPTEMBER 2020

Company No. 07567032

Charity Registration No. 1148763

TEACH FOR ALL NETWORK

I N D E X

Year ended 30 September 2020

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TEACH FOR ALL NETWORK

GENERAL INFORMATION

Year ended 30 September 2020

Directors and Trustees	Dame Julia Cleverdon Edward Vainker Amanda Jenkins David Thomlinson Paul Fletcher James Westhead Ndiri Okezie (appointed 25 March 2020) Russell Hobby (appointed 25 March 2020)
Company Secretary	Julia Chi
Registered office	22 Chancery Lane London WC2A 1LS
Charity number	1148763
Company registration number	07567032
Auditors	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS
Solicitors	BDB Pitmans LLP One Bartholomew Close London EC1A 7BL

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S

Year ended 30 September 2020

The Trustees present their report and financial statements for the year ended 30 September 2020, which includes the directors' report as required by company law. The financial statements have been prepared in accordance with the accounting policies set out on page 12 and with the Companies Act 2006 and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Teach For All Network is a company limited by guarantee and became a registered charity on 30 August 2012.

Structure, governance and management

The names of the directors who served throughout the year are stated on page 2. The directors of the company are also charity Trustees for the purposes of Charity law.

Teach for All Network is governed by a board of Trustees who meet annually to discuss the charity's strategy, including grant making, risk management, policies and performance. However, if it is determined that an annual meeting is insufficient additional meetings will be scheduled. The board currently consists of the Trustees listed on page 2. New members of this board will be selected and appointed by existing Trustees. New Trustees are provided with guidance as to their responsibilities from existing Trustees and management.

Teach for All Network is governed by Memorandum and Articles of Association dated 16 March 2011. Application of income of the charity is limited to the promotion of its objects. Decisions are made by simple majority of votes cast at a meeting of the Trustees.

Objectives and activities for the public benefit

The charity's main object is the advancement of education for the public benefit, and such other charitable, philanthropic and benevolent purposes in the field of education as the directors shall decide.

Teach For All Network works to accelerate the progress of independent locally led and governed partner organisations within the overall Teach For All global network, and particularly in Europe. Each network partner recruits and develops promising future leaders to teach in their nations' high-need schools and communities and, with this foundation, to work with others, inside and outside of education, to ensure all children are able to fulfill their potential. Teach For All Network works to accelerate the network's progress and increase its impact by providing partners with direct support, facilitating connections among them, accessing global resources for the benefit of the network, and fostering the leadership development of partner staff, teachers, and alumni.

Strategic Report

Achievements and performance

During the period, the Teach For All global network grew to include more than 55 partners. Teach For All Network helped these partners achieve a measurable increase in average scale of their programs, as well as an increase in the effectiveness of their teachers and program alumni as measured by survey data. During this time, network partners also provided high ratings regarding their assessment of the quality of support from Teach For All Network.

The focus in the period had been on providing enough support to those in need during the Covid-19 pandemic. It was estimated that 80% of the world's children were out of school and the Network had seen that the shift to virtual learning was not only about generating digital content but also about the mechanisms used to deliver this content. The Teach For All global network has considered these issues and has been able to hold virtual events successfully and has seen continued growth in the year.

Public benefit

The Trustees, having regard to the Public Benefit Guidance published by the Charity Commission in accordance with section 17 of The Charities Act 2011, consider that the purpose and activities of Teach for All Network satisfy the requirements of the public benefit test set out in section 4 of the same Act.

Financial review and reserves policy

The accounts are set out on pages 9 to 17. The charity's costs are recharged to its parent entity and therefore has no need to maintain reserves at a particular level in order to ensure its continued operation. Unrestricted reserves at 30 September 2020 were £187,260 (2019 - £198,670). In addition to this, the charity had £104,784 (2019 - £67,897) of restricted funds to be passed on to education network partners by way of funding grants and expenditure on network partner support.

TEACH FOR ALL NETWORK

R E P O R T O F T H E T R U S T E E S (C O N T I N U E D)

Year ended 30 September 2020

Grant making policy

Teach for All Network seeks projects to fund and does not accept unsolicited applications for grants.

Future developments

The Trustees will continue with the primary objective of advancement of education for the public benefit in the UK and worldwide. Teach For All Network is part of the Teach For All network, and endeavours to build the capacity of network partners in their effectiveness to address education inequality in the UK and worldwide. The network currently has 55 partner organisations worldwide and in the future it has the plan to grow by adding approximately 4 organisations around the world each year.

In the short term, Teach For All Network aspires to foster an environment conducive to the growth of the network and its partners, increase the capacity and impact of partners, and build a diverse and thriving organisation and network. Over the longer term, Teach For All Network aspires to several intended outcomes, including: developing a significant number of extraordinary leaders who teach successfully in high-need communities in Europe and beyond and continue working to ensure all children have the opportunity to fulfil their potential; building an interconnected global community of students, teachers, alumni, staff and allies who are learning from and supporting each other; providing an engine of innovation and learning, sharing expertise from within and beyond the network on creating transformational progress in classrooms and communities; and developing into an influential voice in the global discussion.

Risk management

Given Teach For All Network's relationship to Teach For All, Inc. in the US, risk management primarily takes place at the Teach For All, Inc. level. Each risk is assigned to a committee of the Teach For All, Inc Board and to a member of senior management to develop and monitor mitigation strategies. Additionally, Teach For All Network has taken out appropriate insurance policies, including Employers Liability, Public/Product Liability, and Management Liability policies. Examples of such risk include the inability to raise sufficient funds, attract and retain talent, maintain the safety and security of traveling staff, and avoid negative publicity.

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also directors of Teach For All Network ("the charitable company") for the purposes of company law) are responsible for preparing the Trustees' annual 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

TEACH FOR ALL NETWORK

REPORT OF THE TRUSTEES (CONTINUED)

Year ended 30 September 2020

Auditors

So far as each Trustee is aware, there is no relevant audit information of which the company's auditors are unaware.

Each Trustee has taken all reasonable steps that he ought to have taken as a Trustee in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

In approving the Trustees' annual report, we also approve the strategic report included therein, in our capacity as company directors.

On behalf of the board



DAME JULIA CLEVERDON
05/11/2021

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK

Year ended 30 September 2020

Opinion

We have audited the financial statements of Teach For All Network (the “charitable company”) for the year ended 30 September 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company’s affairs as at 30 September 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor’s report thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2020

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- Sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 4, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

TEACH FOR ALL NETWORK

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TEACH FOR ALL NETWORK (CONTINUED)

Year ended 30 September 2020

We gained an understanding of the legal and regulatory framework applicable to the charitable company by considering, amongst other things, the sector, and jurisdictions in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the assessed level of risk, but recognised that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, UK Company Law, UK tax legislation and UK Charity Law.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of third party tax advisers.

As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by management that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Steven Wakefield (Senior Statutory auditor)
For and behalf of Dixon Wilson Audit Services LLP, Statutory Auditor
22 Chancery Lane
London
WC2A 1LS

14 May 2021
Date:.....

Dixon Wilson Audit Services LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

TEACH FOR ALL NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

Year ended 30 September 2020

	Note	Unrestricted Fund 2020 £	Restricted Fund 2020 £	Total Funds 2020 £	Total Funds 2019 £
Income from:					
Donations and legacies	4	3,234,222	43,529	3,277,751	3,441,249
Investments	5	421	-	421	956
Total income		<u>3,234,643</u>	<u>43,529</u>	<u>3,278,172</u>	<u>3,442,205</u>
Expenditure on:					
Raising funds	6	268,064	-	268,064	68,109
Charitable activities	7	2,979,182	6,642	2,985,824	3,284,349
Total expenditure		<u>3,247,246</u>	<u>6,642</u>	<u>3,253,888</u>	<u>3,352,458</u>
Net (expenditure)/income for the year		(12,603)	36,887	24,284	89,747
Foreign exchange gain/(loss)		1,193	-	1,193	(87,006)
Net movement of funds		<u>(11,410)</u>	<u>36,887</u>	<u>25,477</u>	<u>2,741</u>
Funds brought forward		198,670	67,897	266,567	263,826
Funds carried forward		<u>187,260</u>	<u>104,784</u>	<u>292,044</u>	<u>266,567</u>

The Statement of Financial Activities includes all gains and losses for the year. All incoming resources and resources expended derive from continuing activities.

TEACH FOR ALL NETWORK**B A L A N C E S H E E T****At 30 September 2020****Company No. 07567032
Charity Registration No. 1148763**

	Note	2020 £	2019 £
Current assets			
Debtors	13	24,423	42,180
Cash at bank	14	470,248	377,669
		<u>494,671</u>	<u>419,849</u>
Liabilities			
Creditors falling due within one year	15	(202,627)	(153,282)
Net current assets		<u>292,044</u>	<u>266,567</u>
Total funds of the charity:			
Unrestricted funds	17	187,260	198,670
Restricted funds	17	104,784	67,897
Total funds		<u>292,044</u>	<u>266,567</u>

For the year ended 30 September 2020, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. The financial statements have been audited under the requirements of section 144 of the Charities Act 2011. The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime in part 15 of the Companies Act 2006.

The accounts on pages 9 to 17 were approved by the Trustees on 05/11/2021 and were signed on its behalf by:



DAME JULIA CLEVERDON
Director

TEACH FOR ALL NETWORK**S T A T E M E N T O F C A S H F L O W S****Year ended 30 September 2020**

	Note	2020 Total £	2019 Total £
Net cash provided by/(used in) operating activities	20	92,158	(31,688)
<i>Cash flows from investing activities:</i>			
Dividends and interest		421	956
Net cash provided by investing activities		<u>421</u>	<u>956</u>
Change in cash and cash equivalents		92,579	(30,732)
Cash and cash equivalents brought forward		<u>377,669</u>	<u>408,401</u>
Cash and cash equivalents carried forward		<u>470,248</u>	<u>377,669</u>

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2020

I. Accounting policies

Basis of preparation

The accounts are prepared on a historical cost basis, in accordance with the Statement of Recommended Practice applicable for charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – Charities SORP (FRS 102), the Financial Reporting Standards applicable to the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The Teach For All Network meets the definition of a public benefit entity under FRS 102.

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. As a result, the accounts have been prepared on a going concern basis.

The financial statements are presented in Sterling, being the functional currency of the charity, and are rounded to the nearest £.

Incoming resources and resources expended

Donations receivable are recognised once the charity has entitlement to the donations, it is probable that the donations will be received and the monetary value of the donations can be measured with sufficient reliability.

Donations and grants payable are included in the Statement of Financial Activities when approved by the Trustees and agreed with the donee.

All other income and expenditure is recognised on an accruals basis.

Debtors

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

Creditors

Creditors are recognised where the charity has a present obligation resulting from past events that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity 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.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for a particular area of the charity's work.

Foreign currency transactions

Monetary assets and liabilities denominated in foreign currencies are translated into Sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Exchange differences arising on transactions in the year are taken to the Statement of Financial Activities.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2020

2. Legal status of the charity

The charity is a company limited by guarantee incorporated in the UK (registered in England and Wales) and has no share capital. The charity's registered office is 22 Chancery Lane, London WC2A 1LS.

3. Prior year Statement of Financial Activities

	Unrestricted Fund 2019 £	Restricted Fund 2019 £	Total Funds 2019 £	Total Funds 2018 £
Income from:				
Donations and legacies	3,167,034	274,215	3,441,249	2,796,400
Investments	956	-	956	379
Total income	3,167,990	274,215	3,442,205	2,796,779
Expenditure on:				
Raising funds	68,109	-	68,109	67,550
Charitable activities	2,961,120	323,229	3,284,849	2,766,709
Other expenditure – foreign exchange loss	87,006	-	87,006	30,336
Total expenditure	3,116,235	323,229	3,439,464	2,864,595
Net income for the year	51,755	(49,014)	2,741	(67,816)
Net movement of funds	51,755	(49,014)	2,741	(67,816)
Funds brought forward	146,915	116,911	263,826	(67,816)
Funds carried forward	198,670	67,897	266,567	263,826

4. Donations and legacies

	2020 £	2019 £
Expenses paid on the charity's behalf by the parent	163,319	337,183
Grants from the European Union	(6,471)	149,215
Donations received from individuals	5,000	130,000
Donations received from Latin American Children's Trust	50,000	-
Donation received from parent	3,050,000	2,943,826
Foreign exchange on donations and grants paid by the parent	-	(118,975)
Contributed services	15,903	-
	3,277,751	3,441,249

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2020

5. Investment income	2020 £	2019 £
Interest income	421	956

6. Cost of raising funds

Fundraising activities	268,064	68,109
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Expenditure on fundraising activities was wholly funded by unrestricted funds. The expenditure out of restricted funds was £nil (2019 - £nil).

7. Charitable activities

	Direct activities £	Support costs £	Total 2020 £	Total 2019 £
Partner Support	2,328,118	657,706	2,985,823	3,284,349
	<u>2,328,118</u>	<u>657,706</u>	<u>2,985,823</u>	<u>3,284,349</u>

The expenditure out of restricted funds on partner support was £6,642 (2019 - £323,229).

8. Analysis of support and governance costs

The main charitable activity is to provide support to Network Partners. The breakdown of support and governance costs is shown below:

	2020 £	2019 £
Support costs:		
Staff costs	318,606	352,251
Legal and professional fees	92,551	90,125
Rent	100,735	96,474
Office costs	105,879	106,062
Travel and subsistence	2,109	37,508
Bank charges	5,493	6,037
Entertainment	2,570	3,157
Sundry	-	148
Bad debts	-	407
IT expenses	4,429	-
Pandemic disruptions costs	10,848	-
Governance costs:		
Auditor's remuneration (note 9)	14,486	17,428
	<u>657,706</u>	<u>709,597</u>

Support costs are allocated based on staff time based on the budget manager's assessment of where they expect the individual to focus their time.

Governance costs are all allocated to charitable activities.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2020

9. Auditor's remuneration	2020 £	2019 £
Fees payable to the charity's auditor for the audit of the charity's financial statements	8,366	8,112
Fees payable to the charity's auditor for other services	6,120	9,316
Total	<u>14,486</u>	<u>17,428</u>

10. Trustees' remuneration

No Trustees received remuneration or reimbursement of expenses during the period.

11. Analysis of staff costs

Salaries and wages	2,301,096	2,490,894
Pension costs	93,165	92,987
Social security costs	289,826	115,834
Health insurance	94,392	35,689
Training and development	1,156	5,377
Other benefits	20,005	-
	<u>2,799,641</u>	<u>2,740,781</u>

The average monthly number of full-time equivalent employees (including casual and part-time staff) during the year was 26 (2019 - 28).

The key management of the personnel of the charity comprise the Trustees, the Head of People, Organisation and Culture, the Global Head of Communications and Public Affairs, the Global Consultant and the Head of Africa Region. The total employee benefits of the key management personnel of the charity were £460,787 (2019 - £449,324).

The number of employees whose emoluments were in excess of £60,000 during the year was:

	2020 Number	2019 Number
£60,001 - £70,000	3	1
£70,001 - £80,000	2	3
£80,001 - £90,000	1	3
£90,001 - £100,000	1	1
£100,001 - £110,000	-	-
£110,001 - £120,000	2	1
£120,001 - £130,000	1	1
£130,001 - £140,000	-	-
£140,001 - £150,000	-	-
£150,001 - £160,000	-	-
	<u>10</u>	<u>10</u>

12. Taxation

Teach For All Network is a registered charity and as such is exempt from tax on its income to the extent this is applied for charitable purposes.

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2020

13. Debtors	2020	2019
	£	£
Prepayments	24,143	36,176
Other debtors	280	6,004
	<u>24,423</u>	<u>42,180</u>

Contingent assets

At the Balance Sheet date, the charity had recognised £50,000 of a £150,000 grant subject to performance related conditions. The second and third instalments are due in September 2021 and September 2022.

14. Cash at bank		
Current account	<u>470,248</u>	<u>377,669</u>

15. Creditors: amounts falling due within one year		
Accruals	127,899	91,737
Other creditors	74,728	61,545
	<u>202,627</u>	<u>153,282</u>

16. Liability of members

The charity is limited by guarantee and has no share capital. The Memorandum of Association provides that the parent company is liable to contribute a sum not exceeding £100 in the event of the charity being wound up.

17. Funds

Unrestricted funds – comprises the undistributed income of the charity which the Trustees are free to use in accordance with the charity's objectives.

Restricted funds – comprises donations made in order to fund the activities of network partners based overseas. Restricted funds of £nil (2019 - £149,215) were received in order to support the activities of Teach For Bulgaria, a network partner.

The assets of the charity are divided as follows:

	Unrestricted Fund £	Restricted Fund £	Total £
Cash and cash equivalents	365,464	104,784	470,248
Debtors	24,423	-	24,423
Creditors	(202,627)	-	(202,627)
	<u>187,260</u>	<u>104,784</u>	<u>292,044</u>

TEACH FOR ALL NETWORK

NOTES TO THE FINANCIAL STATEMENTS

Year ended 30 September 2020

18. Categorisation of financial instruments	2020	2019
	£	£
Financial liabilities measured at amortised cost	<u>74,728</u>	<u>61,545</u>

19. Related party transactions

During the period the charity received donations of £5,000 (2019 - £5,000) without conditions from its Trustees.

Teach For All, Inc (parent company) provided working capital and paid expenses on behalf of the charity totalling £3,213,319 (2019 - £3,281,009).

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

	2020	2019
	£	£
Net movement in funds	25,477	2,741
Deduct income from investments	(421)	(956)
(Decrease)/increase in creditors	49,345	(26,168)
(Increase)/decrease in debtors	17,757	(7,305)
Net cash used in operating activities	<u>92,158</u>	<u>(31,688)</u>

21. Control

The charity's immediate and ultimate parent is Teach For All, Inc, incorporated in the USA with registration number 262122566, whose principal purpose is the provision of technical assistance and strategic expertise to local enterprises engaged in building the movement to end educational inequality.

Teach For All, Inc has the power to appoint or remove the majority of Trustees.

The most senior parent entity producing publically available financial statements is Teach For All, Inc. These financial statements are available upon request from Teach For All, Inc, 25 Broadway, 12th Floor, New York, NY 10004, USA.
