EDUCATION SUPPORT PARTNERSHIP

England & Wales · Charity number 1161436

Details

Other names	EDUCATION SECTOR SUPPORT UK, ESS
Status	Registered
Legal form	Charitable company
Company number	09311354
Registered	2015-04-27
Register	View on the Charity Commission register

Contact

Address	Education Support Partnership 40a Drayton Park London N5 1EW
Phone	02076972750
Email	admin@edsupport.org.uk
Website	https://www.educationsupportpartnership.org.uk/

Activities

Objects: 1 THE RELIEF OF FINANCIAL HARDSHIP, SICKNESS, DISABILITY, ILL-HEALTH (MENTAL OR PHYSICAL) AND THE INFIRMITIES ASSOCIATED WITH OLD AGE FOR SERVING, FORMER OR RETIRED WORKERS FROM THE EDUCATION SECTOR, AND THEIR DEPENDENTS;2 THE ADVANCEMENT OF EDUCATION; AND3 SUCH OTHER CHARITABLE PURPOSES AS THE TRUSTEES MAY DETERMINE.

Activities: We are a charity committed to the success of the education sector. We offer a wide range of support services dedicated to ensuring individuals, and the organisations they work in, function at their best. We champion and serve the mental health, wellbeing and effectiveness of teachers, lecturers, school leaders and support staff throughout their careers and during retirement.

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Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** Elderly/old People, People With Disabilities, Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£4,554,322	£4,147,520	£5,627,645	31
2024-03-31	£14,740,697	£3,858,137	£5,324,411	30
2023-03-31	£3,041,950	£3,611,687	£5,113,234	31
2022-03-31	£3,514,204	£3,403,738	£5,835,210	31
2021-03-31	£3,035,140	£2,855,437	£5,270,816	26

Trustees

Name	Role	Appointed
Adam Alagiah-Glomseth		2021-09-07
Clare Rees		2023-09-12
Dr Steve Wharton		2022-12-01
Emma Hughes		2024-11-28
Evelyn Forde		2023-09-12
Katherine Howard		2025-12-02
Mark Edwin Brinkworth Baker		2022-12-01
Matt Waddup		2025-12-02
Petra Boynton		2025-12-02
Roxanne Lashley Allen		2023-09-12
Stephen Waters		2025-12-02

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EDUCATION SUPPORT PARTNERSHIP

England & Wales - Charity number 1161436

Accounts



Education Support

The charity for everyone working in education

Education Support

Trustees' Annual Report & Accounts

For the year ending 31 March 2025

About Education Support

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

We support individuals and help schools, colleges and universities to improve the mental health and wellbeing of their staff. We also carry out research and advocate for changes in Government policy for the benefit of the education workforce.

Our free and confidential helpline is open 24/7 on **08000 562 561** and is staffed by qualified counsellors. It is available for everyone working in education, including support staff, lecturers, administrators and teaching assistants.

Call us. We'll listen.



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Chair and CEO report

Education staff across all settings bring purpose, passion, creativity and pedagogical excellence to their work with children, young people and adults across the UK. Their commitment is the most valuable asset in our system. And yet, four out of every five educators describe themselves as stressed. 35% experience symptoms of burnout[1]. Overall, the workforce is materially less well than the general population.

For us, this status quo is simply unacceptable. Children and young people deserve better. We must look after the workforce on whom their life chances so significantly depend. Moreover, our education professionals themselves matter. They should not be required to pay this 'wellbeing tax' on their own health just because they choose an education career.

We will not rest until the overall wellbeing of the education workforce is in line with the general population.

In the face of significant demand for services and support, we will continue to evolve this charity to channel its efforts to the places that others don't, won't or can't. In this way, we seek to make the greatest impact possible with the resources at our disposal.

Our charitable income has not kept pace with the demand for services, and so this year we have made the difficult decision to close our longest standing support offer: financial grants. Our charitable income is limited and after rigorous analysis and debate, trustees decided to protect our helpline service and research activity. Together, our donors and our grant-making team have improved the lives of thousands of educators over the years. We are rightly proud of this work. It is with great sadness that this necessary decision has been reached.



1. Teacher Wellbeing Index 2024, Education Support
2. Warwick-Edinburgh Mental Wellbeing Scales, University of Warwick

As charitable income has declined, we have intentionally pivoted toward new revenue streams. The funding from institutional supporters enables us to continue to deliver vital work for education staff, not least in supporting the successful development of Professional Supervision across the UK. We will continue to innovate and develop services that improve the mental health and wellbeing of the education workforce.



This report highlights great work that has been done to support individual educators, whole school communities and to positively affect the decisions and priorities of policy makers.

The context is not about to get easier. Our sleeves are rolled up and we are working to be a positive force for change and improvement across the sector.

> ***We are hugely grateful to everyone who has donated to us this year, making our work possible. This includes our regular givers and everyone who has responded to an urgent appeal, donated proceeds from the sale of products or left us a gift in their Will. We are also thankful to the organisations who have supported us, including Pears, CSIS, NEU and Boundless.***
>
> ***Every penny makes a real difference to the lives of teachers and education staff in schools and colleges across the UK.***

In addition to the generosity of the organisations mentioned above we are incredibly grateful to Church Schoolmasters and Schoolmistresses' Benevolent Institution (CSSBI) who, following their decision to close, gifted us £500,000.

Sinéad Mc Brearty
Chief Executive Officer

Sean Hanson
Chair of Trustees

Our objectives

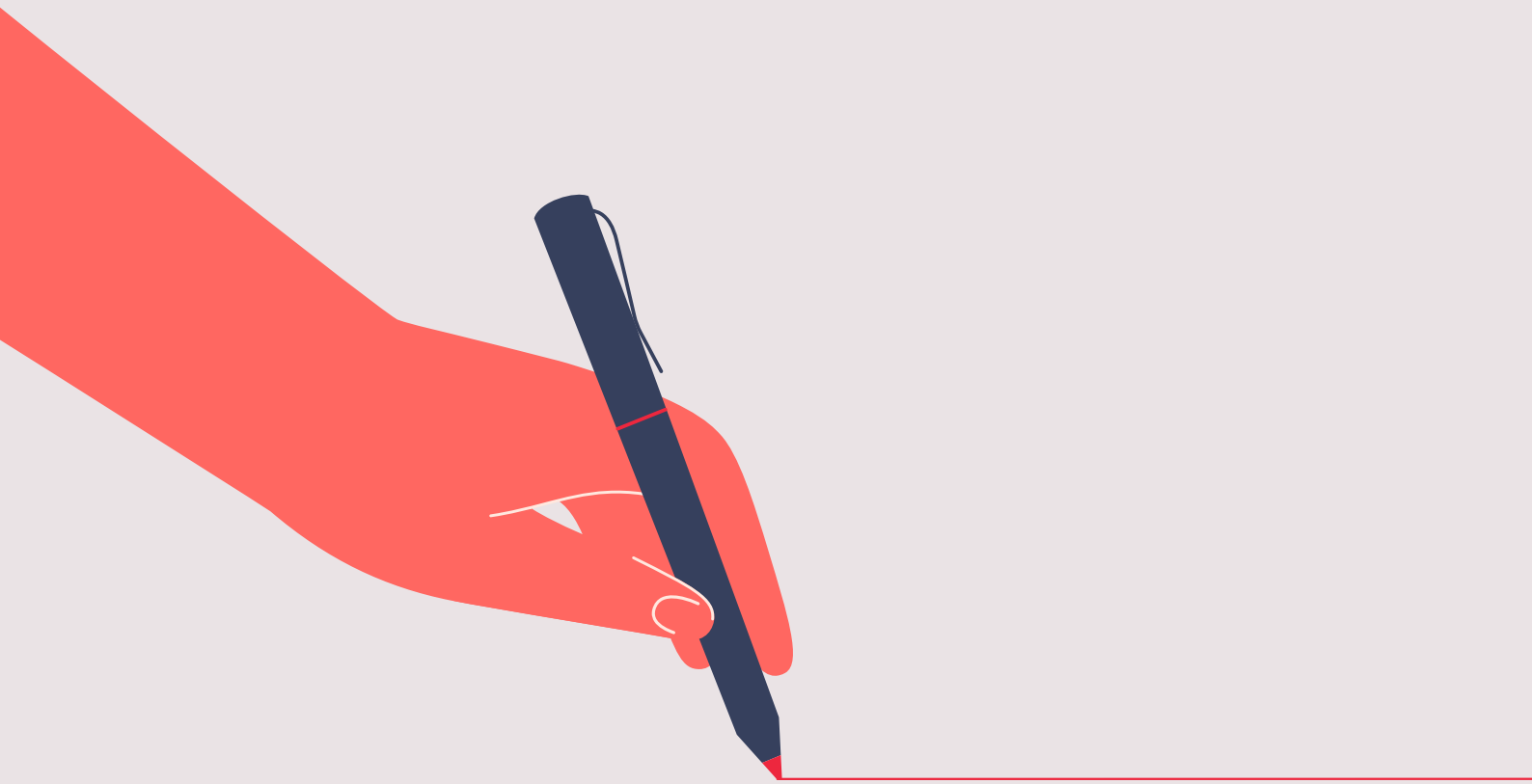


Objective 1: To be well known, credible and trusted across the education workforce

Education Support is well regarded for its work on the mental health and wellbeing of the education workforce. We are pleased to be routinely invited to speak and exchange insight with organisations and communities across the UK. Collaboration with stakeholders is at the heart of our work. Through this work we learn about the issues that staff face across the system, whilst sharing our knowledge and insight as it evolves.

This year we were particularly pleased to contribute to Dame Christine Gilbert's independent learning review for Ofsted and to participate in an OECD podcast on teacher wellbeing. We also continue to develop awareness of our work in Northern Ireland and Scotland, where we have traditionally had little or no presence.

This year, we saw another increase in brand awareness across the profession, with particularly strong awareness among school leaders. Our work is regularly cited within the sector and we continue to promote our free-at-point-of-use helpline through as many networks as we can reach.



Objective 2: To advocate for wellbeing and mental health to be hard wired into policy-making, based on strong evidence

An important part of this year's policy and public affairs engagement has been ensuring that teacher mental health and wellbeing is on the political agenda. We are delighted to have had the opportunity to meet with education ministers in England and Wales. We took the opportunity to set out the wellbeing challenges facing the sector and to review the impressive impact that Professional Supervision has on participant wellbeing and retention.

In England, we continue to advocate for an explicit workforce retention strategy. In Wales, we are pleased to be working with sector stakeholders to deepen our collective, shared understanding of where improvement is most urgently required. In Scotland we continue to work with trade union partners to bring our shared interests to the attention of policymakers. With the support of Pears Foundation, we are working in Northern Ireland to engage policymakers in evidenced approaches for better workforce wellbeing.

Our annual Teacher Wellbeing Index continues to provide an important evidence base for the sector. The 2024 edition explored the impact of pupil and parent behaviour, offering important insight into the impact this has on staff wellbeing. In addition to this quantitative report, we conducted focus groups with education staff throughout the year, helping us to better understand the issues that most matter to staff.



Objective 3: To offer a range of high quality services that deliver clear and substantial impact for everyone working in education

We have offered five core services over the course of the year and have completed evaluations of the impact of four of these services during this time. We are pleased to report that our work delivers meaningful and sustained impact for those we support.

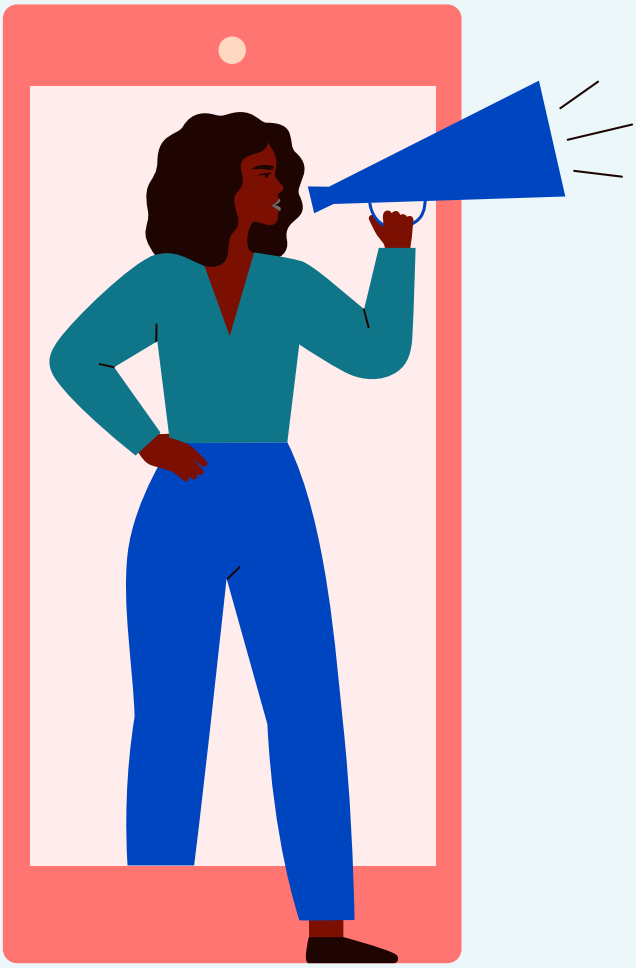
Our counselling helpline has directly supported 4,877 people this year, with almost one tenth of that number clinically assessed to be at risk of suicide. We are delighted to be able offer this critical service to educators at a time where public mental health support is not readily available. The evaluation of this service suggests that this work saves lives.

Our financial grant team supported 744 educators this year, providing money for food, utility bills, work travel costs and essential household items. Whilst this service will close at the end of March 2026, an independent evaluation made clear that it makes a meaningful difference in the lives of education staff who are living in precarious circumstances.

Our Employee Assistance Programme provided access to counselling and other support to almost 120,000 people this year, across 1,684 schools. 3,831 people accessed counselling through the service, with 10.9% of people clinically assessed to be at risk of suicide.

Welsh Government continued to fund the Staff Wellbeing Service across the country, providing an advisory service for schools and staff, and access to Professional Supervision for leaders. Through this work we supported 265 schools and 786 individuals, with participant satisfaction at over 95%.

Finally, we are proud to have delivered Professional Supervision to school leaders across the four nations. In England, we provided Professional Supervision to 923 school and college leaders through the School Leaders' Service, funded by the Department for Education. Smaller pilots were run in Northern Ireland and Scotland, as well as the Welsh work described above. Our evidence demonstrates that supervision makes a significant difference to leader wellbeing and retention.



Objective 4: To be recognised as a centre for innovation, disseminating new approaches to supporting the mental health of the education workforce

We continue to work across the UK to build the evidence base for Professional Supervision. We believe that we have delivered the largest volume of support to educators in the UK, with over 2,500 school leaders across the country supported since we began delivering the service in 2021. There is now strong evidence for the efficacy of the service, and we hope to build on this to secure long-term funding for this important intervention.

In other work, we have continued to develop projects that explicitly set out to support the wellbeing and mental health of racialised educators. With the kind support of Wesleyan Foundation, we have continued to develop a support offer for teachers and leaders. We have also begun work on a research project with prison educators, in partnership with UCU. These projects will complete during 2025-26.

Finally, we have been delighted to work with Welsh government to co-produce a professional learning programme with the education workforce. The programme aims to increase the professional capacity of the education workforce to deliver the Whole School Approach (WSA) to emotional and mental wellbeing in their day-to-day work as educators. Through learning about child and adolescent development, neurodiversity and the mental health of children and young people, the co-produced programme will offer educators the opportunity for professional reflection, celebration, practice development and peer support.



Objective 5 (revised): To steward the organisation for the future, with strong financial health, diversified income and a positive and productive team culture

As we approach our 150th anniversary, we are acutely aware of our custodial role for the mission of this charity. We have taken difficult decisions about our service portfolio, choosing to close our cherished financial assistance programme. Across the charity sector, benevolent funds are facing challenging times, and we are no different. This decision was taken after deep consideration about how this organisation can best deliver its mission today, and over the coming decades. By focusing our limited charitable resources on our mental health work, we believe we can do the most good.

Over the past five years we have diversified our income base and will continue to build on our programme and advisory skills to deliver mission-related work.

We are fortunate to have a highly skilled and passionate staff team and wider Associate team. Our relationships — internal and external - and our collective commitment to achieving great outcomes for the education workforce, continue to drive our mission forward.



Delivering our services

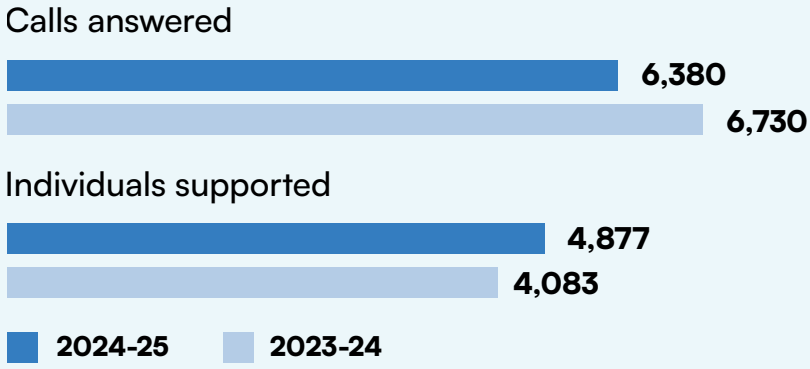


Counselling

Demand for our free and confidential helpline continued to grow in 2024/25

We continue to provide in the moment support, 365 days a year. In 2024/25 the helpline supported 4,877 individuals who spoke to a qualified counsellor in their moment of need.

Our helpline in 24-25:



> *If you are feeling under pressure, feeling under stress or you need support in your career as an educator. This is the number to reach out to.*
>
> Teacher, helpline evaluation

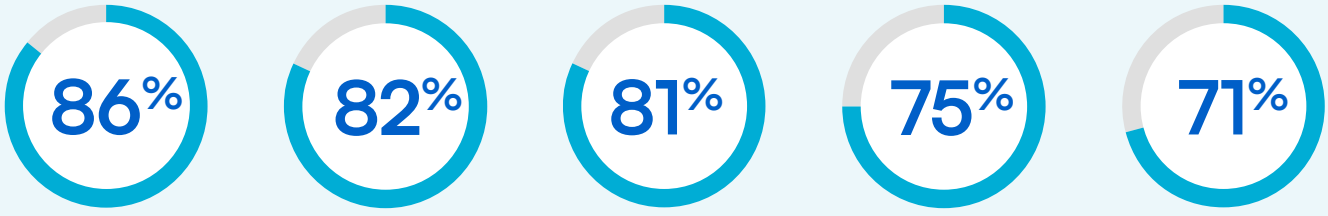
> *Your helpline is a lifesaver. I have rung at vulnerable times and always felt supported and understood.*
>
> Helpline caller, helpline evaluation

9.4%

of the people we supported by our helpline were clinically assessed as at risk of suicide compared to **8.8%** the previous year

Service impact*

As a result of calling the Helpline:



* Impact data taken from an independent evaluation of the helpline programme, completed in November 2024. Data taken from 91 survey responses.

Employee Assistance Programme (EAP)

Our EAP continues to provide quality, confidential support for thousands of people working in the education sector.

Our EAP in 2024-25

118,704

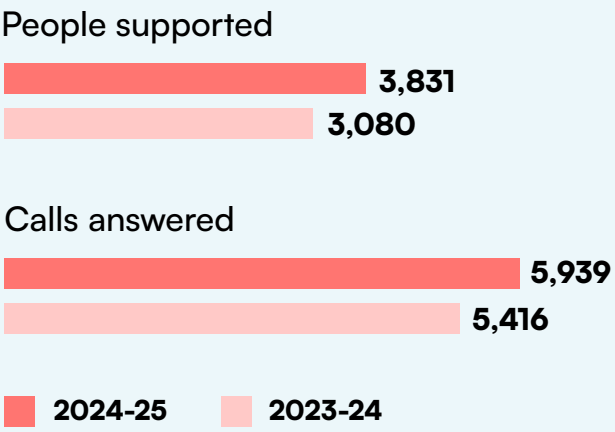
people working in schools are supported by an Education Support EAP, up from **113,730** in March 2024

1,684

organisations are covered by Education Support's EAP, an increase of **7%** across the financial year

Our EAP offers access to high-quality in the moment counselling, face-to-face counselling and information to help staff with a range of personal and professional issues. The service provides independent, qualified support that is immediately available, in contrast to NHS mental health services. Our aim is to support staff to stay well and stay in work.





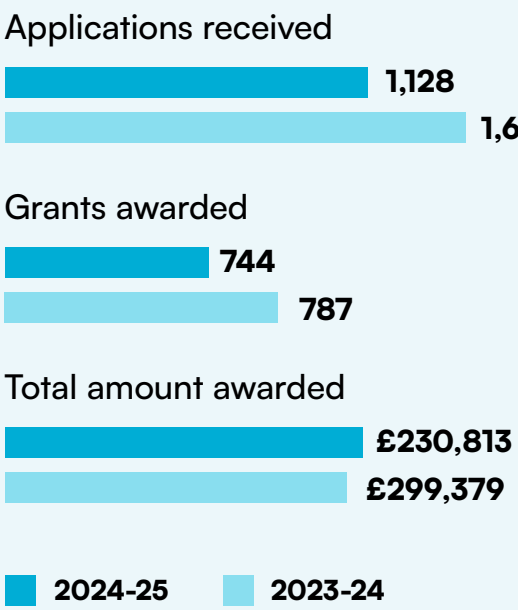
10.9% (417)

of the people supported by counselling via our EAP were clinically assessed as at risk of suicide compared to **11.5%** the previous year

Financial grants

In 2024/25 we awarded 744 individuals with a financial grant. These grants provided financial assistance to education staff for food, travel to work costs and help with utility costs and essential household items.

> *It helped alleviate some of the stress and despair that I felt at the time.*
>
> Survey respondent, grants service evaluation



Despite the positive impact of our financial support, we took the difficult decision in 2024/25 to close our grants programme in March 2026. This is an incredibly sad moment for Education Support as benevolence and financial support has been part of how we support the education workforce for decades.

After reviewing several options, and following a rigorous decision-making process, our board took the decision to wind down the programme over a 12-month period.

Throughout 2025/26 we will spend the remaining funds in our grant programme reserve, with the aim of supporting a further 600 individuals with financial support, then the service will close. This makes the financial year 2025/26 the final year we will distribute financial grants to our beneficiaries.

It is a priority for all at Education Support that we close the service well for our beneficiaries. As part of our winding down process we will communicate with all organisations that signpost to us, will signpost heavily to the other existing benevolence funds available to teachers and education staff and signpost to our Helpline to ensure those being impacted by financial stress can reach out for support.



Service impact*

96% of education staff would recommend the grants service to others working in the education sector

86% of staff were satisfied with the amount awarded to them

89% reported having more 'breathing space' because of receiving their award

82% reported that the receiving a grant had supported their health and wellbeing

* Impact data taken from an independent evaluation of the grants programme, completed in November 2024. Data taken from 117 survey responses.



> ***It was just really nice to know that there was genuine, legitimate support out there for people in my profession and people in my circumstance because I was reaching a point where I was feeling hopeless.***
>
> Survey respondent, grants service evaluation



Professional Supervision for school and college leaders



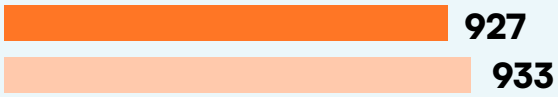
In March 2024 we were awarded additional funding from the Department for Education to deliver Professional Supervision support to a further 2,500 school and college leaders in England over a three-year period, starting from April 2024.

In 2024/25 we delivered Professional Supervision to 923 school and college leaders in England via our Department for Education-funded School Leaders' Service.

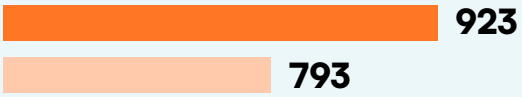
Leaders had access to six fully funded sessions of Professional Supervision, where they were provided a safe and confidential space for reflection, learning and development, organised around their professional identity. The supervision sessions offered leaders the opportunity to reflect on their core purpose in the education of children and young people, and to explore issues they don't normally have the space to consider. This includes thinking about their own wellbeing and mental health.

Leaders that required a clinical intervention had access to counselling delivered by qualified BACP accredited counsellors.

Total applications:



Leaders supported:



2024-25 2023-24

Service impact*

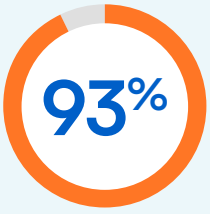
As a result of accessing Professional Supervision:



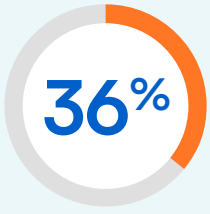
of leaders were better able to manage times of stress



of leaders were better able to manage times of anxiousness



of leaders were connected to their sense of purpose (up from 81% at baseline)



were less likely to leave their job in the next academic year

* Impact data taken from 382 service follow-up surveys, completed by school and college leaders at the end of their supervision support.

There were improvements in leader wellbeing scores, using the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)[1].

	Baseline	Follow up
School leaders	**45**	**52**
FE leaders	**48**	**53**

With funding from the Pears Foundation, we delivered a second round of Professional Supervision to 40 school principals in Northern Ireland.

Consistent with the findings in the 2022 pilot independent evaluation, we continued to see an increase in school principals average wellbeing scores. The impact data also continued to show self-reported reductions in levels of stress and anxiety.

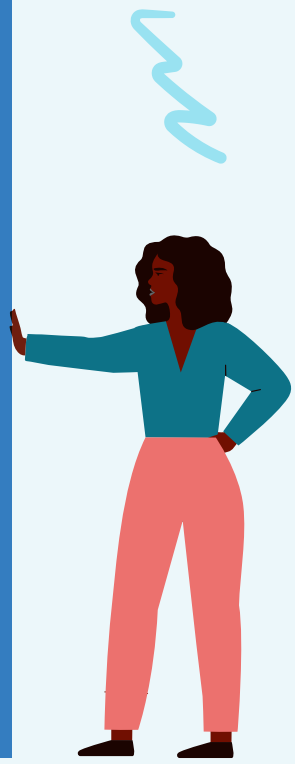
We also measured an increase in the proportion of principals reporting feeling fully connected to their sense of purpose following supervision. For school principals in Northern Ireland, 17% were less likely to leave their job as a result of accessing supervision.

We kicked off our first small pilot of Professional Supervision in Scotland, supporting leaders in Edinburgh. This will be evaluated in 2025/26.

> *"Supervision has allowed me to self-regulate more effectively inside and outside of work. I've been able to have difficult conversations and unlock elements of myself I'd silenced. As a result, I'm able to cope better with the stresses of educational leadership.*
>
> School Leader, Professional Supervision

> *"It's enabled me to look at challenges from a more strategic level and work smarter.*
>
> College Leader, Professional Supervision

> **"Supervision has really developed my confidence as a leader and an important part of the leadership team. It has made me realise my own self-worth within our school. It has helped to overcome my imposter syndrome.**
>
> School Leader, Professional Supervision



1. Warwick-Edinburgh Mental Wellbeing Scales, University of Warwick

Staff Wellbeing Service: Wales

With funding from Welsh Government, we continued to deliver a range of services to support the education workforce in 2024/25. We continued to provide advice and guidance to schools to help them navigate the challenges of school culture and provided direct support to leaders and school staff via workshops, masterclasses and Professional Supervision.

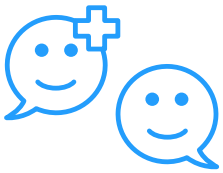
We supported:

265



schools via our regional advisory service, **(2023/24: 225)**

786



individuals via our workshops, masterclasses, 1-1 professional supervision **(2023/24: 686)**

"The advisor listened to my concerns empathetically. She offered some advice about further ways to support the staff. She also reassured me that what I was currently offering staff was valid."

Leader, Advisory Service

"There were pivotal moments where the conversation led me to change elements of practice and really reflect on how me as a person underpins me as a professional.

Leader, Professional Supervision

"I am able to manage my stress better; I have found ways to truly relax and switch off from work related triggers, I have been able to find ways to separate my work and personal life. I have been able to resolve issues with my current roles and responsibilities. I have a plan to move forward into the next academic year.

Leader, Professional Supervision

Service impact

96% of schools were satisfied with the staff advisory service

94% of leaders would very likely recommend Professional Supervision

82% of schools strongly agreed that the resources and tools shared as part of the staff advisory service were relevant and useful

100% of leaders strongly agreed that they felt seen and heard within their supervision sessions

92% of staff agreed that the masterclasses helped them build their understanding of the subject matter



Increasing our reach

We have continued our strategy to reach teachers and education staff via digital resources and events. We're delighted that our audiences continue to grow and interact with us more!

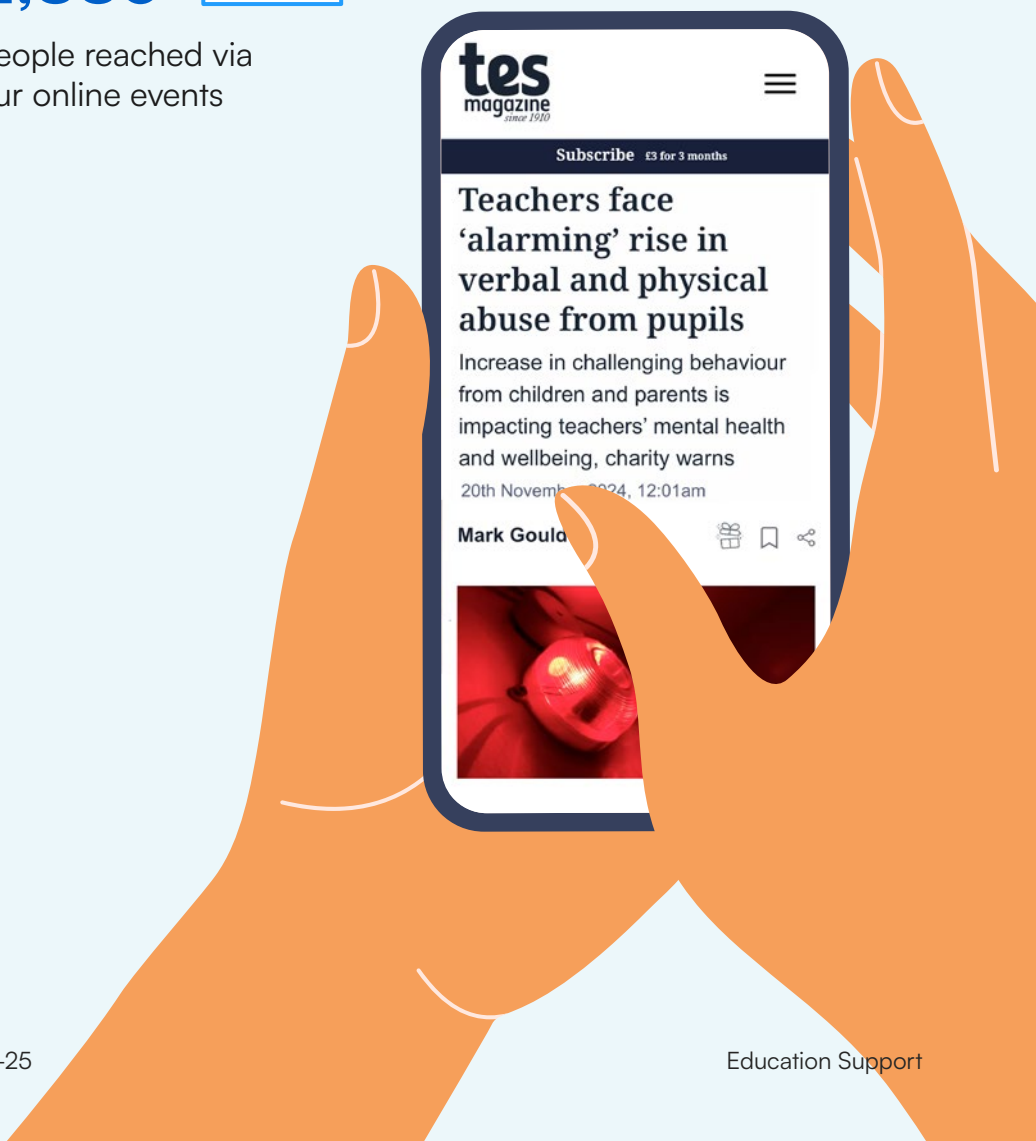
608,899
visitors to the website

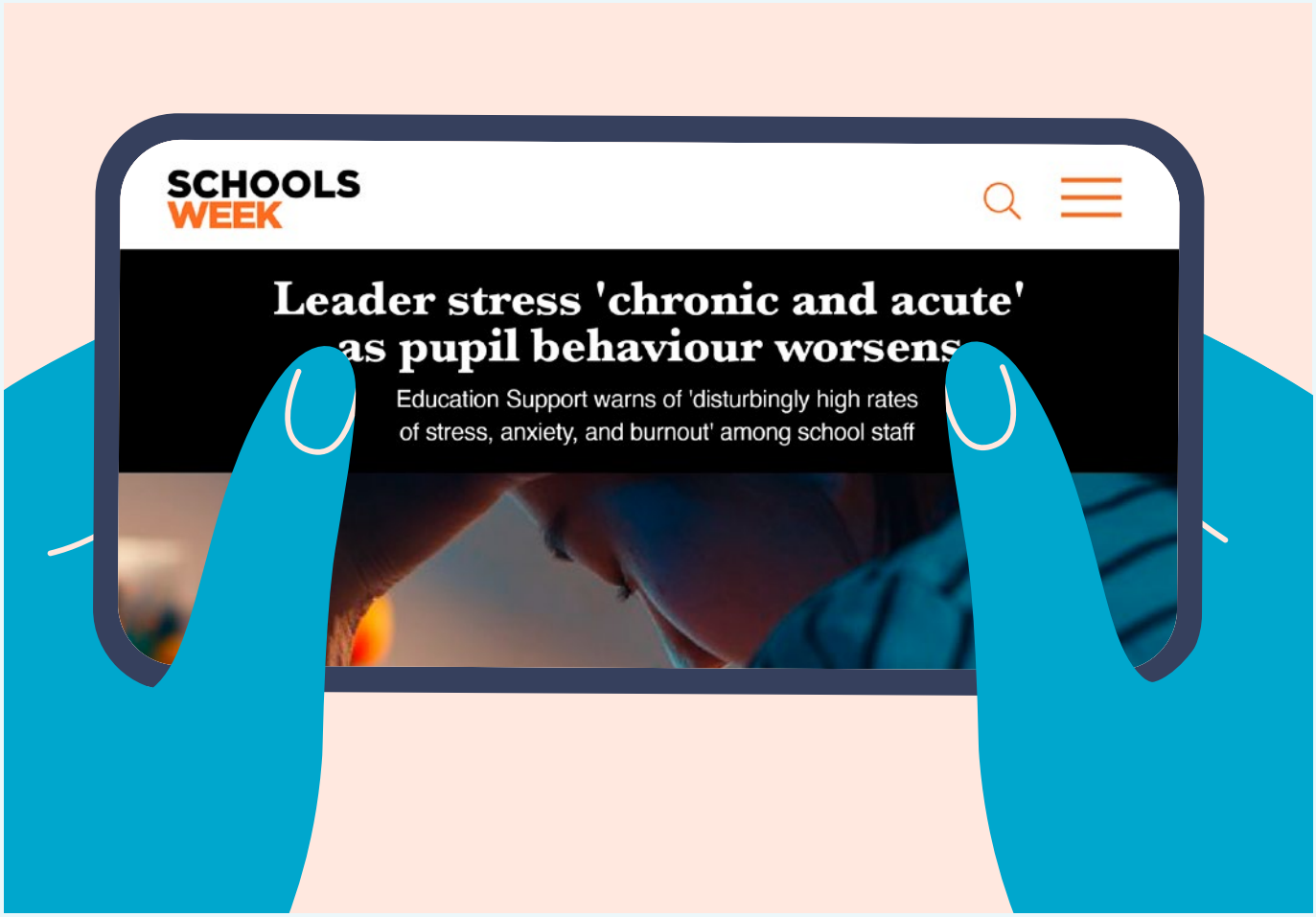
Over
60,672
social media followers

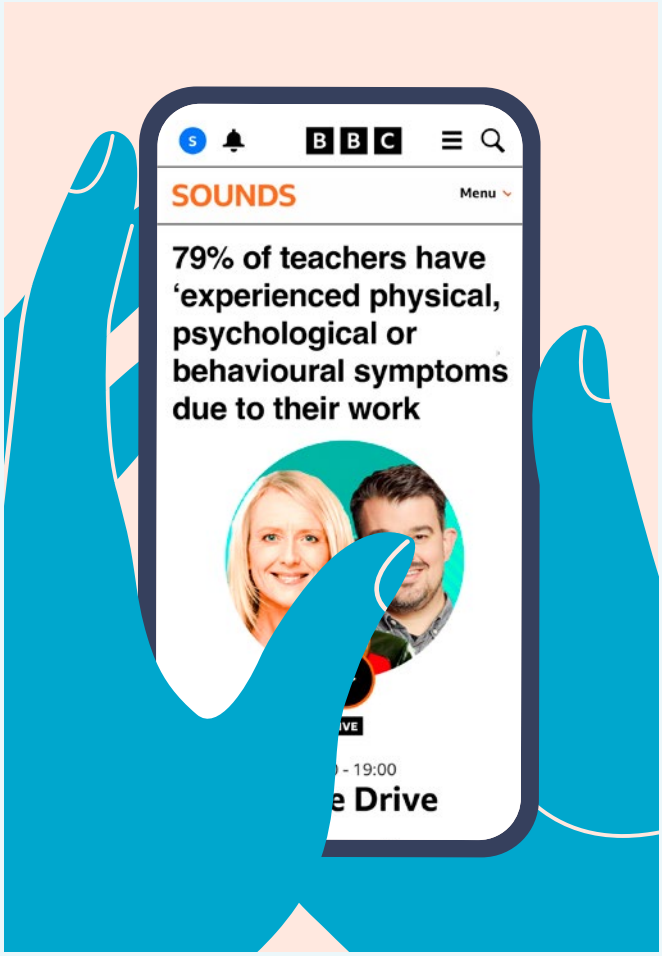
179,121
people reached via new digital resources

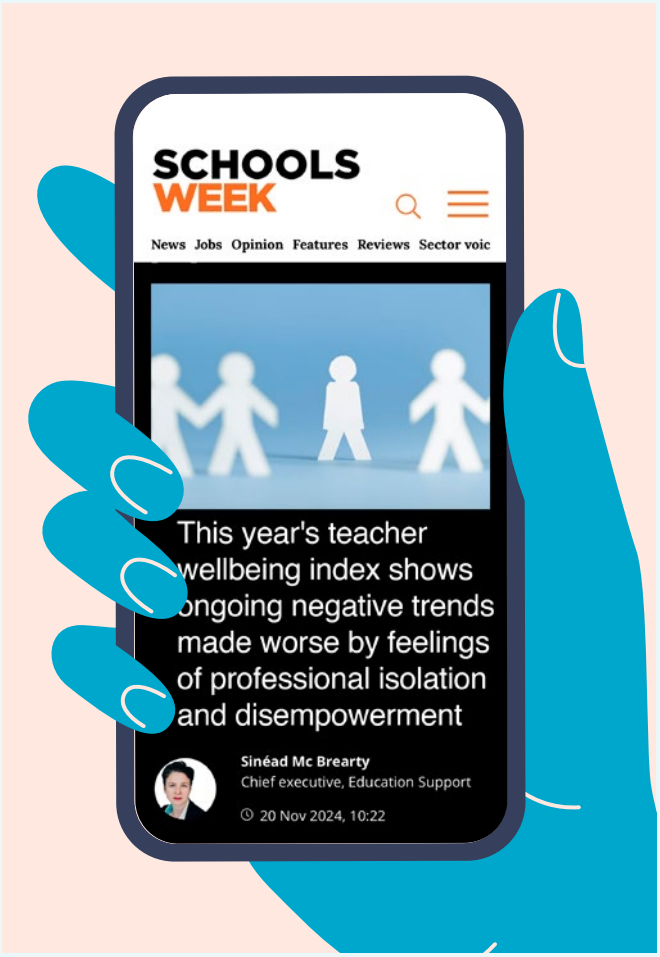
Over
40
news pieces in national and sector media

2,886
people reached via our online events




SCHOOLS
WEEK
Leader stress 'chronic and acute' as pupil behaviour worsens
Education Support warns of 'disturbingly high rates of stress, anxiety, and burnout' among school staff


BBC
SOUNDS
Menu
79% of teachers have 'experienced physical, psychological or behavioural symptoms due to their work


SCHOOLS
WEEK
News Jobs Opinion Features Reviews Sector voic
This year's teacher wellbeing index shows ongoing negative trends made worse by feelings of professional isolation and disempowerment
Sinéad Mc Brearty
Chief executive, Education Support
20 Nov 2024, 10:22

Our content and resources

We produced over 60 high-quality resources in 24-25, many of which are available on our website. Guided by staff feedback, these resources cover a wide range of topics - from supporting neurodivergent educators and early career teachers to preparing for retirement, building resilience and preventing burnout.

Our top new digital resources between April 2024-April 2025 were:



World mental health day toolkit

Stress awareness month toolkit





Anti-bullying week toolkit



2,956 views

How to re-charge in 3 minutes or less: Reflection exercise

Staff wellbeing toolkit



1,399 views



2,039 views

A refreshed guide to meditation for teachers and education staff

7 different types of rest tool



1,858 views

Online events







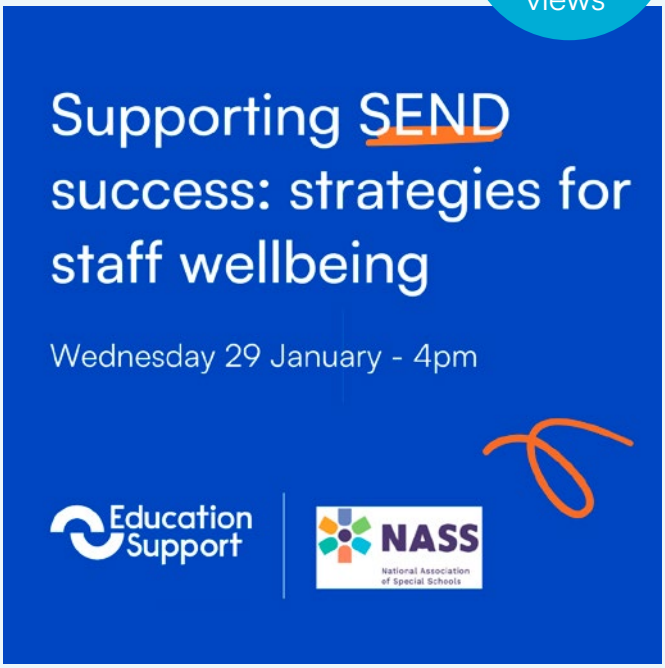


Online events

62 attendees
324 views



235 attendees
1300 views





469 views



72 attendees
104 views

Our research and public affairs activity

In 2024-2025 we continued to publish comprehensive and robust research about the mental health and wellbeing of teachers and all education staff.



Teacher Wellbeing Index 2024

This was our eighth Teacher Wellbeing Index. Our large dataset about the mental health and wellbeing of education staff working in the UK continues to grow.

Our 2024 survey of over 3,000 UK education staff found:

77% experienced symptoms of poor mental health due to their work (rising to **79%** for senior leaders)

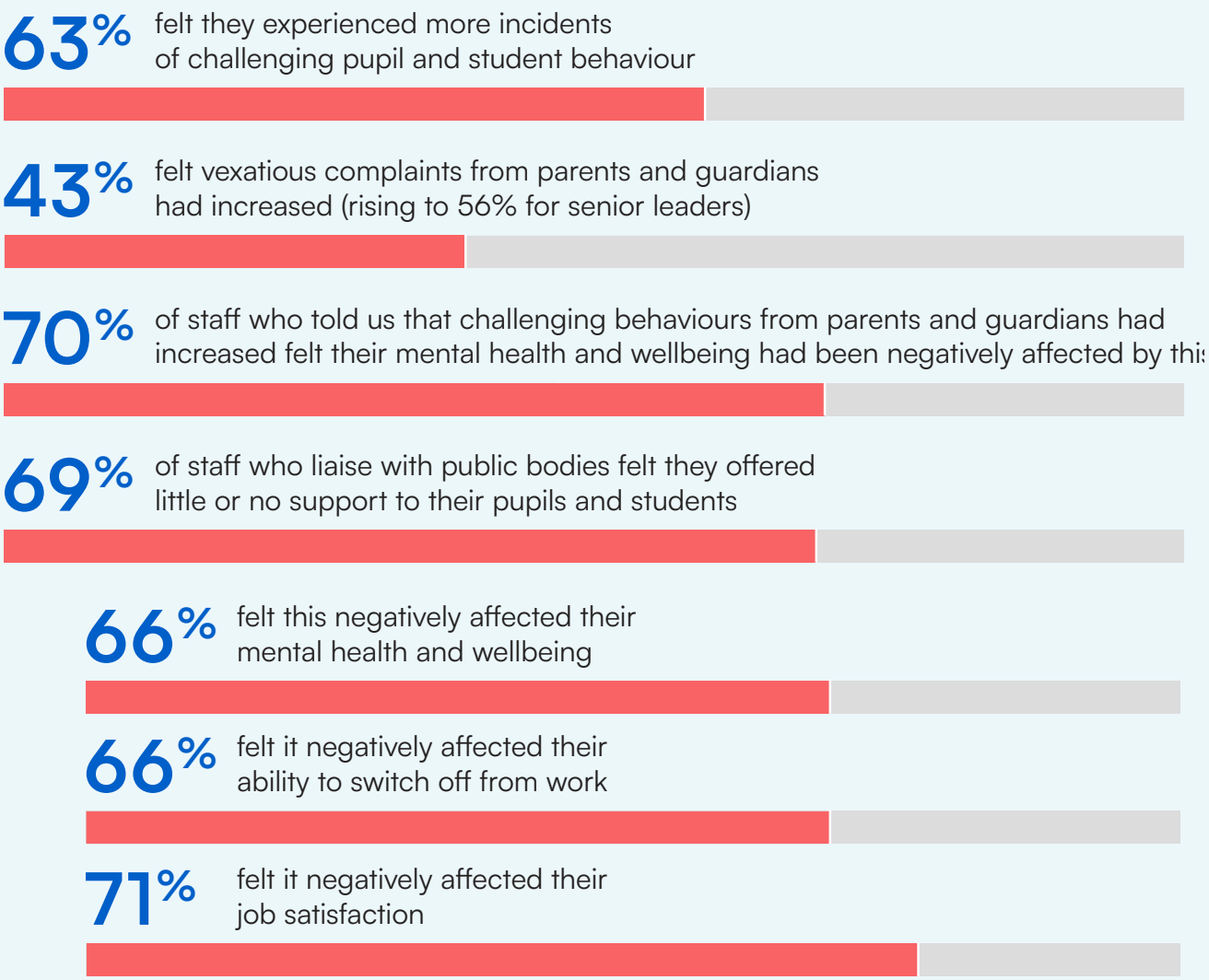
78% were stressed (rising to **84%** for senior leaders)

50% reported that their organisation's culture had a negative effect on their wellbeing

38% reported their organisations do not support employees who have mental health and wellbeing problems well

> *"It's a rare and welcome pleasure to spot flashes of good news in this year's index. If this were a recipe book the entire quantity of good news would be no more than a pinch. Nonetheless these small, statistically significant movements bring much needed hope."*
>
> Sinéad Mc Brearty,
> Chief Executive of Education Support

We also investigated staff's views about the impact of pupil and parent behaviour on staff morale and mental health, and how staff mental health is affected when their pupils are unsupported by wider public services (such as the NHS, social services and the Child and Adolescent Mental Health Services (CAMHS)).



The full report with findings and recommendations can be downloaded via our website.

Public affairs

This year, we expanded our policy and public affairs work, driving influencing and campaigning for meaningful change at Government-level on behalf of the education workforce. The UK General Election was a big moment in July 2024, bringing in a new Government and 335 new MPs to Parliament.

This presented many opportunities to build new relationships and raise awareness of our issues — making sure improving teacher mental health is high up on Government's to-do-list.



This work helps us to:

- Make sure that politicians care about teacher mental health and keeps our issues on the political agenda
- Raise awareness of Education Support and the support services we offer among teachers and education staff
- Highlight that many of the challenges facing education staff today — such as increasing SEND pressures, challenging pupil and parent behaviour driven by unmet needs and an unsustainable accountability system — are societal challenges that schools or individuals can't fix alone without government action.



Letter-writing campaign

We launched Education Support's first-ever, 'Love Teaching, Time for Change', encouraging constituents to write to their local MP about teacher mental health, drawing on their own personal experiences of working in education. Our campaign called on Government to take urgent action to prioritise a dedicated education staff retention strategy.

Thanks to the amazing contributions of our supporters, our campaign resulted in:

639
letters sent

352
MPs reached

16 parliamentary questions asked by MPs, drawing attention to the mental health and wellbeing of teachers and education staff and highlighting the need for a dedicated retention strategy.

> ***"To ask the Secretary of State for Education, if she will make an assessment of the potential implications for her policies of the report entitled Teacher Wellbeing Index 2024, published by Education Support on 20 November 2024.***
>
> Kate Osamor MP, Labour MP for Edmonton and Winchmore Hill

> ***"To ask the Secretary of State for Education, what steps she is taking to implement a staff retention strategy in (a) primary and (b) secondary schools.***
>
> Munira Wilson MP, Liberal Democrat MP for Twickenham

> ***"To ask the Secretary of State for Education, what steps she is taking to support people working in education who experience mental health issues.***
>
> Olly Glover MP, Liberal Democrat MP for Didcot and Wantage

We responded to Ofsted's "Big Listen" Consultation

In May 2024 we submitted our response to Ofsted's "Big Listen" consultation which asked for views from school staff, education organisations and parents on the inspection process in England.

We outlined eight recommendations for improvements to help improve trust between the inspectorate and the profession and to promote a positive culture across the system. They will also go a long way to protecting the wellbeing and resilience of the workforce.

Our response to Ofsted can be downloaded via our website.

Bringing together stakeholders in Wales

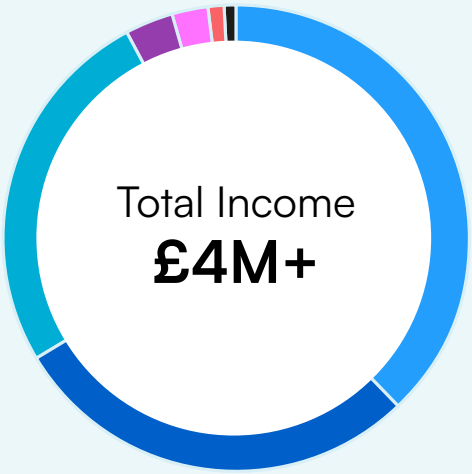
Our campaigning and influencing work reaches across all four nations of the UK. In January, proudly to host a Welsh stakeholder roundtable with Welsh Government, Welsh union leaders and sector representatives, focused on taking action to improve the wellbeing and job satisfaction of the school workforce in Wales.

We'll keep calling for change

Over the next year, we will continue to encourage Governments to prioritise education staff retention strategies, establish ourselves as a trusted voice in shaping actionable solutions to the ongoing retention crisis, and continue to make sure that teachers' mental health isn't left out of the political conversation.



How we raised our money



- **Donations and legacies**
  £1,541,366
- **Government programmes**
  £1,150,968
- **Workplace services**
  £1,056,870
- **Investment income**
  £128,469
- **Advisory income**
  £100,000
- **Trusts and foundations**
  £48,000
- **Corporate donations**
  £28,649

We continue to receive support from a range of donors, through regular giving, one of donations and legacies.

We are also fortunate to have the support of charitable foundations, government and corporate partners. We generate income from the workplace services that we provide to schools and colleges, as well as through returns from our investments.

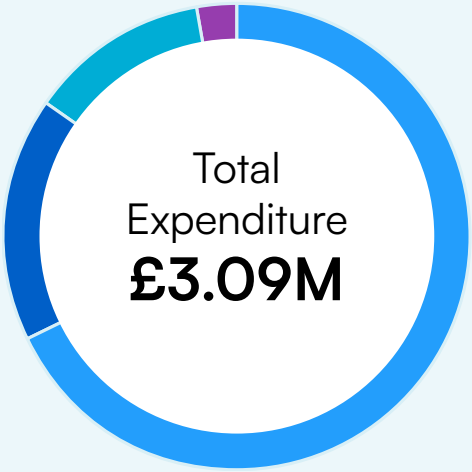
We couldn't do what we do without our supporters, partners and customers. Thanks to them, we raised **£1.6** million through fundraising including legacies in 2024/25.

Total income above was **£4 million** compared to £3.9 million in 23/24.

In addition to this £4m, we are grateful to Church Schoolmasters and Schoolmistresses' Benevolent Institution (CSSBI), who gifted us **£500,00** upon the closure of their organisation. This gift will be used to deliver Education Support's mission.



How we spent our money



£3,098,932 was spent in total in the year on charitable services.

The cost of raising funds was **£897,628** excluding strategic development spend.

In addition to the above, the organisation exited it's Pension scheme with TPT and moved to a new scheme. The cost of exit was **£190,000.**

The surplus, excluding investment gains but including the **£500,000** gift from CSSBI, was £216,802 (2023:24 surplus £117,560).

- **Counselling and mental health advice services** £2,107,765
- **Communications, policy and research** £523,071
- **Financial support services** £383,554
- **Information and online advice services** £84,542



Legal & administrative Information



The trustees are pleased to present their report and accounts for Education Support and its subsidiaries (the group) for the year ended 31 March 2025.

Constitution

Education Support is a Company Limited by Guarantee (Company Number 09311354) with charitable status and is registered with the Charity Commission under registration number 1161436. It does not have any share capital.

Education Support is the successor to the Teacher Support Network Group comprising of Teacher Support Network and Recourse following a merger of their assets, activities, undertakings and liabilities on 31 March 2015.

The company was incorporated on 14 November 2014 as Education Sector Support UK and changed its name to Education Support Partnership on 24 July 2015.

Education Support Partnership and Worklife Support (a former subsidiary of Teacher Support Network) merged their trading activities and assets on 1st April 2016.

Governing document

The governing document guiding the work of the organisation is the Articles of Association — these articles were adopted upon incorporation and were amended following a special resolution in December 2018. The Charity is a Charitable Company Limited by Guarantee.



Trustees and Management

Board of Trustees who were in place during the financial year 2023 — 2024

Sean Hanson	Chair
Adam Alagiah-Glomseth	
Evelyn Forde	
Debbie Simpson	
Emma Hughes	Appointed 28 November 2024
Mark Baker	Honorary Treasurer
Steve Wharton	
Emma Hollis	
Gareth Conyard	
Rachelle Headland	
Clare Rees	
Roxanne Lashley Allen	

Elected Officers of the Board

Sean Hanson	Trustee Board Chair
Mark Baker	Honorary Treasurer
Emma Hollis	Governance, Delivery & People Committee Chair

Leadership team during the financial year 2024-2025

Sinéad Mc Brearty	Chief Executive Officer
Paul Lismore	Director of Finance & Operations
Faye McGuinness	Director of Programmes
Gemma Scotcher	Director of Communications & Public Affairs



Other charities and companies in the group

Teacher Support Network 40A Drayton Park, London N5 1EW

Teacher Support Network formerly promoted health and wellbeing and offered benevolence to teachers. The company and charity transferred its assets and undertaking to Education Support Partnership on 31 March 2015 and is currently dormant.

TBF Holdings Limited

TBF Holdings Ltd is a wholly owned subsidiary that manages the shareholdings of the charity in Worklife Support Limited. The principal office is at 40a Drayton Park, London, N5 1EW.

TBF Trading Limited

Currently dormant.

Worklife Support Limited (WLS Ltd)

WLS Ltd was a trading subsidiary of the charity delivering a range of health and wellbeing services to employers and their employees in education and in the third sector. The charity's shareholding in WLS was held by TBF Holdings Limited, a subsidiary of Education Support Partnership. Its activities merged with Education Support Partnership on 1 April 2016.

Professional advisors

Bank

National Westminster Bank plc,
Chancery Lane and Holborn branch,
332 High Holborn,
London, WC1V 7PS

Solicitors

Gateley Plc
Park View House, 58 The Ropewalk,
Nottingham,
NG1 5DW

Auditor

Moore Kingston Smith,
9 Appold Street, London, EC2A 2AP

Clinical auditor services

Ben Amponsah, Apartment 39 Islington Wharf
Great Ancoats Street, Manchester, M4 6DH

Investment Manager

Quilter Cheviot Senator House, 85 Queen Victoria Street, London, EC4V 4AB

Education Support's registered office

Education Support,
40a Drayton Park,
London N5 1EW

Objectives and activities

Our charity's purposes as set out in the Objectives section of the Articles of Association (Article 3) are:

- **the relief of financial hardship, sickness, disability, ill-health (mental or physical) and the infirmities associated with old age for serving, former or retired workers from the education sector, and their dependents;**
- **the advancement of education; and**
- **such other charitable purposes as the trustees may determine.**

Our vision and mission

Mission

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

How we deliver public benefit

Everything we do is aimed at supporting and improving the wellbeing and mental health of those working in, and retired from, education. This includes assisting them in managing their finances and going some way to relieving the associated pressures of financial hardship. We support the whole person: by that, we mean not just an individual in their professional capacity but in their personal life as well. In setting the business plan each year the trustees of Education Support have complied with the duty of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission, including "Running a Charity PB2".

Summary of our principal activities

See pages 12 — 31

Volunteers

Education Support did not run a volunteer programme in 2024 - 2025.

Structure, Governance and Management

Governance structure

The Board of Trustees

Trustees govern the activities of the charity in accordance with its Articles of Association. The charity is constituted as a Charitable Company Limited by Guarantee and has no share capital.

Governance Review

The board of trustees continue to assess its performance and skills. A full board effectiveness review is carried out regularly. Actions and findings from that are being incorporated into our use of the governance wheel toolkit. One element of the good governance wheel is reviewed by our governance committee each meeting.

As well as the board of trustees there are three sub committees:

- Finance, Audit and Risk
- Governance, Delivery and People
- Remuneration

Trustee selection methods

Trustees are recruited via an open recruitment process, selected on the basis of skill gaps and ability to contribute effectively to the governance of Education Support. We also co-opted two trustees with specific skill-sets that

1. The NCVO's Governance Wheel can be accessed here: https://www.ncvo.org.uk/help-and-guidance/governance/board-basics/tools-and-guidance/governance-wheel/#/

we had not been able to attract through open recruitment, namely higher education and digital development. We do not plan to co-opt to any further posts

Remuneration policy

Staff salaries cost of living increases are approved at the remuneration committee before the annual budget for the year is completed. Senior staff salaries are reviewed by the remuneration committee against market rates on a regular basis.

How we make decisions

The board of trustees meets on a quarterly basis to review progress against key objectives.

The board of trustees makes all strategic decisions and delegates responsibility for the operational management and leadership of the charity to the Chief Executive (under the terms of the CEO delegated authority) who is supported by the Leadership Team.

Financial procedures set the financial limits for decision making at varying and appropriate levels from board level downwards.

The board of trustees organises itself into committees in order to explore particular areas in more depth and report back and make recommendations to the board as a whole.

Induction and Training

We run an induction process for all new Trustees and review content and feedback regularly.

Fundraising Review

The majority of Education Support's fundraising is conducted by paid staff or by volunteers securing small sums of sponsorship on our behalf. We also work closely with carefully selected third party organisations who fundraise on our behalf, conducting telephone campaigns and operating our online lottery.

Education Support, and our third party fundraising partners comply with fundraising regulations and the Fundraising Regulator code of practice. Education Support and our third party suppliers are registered with the Fundraising Regulator, and pay the annual levy.

No areas of non-compliance have been identified relating to any of our fundraising activities.

There were no complaints registered relating to fundraising activities in 2024/2025.

Investment Policy

Quilter Cheviot acts as Investment Manager to Education Support. The investment objective is to invest holdings on a long-term basis to achieve capital appreciation and minimum income of 3 percent per annum for distribution to the charity on a quarterly basis.

The charity adopts a socially responsible investment approach excluding investment in arms manufacture and distribution and promotion of pornography from its portfolio, and restricting tobacco investment. We support community investment, environment and green technology, and encourage investment in recycling and waste, safety and protection, training and educational activities and employment.

Investments are selected from a wide range of asset classes to allow for diversification and maximise performance with a reasonable or balanced level of risk.

The Committee meets annually with its Investment Manager to review performance of the fund and to determine future plans. An initial £4.0 million was invested in the fund in 2014 and a further £300k added during 2015/16.

The investment portfolio gained £16k of its overall value during the financial year. The balanced approach adopted by Quilter Cheviot has benefited the charity by outperforming benchmarked indices such as FTSE All Share.

We have put £500k on a deposit which matured in June 2025. This is included in current asset investments.

Whilst it has been a turbulent year the trustees, having discussed the portfolio strategy and performance feel our current approach and policy is the correct one. The market value of

the investments at 31 March 2025 is £3.6 million compared to £3.4 million as at 31 March 2024.

The trustees have considered the nature, disposition, marketability, security and valuation of the scheme's investments and consider them to be appropriate relative to the reasons for holding each class of investment. More details about investments are given in the notes to the financial statements.

Financial Review

The cost of living issues continue to affect both our beneficiaries and donations.

Individual donors continue to be the financial bedrock for our charitable services. Having invested in our commercial team we improved sales year on year in a very challenging environment. We secured further grant and contract funding from DfE and the Welsh Government.

The generous response from supporters has enabled us to maintain similar levels of income through our regular fundraising activity (excluding legacies). This year we received over £400k in legacies.

In additional to our usual income streams we were given an unrestricted donation from an Associated charity of £500k from Church Schoolmasters and Schoolmistresses' Benevolent Institution (CSSBI)

CSSBI, an organisational who were ceasing operations, wanted us to use the monies to deliver our mission. We have set this aside in reserves to deliver over 36 months key projects to support our medium and long term goals.

We invested in strategic priorities (£151k) and continue to focus on managing costs. This means that, prior to investment gains/losses, we have an unrestricted surplus of £687k, and a total surplus including restricted and endowment funds of £407k.

When reviewing our medium to long term income and expenditure models, we identified ongoing deficits each year as we spent time growing income streams. In light of this Trustees took the decision to close our Grant programme by March 2026, with a reduced service in 2025/26.

Total incoming resources for the year were £4.554 million (2023/24: £3.976 million) and total expenditure was £4.148 million, (2023/24: £3.858 million) giving an operating surplus of £407k (2023/24 £118k) before gains/ losses on investments.

During the year the Trustees agreed to exit the current pension scheme triggering the Section 75 debt (buyout). We have received the cost of the exit and so include £190,000 as a cost in the accounts (S75 Pension Provision, Note 14). This reduces overall surplus before investment gains to £216.802.

In 2024/25 financial year voluntary income was £1.618 million, down 8% on 2023/24. Cost of living pressures continue to impact Appeals. Voluntary income made up 40 percent of our total income (excluding CSSBI windfall). We will continue our long term strategy to diversify voluntary income sources and have launched a strategy to recruit new regular donors.

Commercial revenue generated from our EAP business (and some other small training activities) totalled £1.057m (2023/24: £976k).

In 2023/24 Education Support continued to contract with the English and Welsh governments to deliver new services to support education staff. Income in this area was £1.057 million (2023/24: £1.139 million and additional funding is already secured for 2025/26.

In 2024/25 we were approached to deliver some pieces of advisory work the Welsh government, which provided income of £100k. We will continue to provide this service as it helps us deliver mission. Several other organisations as well as Wales have asked us to deliver additional advisory work in 2025/26.

Education Support continues to focus on achieving cost efficiency. Total resources expended in Education Support for the year amounted to £4.147 million, an increase of £289k on 2023/24, reflecting the increase in spend on counselling services and strategic development.

Reserves Policy

The trustees have set a reserves policy, which requires that:

- the reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future;
- reserves are maintained at a level which ensures that Education Support's core activity can continue during a period of unforeseen difficulty;
- a proportion of reserves is maintained in readily realisable form.

The policy states that free reserves should be maintained at a level which is at least equivalent to six months' operational expenditure, having regard to its future business plan and likely funding streams. Based on the organisation's budget for 2025-26 this equates to £1.896 million. At 31 March 2025, the value of unrestricted free reserves is £3.307 million.

The Trustees have continued to set aside reserves for key strategic activities. In addition to the £500k from CSSBI in a Windfall reserve, we have set aside additional funds in our development reserve.

After this, unrestricted reserves of the Group at 31 March 2025 are £5.347 million, which include fixed assets and designated funds of £2.040 million.

The underlying assets of the organisation have sufficient liquidity to enable the organisation to meet all of its commitments as they fall due, but we recognise that we are operating currently in an uncertain environment.

Restricted reserves represent funds provided by external organisations for a specific purpose. These funds are actively managed and utilised in accordance with the restrictions placed on these funds as advised to Education Support.

Free Reserves

It is recognised that the level of free reserves at 31 March 2025 is in excess of our policy minimum, however trustees recognised that the level of uncertainty around both voluntary and commercial income, the uncertainties that will remain throughout this year and beyond, and the increased level of need for our services, require us to be able to react positively in the coming years. We also aim to invest in strategic development projects in 2025/26 to meet key organisational goals and to establish an investment plan for further development thereafter.

Designated funds

The Development Fund represents the fund designated for the strategic development and growth of the charity.

Trustees have set aside funds for additional grant support which as mentioned will end by March 2026. The funds in this reserve (£183k) will be drawn down in 25/26. The infrastructure reserve was used to implement key projects in Finance and IT and will be utilised on CRM development this coming year.

The Windfall (donation from Associated charity) of £500k from Church Schoolmasters and Schoolmistresses' Benevolent Institution (CSSBI) was set aside from operational reserves to deliver longer term strategic projects.

Having exited the pension scheme trustees set aside Additional S75 Funds for unknown future liability mentioned in Note 21

The trustees regularly review the level of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations. Trustees have the ability to re-designate reserves as they wish to meet the business needs of the organisation.

Risks and Uncertainties

Purpose and scope of the risk management policy

In the process of delivering its services, Education Support is subject to certain risks that affect its ability to operate, support its beneficiaries and staff in the education sector and protect its assets. These include risks to employees, service users, customers, financial risks, liability to others and risks to property. These risks are managed through an effective risk management policy that seeks to minimise, mitigate, or in certain cases, avoid these risks through appropriate management action.

The aim of the policy is for trustees and management within Education Support:

1. to understand as fully as possible the risks being faced or taken;
2. to take appropriate action to manage these risks where it is possible and cost effective to do so;
3. to minimise the risk that new initiatives adversely affect existing services;
4. to accept a higher level of uncertainty, if appropriate, when taking advantage of new opportunities.

The Senior Leadership Team is, through its day-to-day operational management of the charity, responsible for managing and controlling risk in line with the approved policy and framework agreed by the board.

Within Education Support, risks are categorised as follows:

- Governance
- Strategic — Financial
- Strategic — People and Culture
- Strategic — Research and Policy
- Strategic — Service Delivery
- Operational — Systems/processes/premises
- Operational — ICT/Data
- Operational and strategic — Covid-19 pandemic

The most significant strategic risks are:

1. Impact of recessional events
2. Net contribution from income generation cannot meet current charitable activity levels
3. Funded programmes not delivering on targets/impact

The risk register is reviewed every six months by the trustees, and the policy is reviewed annually.

Third party operational risk management

The safety and wellbeing of our service users is paramount and to that end, we ensure that our service centre takes risk management very seriously.

We continue to operate a robust quarterly audit program with our clinical auditor at our service centre in Ealing.

Our audits are designed to ensure that we are aware of risks to the helpline and EAP service. These include operational risks but also risks which might impact upon the reputation of the services and the organisation and ultimately the users of our services. Mitigating actions are put in place to address any areas of potential concern.

Pension Liability

Up until 31 March 2025, the charity participated in a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This actuarial valuation showed assets of £800.3 million, liabilities of £831.9 million and a deficit of £31.6 million. The Trustees took the decision to exit the scheme and trigger the Section 75 debt during the year and provision has been included in the accounts for the cost (£190k).

Statement of Trustees' Responsibilities

Up until 31 March 2025, the charity participated in a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Going Concern

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and continue to invest from reserves in areas that will support longer term goals. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. Having excited the old pension scheme and triggered the S75 debt, the Trustees are comfortable that we have reserves available to meet any further debt in 2026/27.The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 11 September 2025

and signed on their behalf by:



Sean Hanson (Chair)

Independent auditor's report to the members and trustees of Education Support Partnership



Opinion

We have audited the financial statements of Education Support Partnership (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and 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 group's and the parent charitable company's affairs as at 31 March 2025 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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 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 the provisions available for audits of small entities, in the circumstances set out in note 7 to the financial statements, 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 group's and parent 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 course of 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 themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- tthe parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and parent 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 group or parent 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 the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

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

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

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

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

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

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

Our approach was as follows:

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Shivani Kothari Moore Kingston Smith LLP
(Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP,
Statutory Auditor

DATE 20/10/2025

9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2025

	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total Year to 31 March 2025 (£)	Total Year to 31 March 2024 (£)
Income (Notes)					
Donations and legacies	1,570,015	-	-	**1,570,015**	1,697,493
Trusts and Foundations	48,000	-	-	**48,000**	56,700
Donation from Associated Charity	500,000	-	-	**500,000**	-
Government Programmes	5,620	1,145,348	-	**1,150,968**	1,139,460
Paid for services	1,056,870	-	-	**1,056,870**	975,537
Policy and Research	-	-		**-**	-
Investment Income **(6)**	111,925	15,024	1,520	**128,469**	106,507
Advisory Income	100,000			**100,000**	
Total income	**3,392,430**	**1,160,372**	**1,520**	**4,554,322**	**3,975,697**
Expenditure					
Raising Funds					
Cost of generating voluntary income **(5)**	257,639	-	-	**257,639**	217,731
Paid for services **(5)**	607,836	-	-	**607,836**	638,463
Investment management costs	32,153	-	-	**32,153**	14,834
	897,628	**-**	**-**	**897,628**	**871,028**
Charitable expenditure					
Counselling and mental health advice service **(5)**	785,842	1,321,923	-	**2,107,765**	1,886,231
Financial Support Services **(5)**	318,172	65,382	-	**383,554**	442,649
Communications, Policy and Research **(5)**	475,995	47,076	-	**523,071**	481,657
Information and Online Services **(5)**	76,933	7,609	-	**84,542**	77,845
Strategy Development **(5a)**	150,960	-	-	**150,960**	98,727
	1,807,902	1,441,990	-	**3,249,892**	2,987,109
Total Expenditure	**2,705,530**	**1,441,990**	**-**	**4,147,520**	**3,858,137**
S75 Pension Provision	(190,000)	-	-	(190,000)	-
Net Income/ (Expenditure)	496,900	(281,618)	1,520	**216,802**	117,560
Realised gains/(losses) on investments **(11)**	(112,844)	(15,148)	(1,533)	**(129,525)**	(11,938)
Unrealised gains/(losses) on investments **(11)**	197,183	17,049	1,725	**215,957**	194,555
Transfers between funds	(42,715)	44,235	(1,520)	**-**	-
Net gains/(losses) on investments	41,624	46,136	(1,328)	**86,432**	93,617
Net income/(expenditure) for the year	**538,524**	**(235,482)**	**192**	**303,234**	**211,177**
Net movement in funds	538,524	(235,482)	192	**303,234**	211,177
Funds at 1 April 2024 **(16)**	4,808,853	452,606	62,952	**5,324,411**	5,113,234
Funds at 31 March 2025 (17)	**5,347,377**	**217,124**	**63,144**	**5,627,645**	**5,324,411**

All incoming resources and resources expended derive from continuing activities
All recognised gains and loses are reflected through the Consolidated Statement of Financial Activities and no separate Statement of Total Recognised Gains and Losses has been presented. The notes on pages 51 to 64 form part of these financial statements

Balance sheets as at 31 March 2025
Company registration number: 9311354

	at 31 March 2025 Group (£)	at 31 March 2025 Charity (£)	at 31 March 2024 Group (£)	at 31 March 2024 Charity (£)
Fixed assets (Notes)				
Tangible fixed assets **(10)**	1,081,701	1,081,701	1,097,200	1,097,200
Investments **(11)**	3,585,464	3,585,566	3,932,760	3,932,862
	4,667,165	**4,667,267**	**5,029,960**	**5,030,062**
Current assets				
Debtors **(12)**	856,103	856,101	790,909	790,907
Cash at bank and in hand	833,592	833,592	490,460	490,460
Investments	500,000	500,000		
	2,189,695	2,189,693	1,281,369	1,281,367
Creditors: amounts falling due within one year **(13)**	(1,039,215)	(1,039,315)	(986,918)	(987,018)
Net current assets	1,150,480	1,150,378	294,451	294,349
Pension Provision **(14)**	(190,000)	(190,000)	-	-
Net assets	**5,627,645**	**5,627,645**	**5,324,411**	**5,324,411**
Funds				
Endowment **(16a)**	63,144	63,144	62,952	62,952
Restricted **(16b)**	217,124	217,124	452,606	452,606
Unrestricted:				
General Fund **(16c)**	5,347,377	5,347,377	4,808,853	4,808,853
Funds at 31 March 2025 (17)	**5,627,645**	**5,627,645**	**5,324,411**	**5,324,411**

As permitted by s408 Companies Act 2006, the company has not presented its own income and expenditure statement and related notes. The company's surplus for the year was £303,234 (23/24 FY: surplus £211,177)

These financial statements have been prepared in accordance with the provisions applicable to the small companies regime.

These financial statements were approved by the Board of Trustees and authorised for issue on 11 September 2025 and signed on their behalf by:



Sean Hanson

Consolidated Cash Flow Statement
Year Ended 31 March 2025

	Year to 31 March 2025 (£)	Year to 31 March 2024 (£)
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net income/(expenditure) for the year as per the statement of financial activities	303,234	211,177
Adjustments for		
Depreciation and amortisation charges	14,112	16,498
Loss/(Gain) on investments	(16,255)	(93,617)
Dividends, interest and rents from investments	(128,469)	(106,507)
Loss/(profit) on the sale of fixed assets	1,387	-
(Increase)/Decrease in stocks	-	-
(Increase)/Decrease in debtors	(65,194)	(358,529)
Increase/(Decrease) in creditors	242,297	166,273
Net cash provided by operating activities	351,112	(164,705)
Net cash flow provided by operating activities	351,112	(164,705)
Cash flows from investing activities		
Dividends, interest and rent from investments	128,469	106,507
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	-	-
Proceeds from sale of investments	1,193,805	544,943
Purchase of investments	(1,310,901)	(682,803)
Net cash provided by investing activities	11,373	(31,353)
Change in cash and cash equivalents in the reporting period	362,485	(196,058)
Cash and cash equivalents at the beginning of the reporting period	645,509	841,567
Cash and cash equivalents at the end of the reporting period	1,007,994	645,509
Analysis of cash and cash equivalents	**£**	**£**
Cash at bank and in hand	833,592	490,460
Cash held by broker	174,402	155,049
Total cash and cash equivalents	**1,007,994**	**645,509**

Notes to the financial statements for the year ended 31 March 2025

1. Company Information

Education Support is a private limited company incorporated in the United Kingdom on 14 November 2014, under Company Number 9311354.

The company's registered office is 40A Drayton Park, London N5 1EW.

2. Basis of Preparation

The charitable Group is a public benefit group for the purposes of FRS102 and therefore the charity also prepared its financial statements in accordance with Statement of Recommended Practices applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2016, and the Charities Act 2011.

The group financial statements consolidate the financial statements of Education Support Partnership and its entire subsidiary undertakings drawn up to 31 March each year.

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

Going Concern

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and continue to invest from reserves in areas that will support longer term goals. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. Having excited the old pension scheme and triggered the S75 debt, the Trustees are comfortable that we have reserves available to meet this debt in 2026/27. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

3. Accounting policies

The following indicates the principal policies adopted:

i. Income and expenditure

All items of income and expenditure are accounted for on an accruals basis. Where contracts are awarded in favour of the company for fixed terms, contract income and the direct costs associated with the contract are accrued evenly over the duration of the contract.

Income

The specific bases for accounting for income are described below.

Donations are included in full in the statement of financial activities when received.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made; or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified to the executor's intention to make a distribution.

Trusts and foundation grants are recognised when entitlement to the grant is confirmed. Paid for services income is recognised when the services are delivered.

Investment income is included in the Statement of Financial Activities in the year in which it is receivable.

ii. Tangible assets

Tangible fixed assets are measured at cost less accumulated depreciation to date and any accumulated impairment losses. Depreciation is calculated to write down the cost less residual value of all tangible fixed assets over their expected useful lives, using the straight line method. The rates applicable are:

Computer equipment	3 years
Furniture and fittings	5 years

Our Head office leasehold is depreciated over the period of the lease (155 years) on a straight line basis. Refurbishment costs associated with the property are depreciated over 50 years on a straight line basis.

iii. Intangible assets

Intangible assets are measured at cost less accumulated amortisation to date and any accumulated impairment losses. Amortisation is calculated to write down the cost less residual value of all intangible assets over their expected useful lives, using the straight line method. The rate applicable is:

Software	3 years

iv. Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

v. Investments

Listed investments are included in the financial statements at bid value at the balance sheet date. Gains/losses on disposal

of investments and revaluation of investments are recognised in the year of gain or loss and are allocated to the funds to which the investments relate. Investments in subsidiaries are included in the financial statements at cost.

vi. Debtors

Short term debtors are measured at transaction price, less any impairment.

vii. Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

viii. Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the company. All other leases are classified as operating leases. Rentals payable under operating leases are charged on a straight line basis over the lease term, unless the rental payments are structured to increase in line with general inflation, in which case the company recognises annual rent expense equal to amounts owed to the lessor.

ix. Taxation

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied for its charitable purposes.

x. Turnover

Turnover arises from the company's principal activities of providing support, assistance and training and consists of amounts invoiced net of VAT. All turnover arises in the U.K.

xi. Expenditure allocation

Expenditure has been allocated to restricted and unrestricted funds by direct attribution where possible, or by the proportion of service usage reported and attributed to each fund.

xii. Employee benefits

Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred. In line with FRS 102 accrued holiday has been included as an expense in the period in which the entitlement arose.

xiii. Pensions

During the year the Charity has two pension schemes: a defined contribution scheme for current employees and a closed defined benefit scheme. The latter is a multi-employer scheme, and the Trustees agreed to exit the scheme on 31 March 2025. We await the final Section 75 statement to confirm cost of exit.

xiv. Funds

General funds are those that are available for use at the Trustees' discretion in the furtherance of the Charity's objectives. Designated funds are unrestricted funds set aside for unrestricted purposes and which would otherwise form part of general funds. Details of the nature and purpose of each fund are set out in note 16c.

Restricted funds are funds that are subject to restrictions imposed by donors and are applied in accordance with these restrictions. Details of the nature and purpose of each restricted fund are set out in note 16b.

The Charity has one Endowment fund, the Cutler Trust. Income derives from the investment of the fund and is used to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

xv. Support Costs

Support costs cover those funds which assist the running of the charity and mainly comprise of staff costs and overheads. These costs have been allocated between costs of raising funds and charitable expenditure.

xvi. Cash and cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three month or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

4. Significant judgements and estimates

In preparing these financial statements, the Trustees have made the following judgements:

Legacy income is based on proof of entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Investment Property was sold in previous financial year and the value reflected in the accounts is the selling price of the property.

Investment portfolio includes material alternative market investments, where the values are estimated based on assumptions and judgements considered by the investment agents.

Tangible Fixed Assets and Intangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually.

5. Expenditure for the year to 31 March 2025

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2025 Total (£)
Counselling and mental health advice service	-	499,198	1,346,387	262,180	2,107,765
Financial support	230,814	80,096	-	72,644	383,554
Communications, Policy and Research	-	251,363	130,514	141,194	523,071
Information and on-line services		40,616	-	43,926	84,542
Paid for services		353,175	31,444	223,217	607,836
Cost of generating voluntary income		100,633	62,924	94,082	257,639
Total	**230,814**	**1,325,081**	**1,571,269**	**837,243**	**3,964,407**

5. Expenditure for the year to 31 March 2024

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2024 Total (£)
Counselling and mental health advice service	-	482,684	1,158,885	244,662	1,886,231
Financial support	299,379	76,163	-	67,107	442,649
Communications, Policy and Research	-	208,264	153,063	120,330	481,657
Information and on-line services		38,624	-	39,221	77,845
Paid for services		357,354	43,888	237,221	638,463
Cost of generating voluntary income		92,803	41,171	83,757	217,731
Total	**299,379**	**1,255,892**	**1,397,007**	**792,298**	**3,744,576**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Counselling and mental health advice services represent the costs of delivering Employee Assistance Programme, Free Helpline and Occupational Health Services. In addition we also deliver a range of services incuding online peer to peer support and Telephone supervision through grants from English and Welsh governments.

Financial Support costs relate to grants awarded to help people with financial emergencies and the burden of short term debt, to pay for essential unaffordable items and to help them stay in or get back to work. All grants are paid to individuals.

Communications and Policy represents the expenditure associated with survey, research and statistical analysis in order to bring awareness of the challenges within the education sector.

Information and on-line service costs represent the expenditure associated with commissioning social media content, marketing and events to increase awareness and promote our services.

Paid for services costs represent the costs of selling our commercial products and services.

Costs of generating voluntary income represent the costs of running and supporting our fundraising function.

5. Expenditure for the year to 31 March 2025 (continued)

	Support Costs March 2025	Support Costs March 2024
Support costs include:		
Office administration costs	85,205	79,946
Building administration costs	71,937	67,279
Organisational Management	171,648	171,636
Human Resources costs	110,670	96,234
Finance Costs	113,278	113,240
Professional fees	47,278	41,772
Marketing and communications costs	14,622	11,222
IT Costs	117,804	98,189
Governance costs	104,801	112,780
Total overheads	**837,243**	**792,298**

Office and Building administration costs during the year consistent with last years' spend

Organisational Management costs, Finance, professional fees and marketing costs are consistent with previous financial year. The overall increase is due to inflationary increase and staff costs during the year.

Increase in HR costs is due to legal fees and settlement during the year.

Increase in IT reflects the purchases of new IT equipment during the year, Cyber Essential insurance and additional software support for QLIK

Decrease in governance costs is due to trustee recruitment expenditure incurred in previous financial year

5a. Strategy Development

Strategic development costs were paid to improve our infrastructure, knowledge and our income generation with funding provided by Trustees to make improvements to our IT infrastructure, develop our Research knowledge and review and test our donor program

The main components of strategic development are:

	£
Strategic Project	29,679
Public Affairs	32,061
Grants and Helpline Impact review	16,983
Finance and IT Infrastructure	51,325
Section 75 Pension Act	13,309
Windfall Income	7,603
	150,960

5b. Governance Costs

Costs classified as governance relate to the general running of the charity and included operation of the Board of Trustees and addressing constitutional, audit and other statutory matters, and are made up of the following:

	March 2025 (£)	March 2024 (£)
Financial Audit fees	25,353	25,419
Governance Travel and Subsistence	183	1,427
Governance Meetings	2,766	3,947
Apportionment of Staff costs	74,999	72,968
Professional and Legal Costs	1,500	9,019
Total	**104,801**	**112,780**

6. Investment Income

	Year to March 2025			Year to March 2024		
	General Funds (£)	Restricted Funds (£)	March 2025 Total (£)	General Funds (£)	Restricted Funds (£)	March 2024 Total (£)
Income from listed investments	98,835	16,544	115,379	90,921	15,168	106,089
Bank interest receivable	13,090	-	13,090	418	-	418
	111,925	**16,544**	**128,469**	**91,339**	**15,168**	**106,507**

7. Net outgoing resources for the year are stated after charging

	Year to March 2025 (£)	Year to March 2024 (£)
Depreciation	14,112	16,498
Auditor's remuneration: Audit fees (excluding VAT)	25,120	22,900

8. Employee information

	Year to March 2025 (£)	Year to March 2024 (£)
Employee Costs		
Wages and salaries	**1,546,330**	1,431,211
Social security costs	**160,541**	148,421
Pension costs	**137,256**	133,024
Redundancy payments within year	**15,695**	22,193
	1,859,822	1,734,849

The average number of employees during the period was:	Year to March 2025 (£)	Year to March 2024 (£)
Fundraising	**1**	1
Paid for Services	**6**	6
Financial Support	**2**	2
Information and on-line services	**2**	2
Counselling and Mental Health services	**9**	9
Communications, Policy and Research	**5**	5
Administration	**6**	5
Total	**31**	30

	Year to March 2025 (£)	Year to March 2024 (£)
Key management personnel aggregate pay (including NI and pension)	**414,299**	396,008

During the year key management personnel comprised of:
● CEO ● Director of Finance and Operations ● Director of Communications and Public Affairs ● Director of Programmes

Employee information The number of employees earning in excess of £60,000 per annum (including taxable benefits) was:	Year to March 2025 (£)	Year to March 2024 (£)
£120,001 to £130,000	**1**	1
£90,001 to £100,000	**1**	1
£80,000 to £90,000	**-**	-
£70,000 to £80,000	**2**	2
£60,000 to £70,000	**1**	1

9. Trustees

	Year to March 2025 (£)	Year to March 2024 (£)
Trustees provide their services without remuneration		
Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accommodation and subsistence	**52**	1,327
Number of trustees claiming expenses during the year	1	3

10. Tangible (TFA) and intangible fixed assets (IFA)

Group & Charity	TFA	TFA	TFA	IFA
Cost	Leasehold property including refurbishment (£)	Furniture, equipment, fixtures & fittings (£)	Total (£)	Software (£)
At 1 April 2024	1,314,276	204,303	1,518,579	65,236
Additions	-	-	-	
Disposals	-	(8,610)	(8,610)	
At 31 March 2025	1,314,276	195,693	1,509,969	65,236
Accumulated depreciation				
At 1 April 2024	218,945	202,434	421,379	65,236
Charge for the year	13,630	482	14,112	
Disposals	-	(7,223)	(7,223)	
At 31 March 2025	232,575	195,693	428,268	65,236
Net book value				
At 31 March 2025	1,081,701	-	1,081,701	-
At 31 March 2024	1,095,331	1,869	1,097,200	-

11. Fixed asset investments

Summary	March 25 Group (£)	March 25 Charity (£)	March 24 Group (£)	March 24 Charity (£)
Listed investments (a)	3,585,464	3,585,464	3,422,760	3,422,760
Unlisted investment (b)	-	102	-	102
Investment Property (c)	-	-	510,000	510,000
	3,585,464	**3,585,566**	**3,932,760**	**3,932,862**

(a) Listed Investments Group & Charity

	Unrestricted				Total	
	Fixed Interest (£)	Equities (£)	Overseas Equities (£)	Alternative Investments (£)	Year to March 2025 (£)	Year to March 2024 (£)
At 1 April 2024	909,773	699,113	1,174,811	484,544	3,268,241	2,947,764
Additions	631,831	104,878	74,192	-	810,901	682,803
Disposals	(283,949)	(212,606)	(107,947)	(79,303)	(683,805)	(544,943)
Realised gain/(loss)	-	(129,525)	-	-	(129,525)	(11,938)
Unrealised gain/(loss)	(64,031)	179,716	33,827	(3,732)	145,780	194,555
	1,193,624	641,576	1,174,883	401,509	3,411,592	3,268,241
Cash held by broker					173,872	154,519
At 31 March 2025	1,193,624	641,576	1,174,883	401,509	3,585,464	3,422,760
Historical cost					3,196,763	2,938,934

11. Fixed asset investments (continued)

(b) Unlisted investments	Group at 31 March 2025 (£)	Charity at 31 March 2025 (£)	Group at 31 March 2024 (£)	Charity at 31 March 2024 (£)
	£	£	£	£
100% interest in TBF Holdings Limited (i) Incorporated in the United Kingdom, Company Number 4328710	-	100	-	100
100% interest in TBF Trading (No. 2) Limited (ii) Incorporated in the United Kingdom, Company Number 4162015	-	2	-	2
	-	102	-	102

(i) Education Support Partnership owns the entire share capital of TBF Holdings Limited, a company limited by shares and incorporated in England and Wales. TBF Holdings Limited was dormant during the year and the previous period.

(ii) Education Support Partnership owns the entire share capital of TBF Trading (No. 2) Limited, a company limited by shares and incorporated in England and Wales. The company was dormant during the year and the previous period.

(c) Investment Property	at 31 March 2025 (£)	at 31 March 2024 (£)
Market value at 1st April 2024	510,000	599,000
Unrealised gain on valuation	(510,000)	(89,000)
Market value at 31st March 2025	**-**	**510,000**

In May 2024 the property was sold for £510,000.

12. Debtors

	March 25 Group (£)	March 25 Charity (£)	March 24 Group (£)	March 24 Charity (£)
Trade debtors	150,379	150,379	254,599	254,599
Prepayments and accrued income	565,618	565,618	346,260	346,260
Legacy debtor	93,932	93,932	110,609	110,609
Other debtors	28,900	28,898	47,823	47,821
Welfare loans	17,274	17,274	31,618	31,618
	856,103	856,101	790,909	790,907

Legacy debtor relates to legacy income which was notified and Education Support was entitled to before 31 March 2025 and had been accrued as required by FRS 102.

13. Creditors: amounts falling due within one year

	March 25 Group (£)	March 25 Charity (£)	March 24 Group (£)	March 24 Charity (£)
Amount due to subsidiary undertakings	-	100	-	100
Trade creditors	103,977	103,977	146,766	146,766
Taxation and social security costs	72,254	72,254	85,924	85,924
Pensions including pension fund deficit contribution plan	272	272	37,280	37,280
Accruals and deferred income including holiday pay	852,419	852,419	694,294	694,294
Other creditors	10,293	10,293	22,654	22,654
	1,039,215	1,039,315	986,918	987,018

13a. Deferred Income

	March 25 (£)		March 24 (£)	
Deferred Income b/f	484,835		424,958	
Released in year	7,268,577		5,703,546	
Deferred to next year	(7,249,500)		(5,643,669)	
Deferred income c/f	503,912		484,835	

Deferred income relates to paid for services that are expected to be delivered over several months. Employee Assistance Programmes are delivered over 12 month period from the start of the contract. Headspace/ Yourspace and training and development service deferrals based on the duration of the individual contracts.

14. Pension Provision

	March 25 Group (£)	March 25 Charity (£)	March 24 Group (£)	March 24 Charity (£)
Pensions including pension fund deficit contribution plan	190,000	190,000	-	-
	190,000	190,000	-	-

15. Pension Scheme

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:
£3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:
£11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present values of provision

	31 March 2025 (£)	31 March 2024 (£)	31 March 2023 (£)
Present value of provision	0	21,838	46,751

Reconciliation of opening and closing provisions

	Period Ending 31 March 2025 (£)	Period Ending 31 March 2024 (£)
Provision at start of period	21,838	46,751
Unwinding of the discount factor (interest expense)		1,788
Deficit contribution paid	(21,838)	(26,717)
Remeasurements - impact of any change in assumptions		16
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	-	21,838

Income and Expenditure Impact

	Period Ending 31 March 2025 (£)	Period Ending 31 March 2024 (£)
Interest expense	-	1,788
Remeasurements — impact of any change in assumptions	-	16
Remeasurements — amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

During the year, the pension was paid off in full with no further contributions required. The members left the scheme on 31 March 2025. In the closing down of the pension scheme, there will be a S75 debt on withdrawal which is included in the accounts (please see Note 14).

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

Assumptions

	31 March 2025 % per annum	31 March 2024 % per annum	31 March 2023 % per annum
Rate of discount	0.00	5.31	5.25

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit contributions schedule

Year ending	31 March 2025 % per annum	31 March 2024 % per annum	31 March 2023 % per annum
Year 1	-	22,264	26,717
Year 2	-	-	22,264
Year 3	-	-	-
Year 4	-	-	-
Year 5	-	-	-
Year 6	-	-	-
Year 7	-	-	-
Year 8	-	-	-
Year 9	-	-	-
Year 10	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

Statement of Changes in Reserves

16a. Endowment Fund

	Balance as at 31 March 2024 (£)	Income (£)	Expenditure (£)	Gains/ (Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2025 (£)
Cutler Trust	62,952	1,520		192	(1,520)	63,144

	Balance as at 31 March 2023 (£)	Income (£)	Expenditure (£)	Gains/ (Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2024 (£)
Cutler Trust	60,504	1,394		2,448	(1,394)	62,952

The Cutler Trust is a permanent endowment to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

16b. Restricted funds for the year to 31 March 2025

	Balance as at 31 March 2023 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2024 (£)
DFE programme	3,670	538,659	(536,156)	-	-	6,173
Welsh Government programme	116,155	600,957	(612,240)	-	-	104,872
National Association of Special Schools	50	-	-	-	-	50
NAHT Project	4,768		-	-	-	4,768
Wesleyan	29,500	-	(1,267)	-	-	28,233
Northern Ireland project	42,020	-	(37,086)			4,934
Edinburgh Council	-	5,732	(8,631)			(2,899)
AOC	10,450	-				10,450
Cutler Trust	5,512	337	-	4	1,520	7,373
TeachWell grant	15,797	965	-	32	-	16,794
G Hollows	6,292	384	-	11	-	6,687
Kent NAHT	5,341	326	-	11	-	5,678
NUT Development Workers Fund	7,508	459	-	15	-	7,982
Widows Fund	6,377	389	-	13	-	6,779
Alan Naylor legacy	8,697	531	-	18	-	9,246
CSiS Grant	4	-	-	-	-	4
Recourse Funds	190,465	11,633	(246,610)	1,797	42,715	-
	452,606	1,160,372	(1,441,990)	1,901	44,235	217,124

Restricted funds for the year to 31 March 2024

	Balance as at 31 March 2023 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2024 (£)
DFE programme	3,808	493,755	(493,893)	-	-	3,670
Welsh Government programme	94,590	577,450	(555,885)	-	-	116,155
National Association of Special Schools	-	500	(450)	-	-	50
Education Projects	-		-	-	-	-
NAHT Project	-	15,285	(10,517)	-	-	4,768
Wesleyan	-	30,000	(500)	-	-	29,500
Northern Ireland project		42,020				42,020
AOC		10,450				10,450
Cutler Trust	3,963	109	-	46	1,394	5,512
TeachWell grant	14,975	413	-	409	-	15,797
G Hollows	5,984	165	-	143	-	6,292
Kent NAHT	5,063	140	-	138	-	5,341
NUT Development Workers Fund	7,118	196	-	194	-	7,508
Widows Fund	6,046	167	-	164	-	6,377
Alan Naylor legacy	8,245	227	-	225	-	8,697
CSiS Grant	4	-	-	-	-	4
Recourse Funds	448,192	12,357	(292,956)	22,872	-	190,465
	597,988	1,183,234	(1,354,201)	24,191	1,394	452,606

16b. Restricted funds (continued)

a. Restricted funds arise from receipt of restricted grants, donations and legacies. Expenditure may only be charged against these funds provided it is in accordance with the restrictions imposed by various donors.

b. DFE programme grant was received from DFE to deliver COVID-19 School Leader Wellbeing programme.

c. Welsh Government programme grant received in 20/21 FY to deliver dedicated support to support the mental health and wellbeing education staff in Wales, with a particular focus on school leaders.

d. Income arising from The Cutler Trust is applied to welfare grants towards the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

e. Teach Well grant was provided by NASUWT to undertake research and develop Teach Well tools

f. Winter appeal donations derive from a campaign to supplement our welfare grants programme

g. Wales WCVA project received a 3 year grant to promote and develop volunteering activities in Wales

h. G Hollows fund was created as a memorial to Graham Hollows to develop an online wellbeing tool

i. Kent NAHT Benevolent Fund was disbanded and residual funds transferred to distribute welfare grants to members, spouses and dependants of NAHT Kent and Kent Federation of Head Teachers Associations.

j. Scottish Teachers and Lecturers fund was created on the dissolution of Teacher Support Scotland to fund services in Scotland.

k. NUT Development Workers Fund is a grant provided by NUT to revive local operations and maintain the relationship with the NUT.

l. Widows Fund was provided by the widow of a former teacher to support young widows with children.

m. Alan Naylor legacy assists with residential care and housing support for our elderly beneficiaries

n. CSiS provided a grant to extend our welfare grants programme

o. Recourse funds transferred on merger to Education Support Partnership are restricted to the objects of Recourse.

p. Teacher Support Network funds transferred on its merger to Education Support Partnership are restricted to the objects of Teacher Support Network. In 2019/20 Teacher Support Network restricted fund was fully spent

16c. Unrestricted funds

	Balance at 31 March 2024 (£)	Transfers (£)	Net movement in funds excl transfers (£)	Balance at 31 March 2025 (£)
Unrestricted Funds:	4,808,853	(42,715)	581,239	5,347,377
Comprise of:				
Designated Fund				
Fixed Asset	1,097,198		(14,112)	1,083,086
Development Fund	135,986	75,000	(78,722)	132,264
Donation from Associated Charity		500,000	(7,604)	492,396
Grant Reserve	183,000			183,000
Additional S75 Fund		126,000		126,000
Infrastructure Reserve	75,287		(51,325)	23,962
Free Reserves	3,317,382	(743,715)	733,002	3,306,669
	4,808,853	(42,715)	581,239	5,347,377

a. The Tangible fixed asset fund represents the net book value of the charity's fixed assets.

b. The Development Fund represents the fund designated for the strategic development and growth of the charity. The Trustees agreed to add £225,000 to this fund for use in 2023/24 onwards

c. Windfall Fund refers to Windfall monies received from CSSBI in 24/25 FY. The trustees decided to designate those funds towards strategic organisational initiatives

d. The Grants Fund represents monies set aside to ensure that any short term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring funds are available should the need arise.

e. Additional S75 Fund relates to uknown future liability mentioned in Note 21

f. The infrastructure reserve was set up for 2023/24 to fund major office projects and system upgrades

17. Analysis of Group and Charity net assets between funds

2025	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,083,086	1,083,086
Investments	3,805,196	63,144	217,124	-	4,085,464
Current assets	1,373,046	-	-	315,264	1,688,310
Current liabilities	(1,039,215)	-	-	-	(1,039,215)
S75 Pension Provision	(190,000)	-	-	-	(190,000)
Net assets at 31 March 2025	3,949,027	63,144	217,124	1,398,350	5,627,645

2024	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,097,198	1,097,198
Investments	3,417,202	62,952	452,606	-	3,932,760
Current assets	962,385	-	-	318,986	1,281,371
Current liabilities	(986,918)	-	-	-	(986,918)
Long term liabilities	0	-	-	-	0
Net assets at 31 March 2024	3,392,669	62,952	452,606	1,416,184	5,324,411

Analysis of Charity net assets between funds

2025	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,083,086	1,083,086
Investments	3,805,298	63,144	217,124	-	4,085,566
Current assets	1,373,044	-	-	315,264	1,688,308
Current liabilities	(1,039,315)	-	-	-	(1,039,315)
S75 Pension Provision	(190,000)	-	-	-	(190,000)
Net assets at 31 March 2025	3,949,027	63,144	217,124	1,398,350	5,627,645

2024	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,097,198	1,097,198
Investments	3,417,304	62,952	452,606	-	3,932,862
Current assets	962,383	-	-	318,986	1,281,369
Current liabilities	(987,018)	-	-	-	(987,018)
Long term liabilities	0	-	-	-	0
Net assets at 31 March 2024	3,392,669	62,952	452,606	1,416,184	5,324,411

18. Operating lease commitments

At 31 March 2025 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

Plant and Machinery	**March 25 (£)**	**March 24 (£)**
Maturing within one year (equipment)	5,200	5,200
Maturing between one and five years (equipment)	10,400	15,600

19. Related party transactions

There were no identified related party transactions in 2024/25 (2023/24: none)

The total donations received from trustees in 2024/25 amounted to £770 (£788 received from trustees in prior year)

20. Financial Instruments

	March 25 (£)	**March 24 (£)**
Financial asset measured at fair value		510,000
Financial assets measured at amortised cost	818,015	755,097
Financial liabilities measured at amortised cost	966,961	900,994

21. Contingent Liability

The charity is awaiting the outcome of a legal case against TPT the pension providers. As a S75 has been triggered by the charity, there could be additional liabilities associated with the outcome of this case. Any future liabilities cannot be estimated at this stage and the provision outlined in Note 14 reflects the known liability.

Education Support

The charity for everyone working in education

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EDUCATION SUPPORT PARTNERSHIP

England & Wales - Charity number 1161436

Accounts

Education Support

The charity for everyone working in education

Education Support

Trustees' Annual Report & Accounts

For the year ending 31 March 2024



About Education Support

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

We support individuals and help schools, colleges and universities to improve the mental health and wellbeing of their staff. We also carry out research and advocate for changes in Government policy for the benefit of the education workforce.

Our free and confidential helpline is open 24/7 on **08000 562 561** and is staffed by qualified counsellors. It is available for everyone working in education, including support staff, lecturers, administrators and teaching assistants.

Call us. We'll listen.



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Chair and CEO report

Once again, we are writing that the context continues to be incredibly challenging for everyone who works in education.

School and college staff are still stretched beyond what is reasonable and doing work that goes beyond teaching and learning. The lack of support for children and young people from mental health and social services leaves many educators feeling powerless to help. This weighs heavily and many are exhausted by the relentlessness of the demand.

We are also hearing increasingly upsetting stories about violence and verbal abuse becoming normal, as school and college staff bear the brunt of the frustrations of people who cannot gain access to the support they need.

This cannot go on. We need to take the experiences of our teachers and education staff seriously, or future generations will pay the price as teacher supply grinds to a halt.

That's why, this year, we chose to develop two of the organisation's most significant reports to date, 1970s working conditions in the 2020s: Modernising the professional lives of teachers for the 21st Century and Teaching: the new reality. We wanted to put a solid evidence base behind the stories we hear from school and college staff every day. We will make sure that new government Ministers understand all the drivers of poor health and high attrition among the education workforce.

Highlighting these challenges, and their very real mental health effects, at a policy level remains a top priority for Education Support. This is the work of changing the beliefs, assumptions and priorities that drive public policy. This feels vital when the ability to meaningfully help school and college staff remains so dependent on whole system change and investment.



Despite this, we are heartened to see the real impact we're having through our professional supervision service. Awareness of what supervision is and how it can help education leaders is growing dramatically. We are incredibly proud when we read about the tangible difference this service is making to school and college leaders' lives and jobs. Being at the forefront of this cultural shift in education remains a significant priority for Education Support. We are grateful to the Welsh Government and the Department for Education for funding these services.

And, as always, our helpline remains open twenty four hours a day, seven days a week. Everyone working in education can receive immediate emotional support from a qualified counsellor. With access to mental support limited for so many, we invite you to print **this poster** out (pictured below) and put it up in your staff room.

The context is still challenging, but we remain committed to supporting everyone in the education sector. The work you do is incredibly important, and we're so grateful that you show up every day.



We are hugely grateful to everyone who has donated to us this year, making our work possible. This includes our regular givers and everyone who has responded to an urgent appeal, donated proceeds from the sale of products or left us a gift in their Will. We are also thankful to the organisations who have supported us, including the Pears Foundation, CSIS and Wesleyan.

Every penny makes a real difference to the lives of teachers and education staff in schools and colleges across the UK.

Sinéad Mc Brearty
Chief Executive Officer

Sean Hanson
Chair of Trustees

Our objectives



As part of our regular strategic planning, trustees reviewed our goals this year.

The overall direction remains the same, but we have made minor adjustments to three of our goals, as indicated below.

Objective 1: To be well known, credible and trusted across the education workforce

This year saw improvement in brand awareness, with a 3% increase to 21% across the profession (at July 2023). Between 2019 and 2022, brand awareness grew from 14% to 16%. There is a long way to go to reach the level of awareness we want, but this has been an important achievement this year.

We continue to commission, write and curate mental health resources for the workforce and for school leaders, and are delighted to see steady growth in our social media followers and mailing list subscribers. We have developed over 60 new content pieces this year. Our resources have been viewed over 388,155 times across the year.

Collaboration with stakeholders across the sector is central to our work. We achieve this primarily through speaking engagements and contributions to working groups where our wellbeing and mental health expertise can add value. We are delighted to have collaborated with a wide range of organisations, including Anna Freud, ASCL, Association of Colleges, Chartered College of Teaching, the Department for Education, Educational Institute of Scotland, NAHT, NASBTT, NASUWT, NEU and Welsh Government.



Objective 2 (revised): To advocate for wellbeing and mental health to be hard wired into policy-making, based on strong evidence.

2023 has been a watershed year for the charity on the policy and public affairs front. The highlight of the year was undoubtedly the completion and publication of the work of the Teacher Retention Commission, generously supported by Pears Foundation. The report was well received, bringing focus to the specific dynamics affecting retention across the sector.

Our annual Teacher Wellbeing Index remains a sector staple. Alongside core wellbeing indicators, this year's report asked the profession about the impact of inspections as well as personal experiences of loneliness and isolation. Over the year we were also pleased to publish our Teaching: The New Reality report, setting out the experience of education staff dealing with a myriad of demands beyond teaching and learning.

We were delighted to give evidence to the House of Commons Education Select Committee on recruitment and retention in schools in England, and to be appointed to the Department for Education's Workload Reduction Taskforce. We joined the Welsh Joint Ministerial Delivery and Oversight Board for the Whole System Approach to Emotional and Mental Wellbeing.

In Scotland, EIS, the teaching union, invited us to give a keynote at their wellbeing conference, hopefully the first of many opportunities for us to work in Scotland. We also delivered a keynote at the NASUWT's national conference in Northern Ireland, engaging with teachers from across the country.

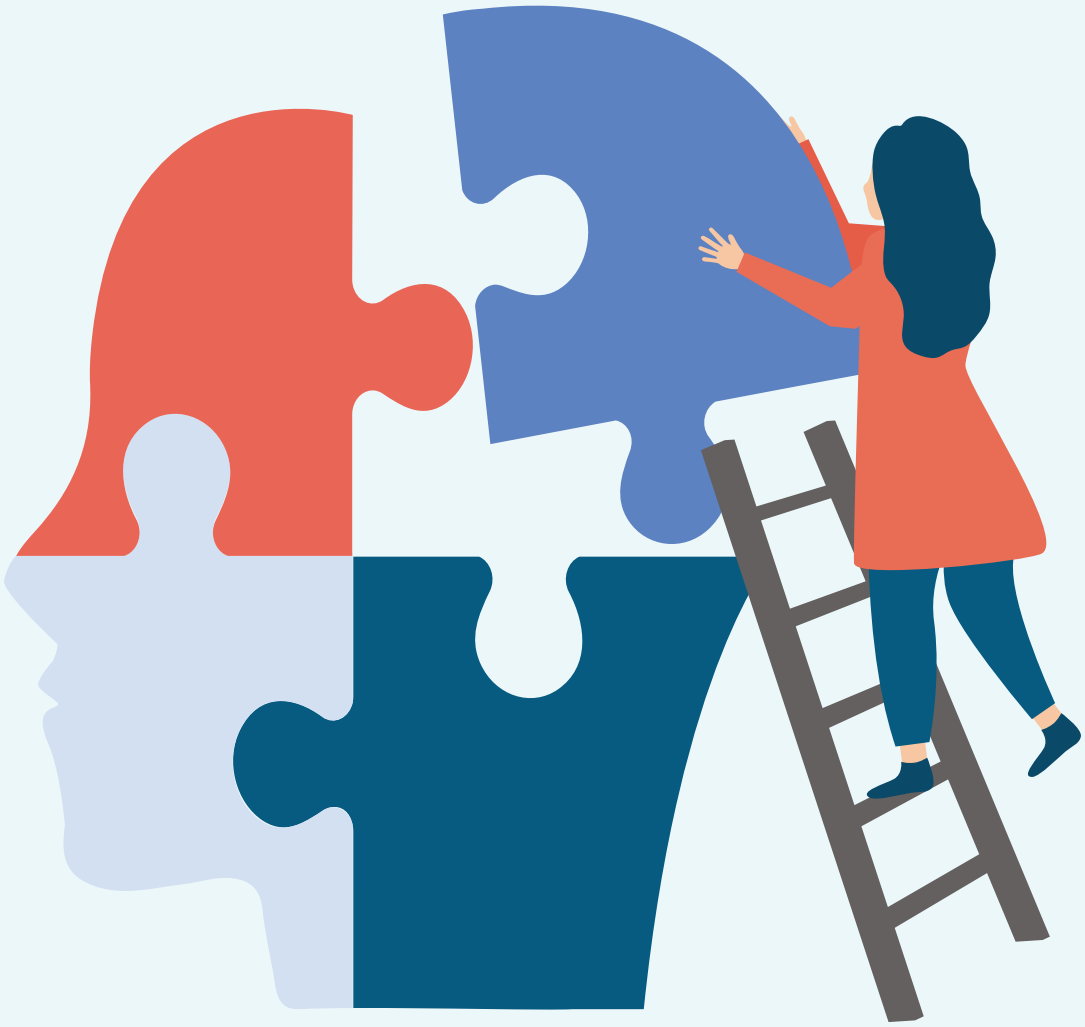


Objective 3: To offer a range of high quality services that deliver clear and substantial impact for everyone working in education

Our 24/7 helpline continues to handle a consistent volume of emotional support calls from the workforce. This year we supported 4,083 people of which 8.8% were identified as at risk of suicide.

Our Employee Assistance Programme book of business has grown by 11%, with over 116,134 teachers and education staff now covered by our support. This year we have seen a 17% increase in people calling us, with increased complexity in their cases. The level of those clinically assessed to be at risk of suicide has fallen from 12.4% to 11.5%.

Requests for financial assistance continue to run at a higher rate than our historical average. To date, trustees have been determined to support as many applications as possible. We made grants to 787 staff, compared with 564 last year.



Objective 4 (revised): To be recognised as a centre for innovation, disseminating new approaches to supporting the mental health of the education workforce.

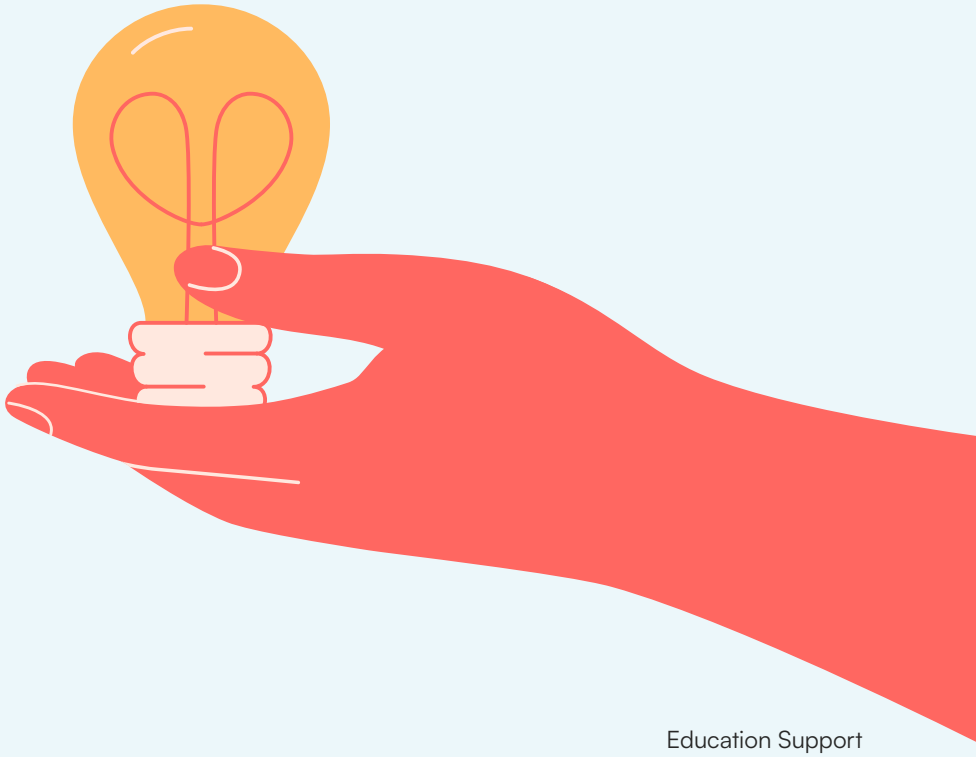
We continue to evolve our work programmes in Wales and England.

In Wales, our team works directly with schools, helping them to embed wellbeing strategies within their teams. We are grateful to Welsh Government for supporting this work. We have developed a series of masterclasses, available to educators across the nation. We offer workshops to teaching assistants and learning support assistants. We offer action learning for school wellbeing leads, peer support to supply teachers and group supervision to safeguarding leads. We are also offering professional supervision for school leaders in Wales. The independent evaluation of this service continues to be very positive.

In England, we scaled up our professional supervision service and have supported almost 800 school leaders over the past year. An independent evaluation of the work highlighted the significant difference this support can make to school leaders. Through a competitive tender process, we secured a three year contract with the Department for Education to build on this work over the next three years.

Pears Foundation has generously funded a small supervision project for school leaders in Northern Ireland. This work is underway, supporting forty school leaders.

Wesleyan Foundation is kindly supporting a project to work with school leaders from a global majority background, building on our previous research in this area. We are offering a development programme based on an action learning approach and seeking to build networks and confidence across this group of leaders. This is in direct response to requests from a group of Black leaders.

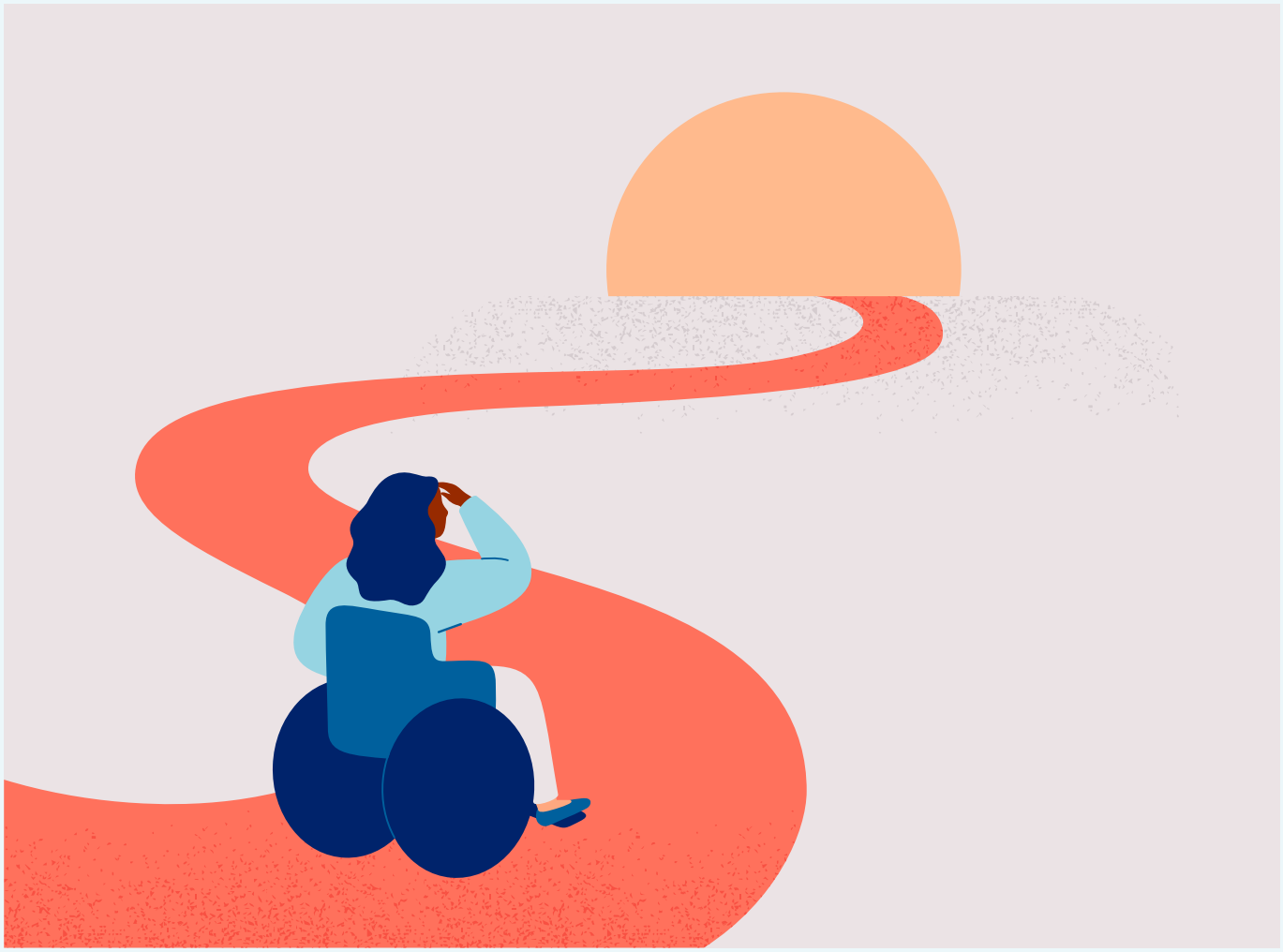


Objective 5 (revised): To steward the organisation for the future, with strong financial health, diversified income and a positive and productive team culture.

One of the key challenges facing the charity in the long term is the change in our income profile. The charity has always depended on individual donors to support its work. Over the past decade, our donor base has contracted. We are in conversations with stakeholders across the sector to explore how they might support us to attract new donors. This is a critical project: if it is successful, the charity will secure its funding for the long term.

Our income looks stable over the coming five years, but the rate of growth of our charitable activity is not sustainable in the face of dwindling donor income. Trustees are considering our strategic response to these circumstances and appraising a range of options for the future. As a result of our recent diversification into government-funded programmes, we have time to make good decisions and to continue our work to build long term income security.

Our staff team and culture is in good shape: staff report an extremely positive culture at the charity. The 2024 staff survey was externally benchmarked and showed Education Support outperforming the benchmark on most measures. There are some areas for development which we will continue to work across the organisation to improve.



Delivering our Services



Counselling

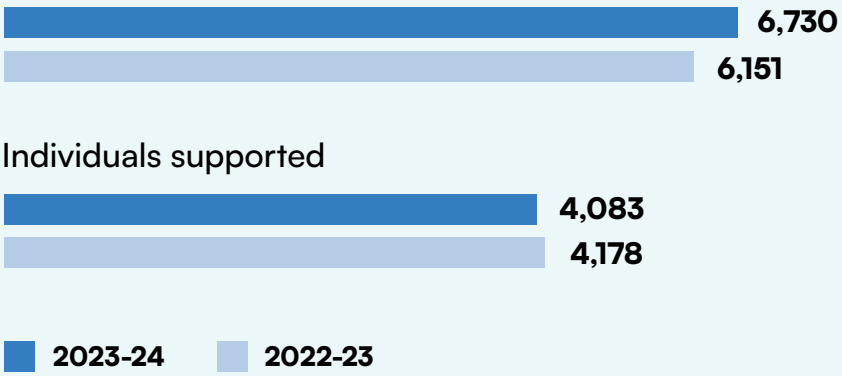
Our free and confidential helpline is open every day, round the clock.

We're proud to provide immediate emotional support to everyone working in the education sector.

Callers can speak to our qualified counsellors about anything from their work or home life.

In 2023-24, our free and confidential helpline supported 4,083 individuals who spoke to a qualified counsellor in their moment of need.

In 23-24:





> *"Calling the helpline helped me gain some clarity on my next steps to begin to recover from depression.*
>
> *It also helped me talk to my Head and together create a supportive plan."*
>
> Teacher

8.8%

of the people supported by our helpline were clinically assessed as at risk of suicide compared to **9.5%** the previous year

Employee Assistance Programme

Our EAP continues to provide quality, confidential support for thousands of people working in the education sector.

116,134

people working in schools are supported by an Education Support EAP, up from **107,007** in March 2023

1,293 out of 1,470

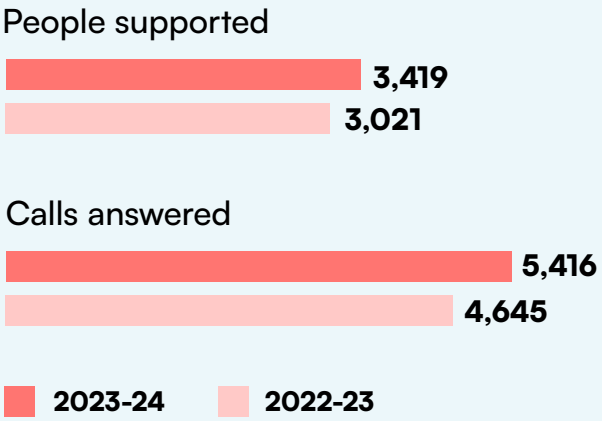
organisations renewed their EAP service

11%

increase in the number of schools we served (from **1,506** to **1,672**)

Our service offers face-to-face counselling and information to support staff with a range of personal and professional issues. Our high quality service enables schools and organisations to provide independent, qualified support for staff who need it. The timely provision of this type of support can prevent issues from escalating and can help staff to stay well and stay at work.





11.5%

of the people supported by counselling via our EAP were clinically assessed as at risk of suicide compared to **12.4%** the previous year

77%

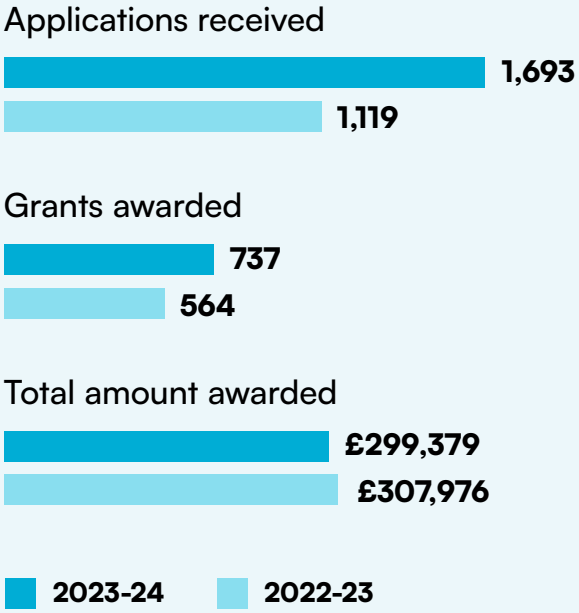
increase in people accessing non-counselling services, including our mindfulness programme, online CBT courses and life coaching service

Financial grants

Our financial support continues to be in high demand. In 2023-24, we saw the highest number of applications to our financial grants programme over the past five years. As a result, we awarded 737 grants, which is an increase of 173 grant awards from 2022-23.

In 2023, we took the decision to change the way we award grants in response to the growing demand for emergency financial support. This is directly linked to the impact of the cost of living crisis on the education workforce.

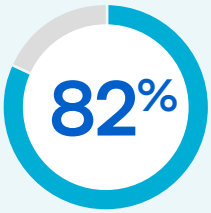
We created two grant pots: one to provide help with food and travel to work costs and one to provide help with essential household items and utility costs. The aim of both is to help education staff meet their basic living needs, so that they can remain well and in work.



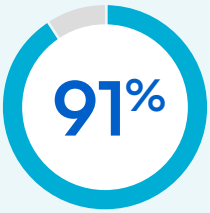
> *"Thank you so much for your email, and for the £250 grant assistance. I cannot begin to tell you how grateful I am! This is much appreciated indeed; it could not have come at a better time!"*
>
> Supply teacher

> *"Thank you so much, what amazing news! This will make such a huge difference to me, and will really take some of the pressure off."*
>
> Administrator

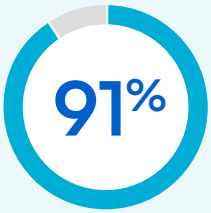
Service Feedback*



believe the grant had a positive impact on their financial circumstances



rated the service as good or excellent



people would recommend us to a colleague

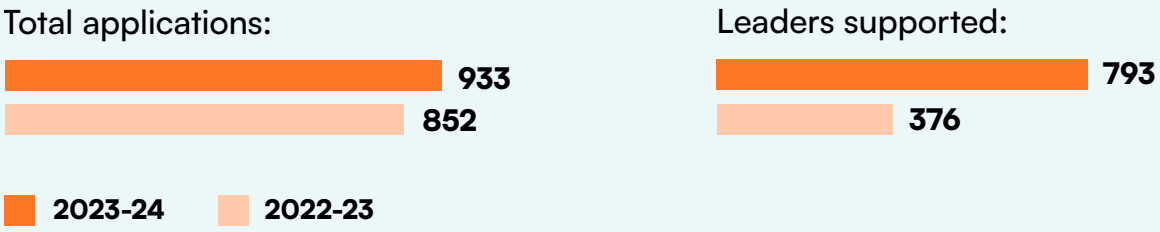
*Service feedback provided April 2023-Sep 2023. From Oct 2023-March 2024, beneficiary surveys were paused to allow for an independent evaluation of the grants programme.

Professional supervision for school and college leaders: England

In 2023-24 we delivered Professional Supervision to 793 school and college leaders in England via our Department for Education funded School Leaders' Service.

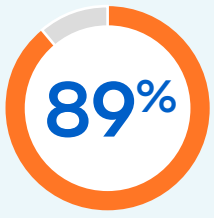
Leaders had access to six fully funded sessions of Professional Supervision, where they were provided a safe and confidential space for reflection, learning and development organised around their professional identity. The supervision sessions offered the leaders the opportunity to reflect on their core purpose in the education of children and young people, and to explore issues they don't normally have the space to consider. This includes thinking about their own wellbeing and mental health.

Leaders that required a clinical intervention had access to counselling delivered by qualified BACP accredited counsellors.

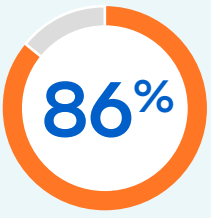


In October 2023, the Department of Education published an independent evaluation of the School Leader Service covering the delivery period Nov 2021-March 2023.

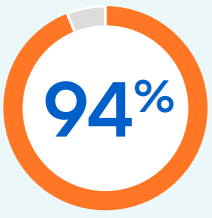
Findings included:



of leaders felt less anxious



of leaders felt less stressed



of leaders felt better supported



of supervision participants were able to manage professional challenges in between sessions



of leaders would recommend the support to a colleague

Professional supervision feedback

“I actually think that the whole process was transformational. It doesn't mean I don't have bad days sometimes, but it has given me a distance from myself, to almost see myself clearly again. I feel almost put back on my feet, on steady ground, with a bag of tools, to help me when things become challenging. I am very grateful for the opportunity and my supervisor.”

Secondary school leader

“Concepts I worked on with my supervisor really helped me to understand myself and my reactions and where they were coming from. This has been absolutely beneficial in my work.”

Administrator

“It's made me kinder when managing staff. I’ve applied the 'good enough' idea to other staff, and generally I’m more understanding if they make mistakes. It’s human to make mistakes and they need to know that it’s recoverable. Also making sure to say thank you to staff.”

Head teacher

“I can't thank my Supervisor enough for the outstanding professional support and challenge that was provided through these sessions. The carefully structured and compassionate professional challenge supported me to think differently about complex issues and provided a safe environment to really look at things from a different perspective. It has really strengthened my ability to tap into different leadership styles and apply these more effectively within the school. I feel that the sessions have really supported my wellbeing as a leader.”

School leader

In March 2024 we were awarded additional funding from the Department of Education, to deliver Professional Supervision support to a further 2,500 school and college leaders over a three year period. We are pleased to continue offering this this vital support to school and college leaders, as they continue to navigate the challenges and complexity of their leadership role.

Staff wellbeing service: Wales

In 2023-24 we continued to deliver a range of fully funded support to the education workforce in Wales, with extended funding from Welsh Government.

We supported:

211

schools via our regional advisory service, reaching approx. **8,000** staff

686

individuals via our workshops, master-classes, 1-1 professional supervision and group based support

An independent evaluation of the service during 2023-24 found that:

83% of participants reported increased confidence to ask for support for their mental health

92% of participants reported increased motivation to prioritise their emotional health

88% of participants felt equipped to take action following the received support

98% of participants expressed their satisfaction with delivery of the support

> *"One of the things she helped us to do is use the audit information to address the challenges [staff] are facing [...] we wanted to embed staff wellbeing in a way that was actually meaningful and impactful."*
>
> Senior leader

> *"That support network [the advisor] is really important as well and that's been really helpful [...] that makes you feel more confident in your abilities, and confidence builds resilience."*
>
> Deputy head teacher

> *"I'm having those difficult conversations with staff about my experiences, things I wouldn't have shared before. But it's so nice because then they open up about their experiences as well."*
>
> Middle leader

If you are a school or college leader in England or Wales, click **here** to find out more. If you are in Northern Ireland or Scotland, please watch this space — we hope to have more to offer you soon.

Increasing our reach

We have continued our strategy to reach teachers and education staff via digital resources and events. We're delighted that our audiences continue to grow, and interact with us more!

506,665

visitors to the website

+77,808 on 2022-23

Over

59k

social media followers

+2.6k on 2022-23

145,000

people reached via new digital resources

+3,885 on 2022-23

Over

70

pieces in national and sector media

+14 on 2022-23

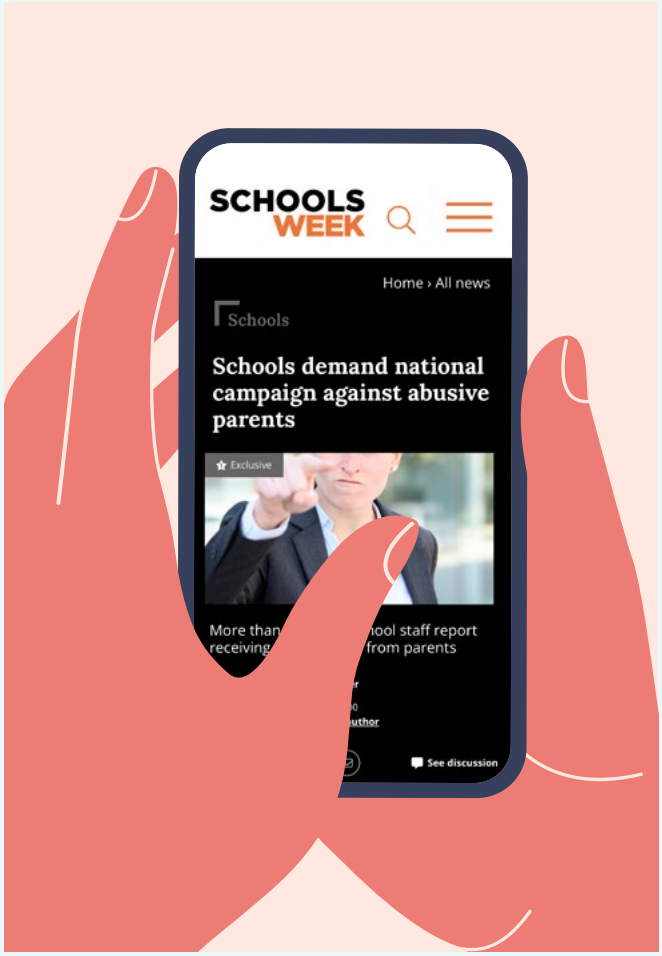
2,250

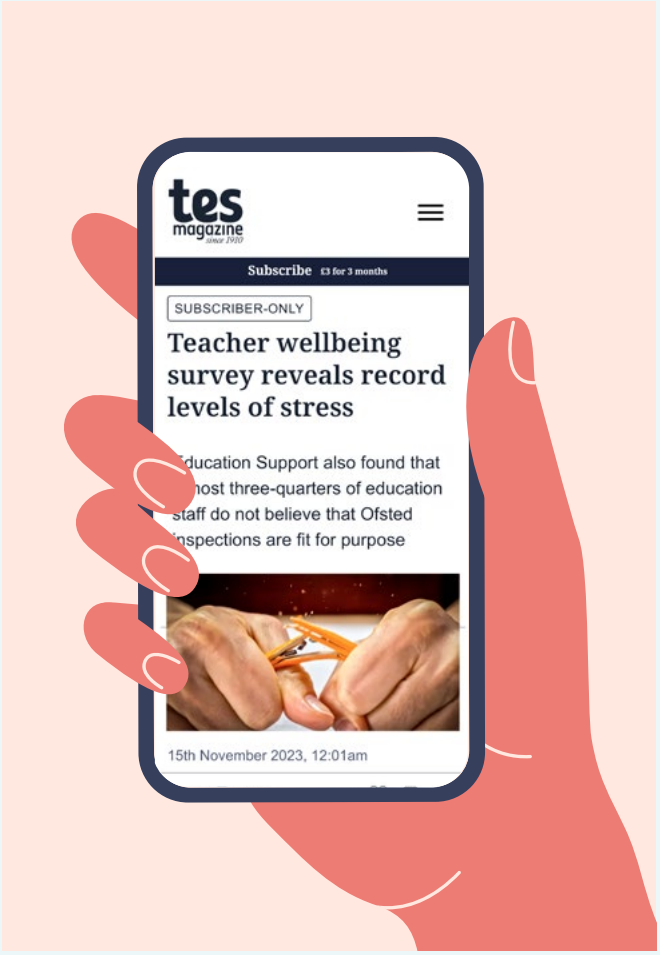
people reached via our online events

+39 on 2022-23




INDEPENDENT
Menu
The mental health crisis crushing teachers – and what it means for schools
Te across the UK are suffering panic attac e
m, working 60-hour weeks and trying to
on for good. Ellie Harrison talks to educa
aders to find out what's at the root of the
and what changes need to happen


SCHOOLS WEEK
Home › All news
Schools
Schools demand national campaign against abusive parents
Exclusive
More than
receiving
ool staff report
from parents
uthor
See discussion


tes magazine
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Teacher wellbeing survey reveals record levels of stress
ducation Support also found that
ost three-quarters of education
staff do not believe that Ofsted
nspections are fit for purpose
15th November 2023, 12:01am

Our content and our resources

We continued to improve our website and published over 60 high quality resources designed to support the mental health of teachers and education staff. These resources cover a wide range of topics, driven by staff feedback — from preventing burnout and managing the emotional toll to setting technology boundaries and navigating menopause at work.

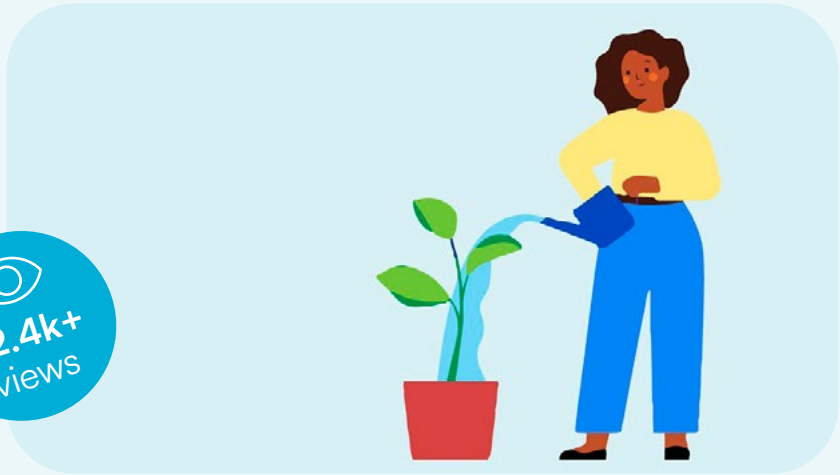
Our top three free resources in 2023-24 were:



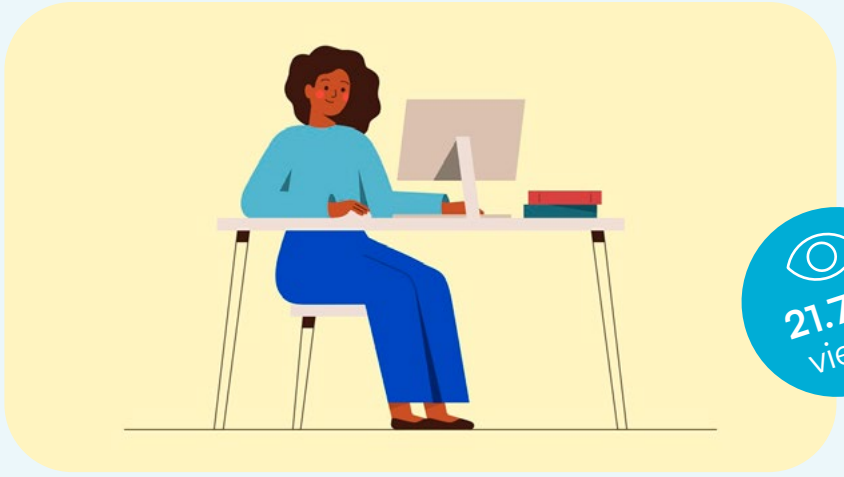
Bullying and harassment

27.5k+ views

Teacher burnout and how to avoid it



22.4k+ views

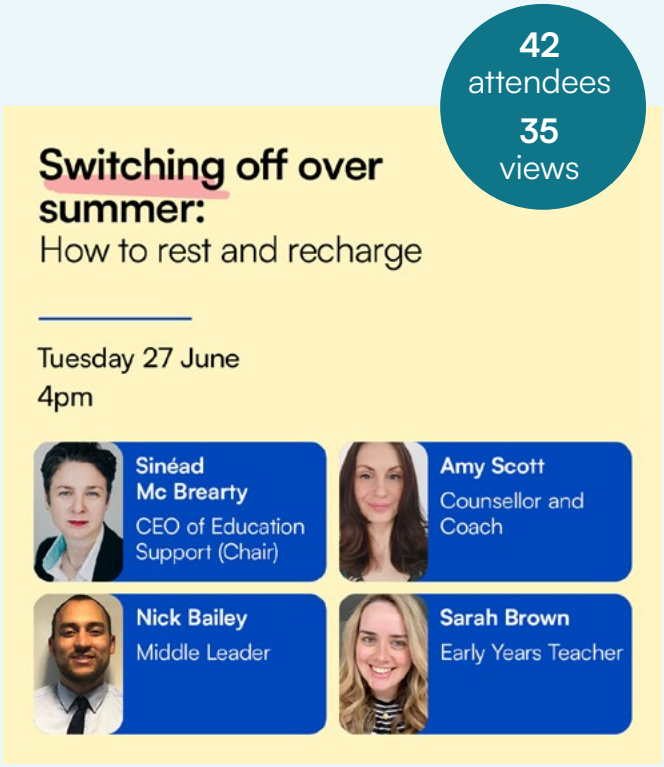


Time Management and wellbeing at work

21.7k+ views

Online events

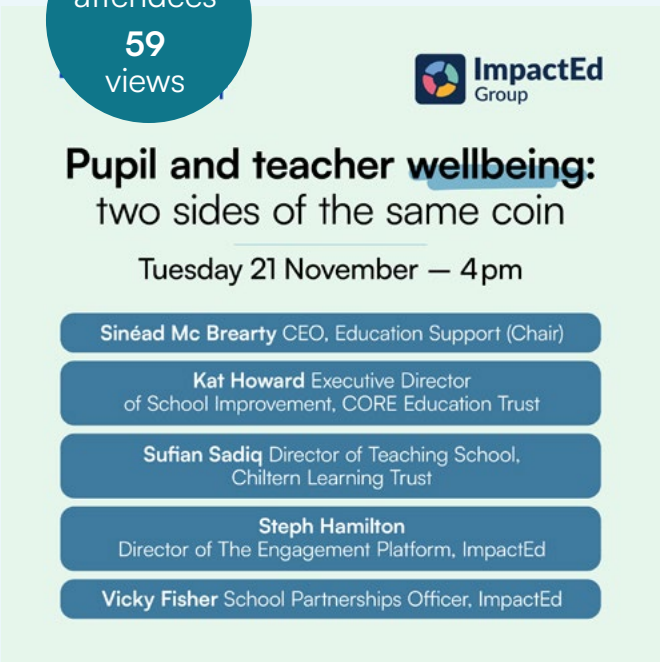


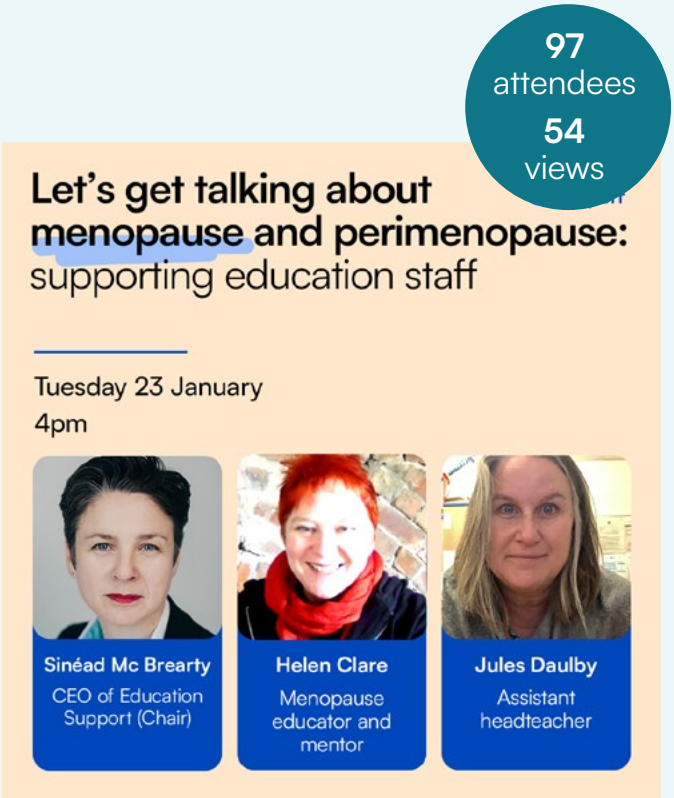






Online events









Our research

In 2023-24 we continued to publish comprehensive and robust research about the mental health and wellbeing of teachers and all education staff.

We published:



1970s working conditions in the 2020s: Modernising the professional lives of teachers for the 21st Century

Education Support established a Commission on Teacher Retention to examine why so many secondary school teachers and leaders in the state sector are leaving the profession and what would encourage them to stay. The Commission was made up of experienced educationalists, sector experts and teachers.

Public First carried out the research, which comprised a survey, focus groups and roundtable discussions with staff, and interviews and evidence gathering sessions with experts.

The research report makes 10 key recommendations for policymakers and schools which will help modernise the working practices in teaching.

> *"Teachers are key to unlocking potential in young people and the country as a whole. We won't achieve a more equitable society or a more productive and innovative economy unless we make it a profession attractive to join and sustainable to stay in. That starts with getting the talented teachers to schools where recruitment and retention challenges are felt most acutely."*
>
> Russell Hobby, Commissioner and Chief Executive of Teach First

This research would not have been possible without the generous support of the Pears Foundation.



> *"The job that teachers are currently trained for does not match the daily reality.*
>
> *If we continue in this way, we will burnout a generation of talented and dedicated staff, and future generations of children and young people will be even worse off for it."*
>
> Sinéad Mc Brearty,
> Chief Executive of
> Education Support

Teaching: the new reality

In May we published Teaching: the new reality, which set out to detail the current issues and challenges experienced at work by teachers and education staff in the wake of the pandemic. We aimed to shine a light how their roles have expanded to take on more emotional support and pastoral care for their learners to ensure they are ready to learn. This is set against the backdrop of reduced access to specialist support, despite the ever growing social, emotional and mental health needs among children and young people.

This report matters because it is the first time clear evidence was presented on the widening scope of the role of schools and education staff. This has become an important area of focus since publication and is now part of wider sector conversations about workload reduction.



Teacher Wellbeing Index 2023

This was our seventh annual Teacher Wellbeing Index. Our large dataset about the mental health and wellbeing of education staff working in the UK continues to grow.

Our 2023 survey of over 3,000 UK education staff found:

81% experienced symptoms of poor mental health due to their work (rising to **84%** for senior leaders)

78% were stressed (rising to **89%** for senior leaders)

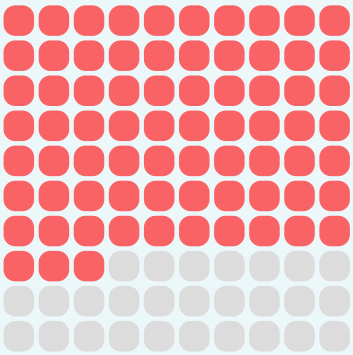
55% reported that their organisation's culture had a negative impact on their wellbeing

46% reported their organisations do not support employees well who have mental health and wellbeing problems

Visit our website to download the full report and learn more about our findings and recommendations.

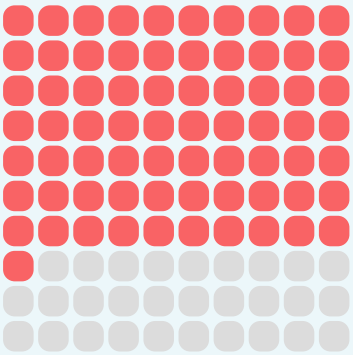
We also investigated staff's views about inspections, and loneliness, and their impact on mental health and wellbeing:

73%



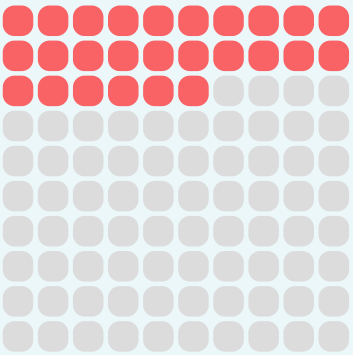
considered that inspections were not fit for purpose

71%



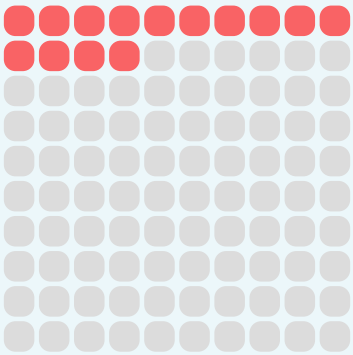
considered inspections had a negative impact on their mental health and wellbeing

26%

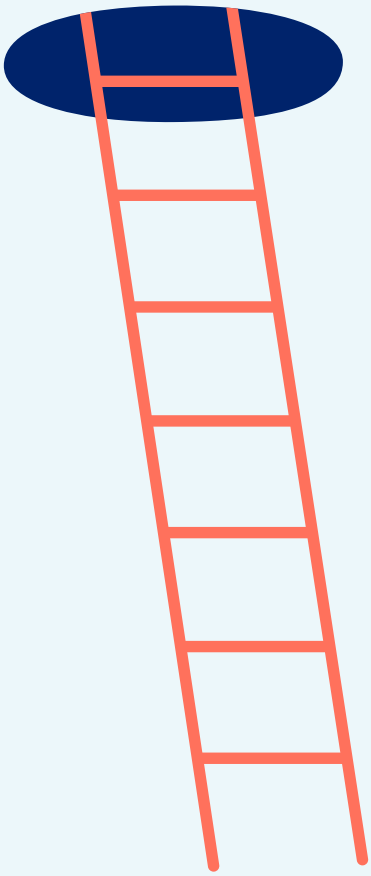


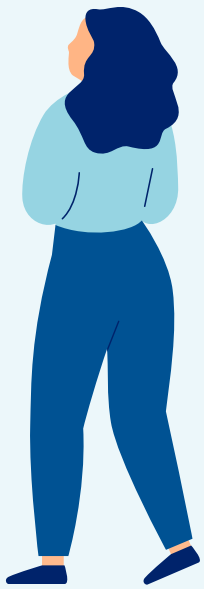
experienced at least one aspect of feeling isolated, left out or lacking companionship at work

14%



always, or often, felt lonely at work





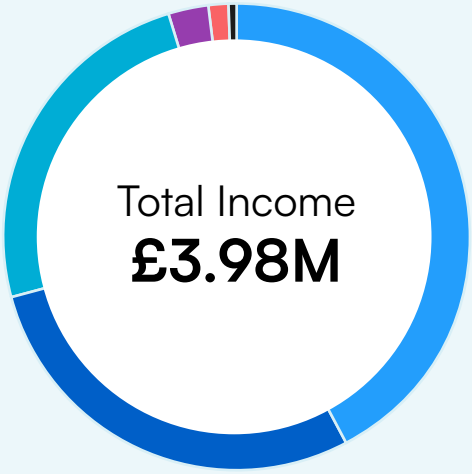
The full report with findings and recommendations can be downloaded via our website

How we raised our money

During 2023-24 20,378 individual supporters donated regularly, responded to appeals, or left us a gift in their Will.

We are also fortunate to have the support of charitable foundations, government and corporate partners. We generate income from the workplace services that we provide to schools and colleges, as well as through returns from our investments.

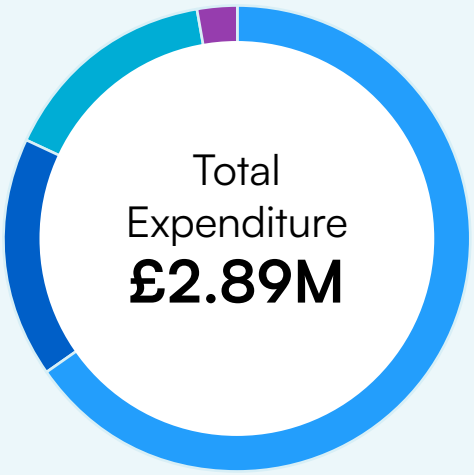
We couldn't do what we do without our supporters, partners and customers. Thanks to them, we raised **£3.98** million in 2022/23.



- **Donations and Legacies** £1,681,043
- **Government programmes** £1,139,460
- **Workplace Services** £975,537
- **Investment Income** £106,507
- **Trusts and Foundations** £56,700
- **Corporate Donations** £16,450



How we spent our money



£2,888,382 was spent in total in the year on charitable services.

The cost of raising funds was **£871k** (2022-23 £955m) excluding strategic development costs.

The Surplus excluding investment gains was **£117,560.** (2022-23 deficit excluding investment losses was £569,737).

- **Counselling and mental health advice services** £1,886.231
- **Communications, policy and research** £481,657
- **Financial support services** £442,649
- **Information and online advice services** £77,845



Quality assurance and impact

We continue to operate a bi-annual audit programme whereby an independent clinical assessor reviews the quality of practice in our Helpline and EAP services. These audits involve listening to calls, examining processes and exploring how improvements might be made. At the end of each audit, we agree specific actions that will improve the quality of our service delivery.

Each audit meeting operates to ISO 9001:2008 standards and monitors the performance of counsellors (based on clinical and non-clinical standards).

We invite every service user to complete an online evaluation form, and across 2023-24 we worked with the Institute of Employment Studies to carry out an independent evaluation of our helpline and financial grants programme. Findings of this work will be published later in 2024.

Clinical Audit Scores: January 2024





Legal & administrative Information



The trustees are pleased to present their report and accounts for Education Support and its subsidiaries (the group) for the year ended 31 March 2024.

Constitution

Education Support is a Company Limited by Guarantee (Company Number 09311354) with charitable status and is registered with the Charity Commission under registration number 1161436. It does not have any share capital.

Education Support is the successor to the Teacher Support Network Group comprising of Teacher Support Network and Recourse following a merger of their assets, activities, undertakings and liabilities on 31 March 2015.

The company was incorporated on 14 November 2014 as Education Sector Support UK and changed its name to Education Support Partnership on 24 July 2015.

Education Support Partnership and Worklife Support (a former subsidiary of Teacher Support Network) merged their trading activities and assets on 1 April 2016.

Governing document

The governing document guiding the work of the organisation is the Articles of Association — these articles were adopted upon incorporation and were amended following a special resolution in December 2018. The Charity is a Charitable Company Limited by Guarantee.



Trustees and Management

Board of Trustees who were in place during the financial year 2023 — 2024

Sean Hanson	Chair
Adam Alagiah-Glomseth	
Evelyn Forde	Appointed 12 September 2023
Debbie Simpson	
Deborah Lee	Appointed 12 September 2023, resigned 5 July 2024
Mark Baker	Honorary Treasurer from 23 July 2024
Steve Wharton	
Emma Hollis	
Gareth Conyard	
Rachelle Headland	Honorary Treasurer to 23 July 2024
Clare Rees	Appointed 12 September 2023
Roxanne Lashley Allen	Appointed 12 September 2023

Elected Officers of the Board

Sean Hanson	Trustee Board Chair
Rachelle Headland	Honorary Treasurer to 23 July 2024
Mark Baker	Honorary Treasurer from 23 July 2024
Emma Hollis	Governance, Delivery & People Committee Chair

Leadership team during the financial year 2023-2024

Sinéad Mc Brearty	Chief Executive Officer
Paul Lismore	Director of Finance & Operations
Faye McGuinness	Director of Programmes
Gemma Scotcher	Director of Communications & Public Affairs



Other charities and companies in the group

Teacher Support Network 40A Drayton Park, London N5 1EW

Teacher Support Network formerly promoted health and wellbeing and offered benevolence to teachers. The company and charity transferred its assets and undertaking to Education Support Partnership on 31 March 2015 and is currently dormant.

TBF Holdings Limited

TBF Holdings Ltd is a wholly owned subsidiary that manages the shareholdings of the charity in Worklife Support Limited. The principal office is at 40a Drayton Park, London, N5 1EW.

TBF Trading Limited

Currently dormant.

Worklife Support Limited (WLS Ltd)

WLS Ltd was a trading subsidiary of the charity delivering a range of health and wellbeing services to employers and their employees in education and in the third sector. The charity's shareholding in WLS was held by TBF Holdings Limited, a subsidiary of Education Support Partnership. Its activities merged with Education Support Partnership on 1 April 2016.

Professional advisors

Bank

National Westminster Bank plc,
Chancery Lane and Holborn branch,
332 High Holborn,
London, WC1V 7PS

Solicitors

Gateley Plc
Park View House, 58 The Ropewalk,
Nottingham,
NG1 5DW

Auditor

Moore Kingston Smith,
9 Appold Street, London, EC2A 2AP

Clinical auditor services

Ben Amponsah, Apartment 39 Islington Wharf
Great Ancoats Street, Manchester, M4 6DH

Investment Manager

Quilter Cheviot Senator House, 85 Queen Victoria Street, London, EC4V 4AB

Education Support's registered office

Education Support,
40a Drayton Park,
London N5 1EW

Objectives and activities

Our charity's purposes as set out in the Objectives section of the Articles of Association (Article 3) are:

- **the relief of financial hardship, sickness, disability, ill-health (mental or physical) and the infirmities associated with old age for serving, former or retired workers from the education sector, and their dependents;**
- **the advancement of education; and**
- **such other charitable purposes as the trustees may determine.**

Our vision and mission

Mission

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

How we deliver public benefit

Everything we do is aimed at supporting and improving the wellbeing and mental health of those working in, and retired from, education. This includes assisting them in managing their finances and going some way to relieving the associated pressures of financial hardship. We support the whole person: by that, we mean not just an individual in their professional capacity but in their personal life as well. In setting the business plan each year the trustees of Education Support have complied with the duty of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission, including "Running a Charity PB2".

Summary of our principal activities

See pages 12-30.

Volunteers

Education Support did not run a volunteer programme in 2023 - 2024.

Structure, Governance and Management

Governance structure

The Board of Trustees

Trustees govern the activities of the charity in accordance with its Articles of Association. The charity is constituted as a Charitable Company Limited by Guarantee and has no share capital.

Governance Review

The board of trustees continue to assess its performance and skills. A full board effectiveness review is carried out regularly. Actions and findings from that are being incorporated into our use of the governance wheel toolkit[1]. One element of the good governance wheel is reviewed by our governance committee each meeting.

As well as the board of trustees there are three sub committees:

- Finance, Audit and Risk
- Governance, Delivery and People
- Remuneration

Trustee selection methods

Trustees are recruited via an open recruitment process, selected on the basis of skill gaps and ability to contribute effectively to the governance of Education Support. We also co-opted two trustees with specific skill-sets that

1. The NCVO's Governance Wheel can be accessed here: https://www.ncvo.org.uk/help-and-guidance/governance/board-basics/tools-and-guidance/governance-wheel/#/

we had not been able to attract through open recruitment, namely higher education and digital development.

Remuneration policy

Staff salaries cost of living increases are approved at the remuneration committee before the annual budget for the year is completed. Senior staff salaries are reviewed by the remuneration committee against market rates on a regular basis.

How we make decisions

The board of trustees meets on a quarterly basis to review progress against key objectives.

The board of trustees makes all strategic decisions and delegates responsibility for the operational management and leadership of the charity to the Chief Executive (under the terms of the CEO delegated authority) who is supported by the Leadership Team.

Financial procedures set the financial limits for decision making at varying and appropriate levels from board level downwards.

The board of trustees organises itself into committees in order to explore particular areas in more depth and report back and make recommendations to the board as a whole.

Induction and Training

We run an induction process for all new Trustees and review content and feedback regularly.

Fundraising Review

The majority of Education Support's fundraising is conducted by paid staff or by volunteers securing small sums of sponsorship on our behalf. We also work closely with carefully selected third party organisations who fundraise on our behalf, conducting telephone campaigns and operating our online lottery.

Education Support, and our third party fund-raising partners comply with fundraising regulations and the Fundraising Regulator code of practice. Education Support and our third party suppliers are registered with the Fundraising Regulator, and pay the annual levy.

No areas of non-compliance have been identified relating to any of our fundraising activities.

There were no complaints registered relating to fundraising activities in 2023/2024.

Investment Policy

Quilter Cheviot acts as Investment Manager to Education Support. The investment objective is to invest holdings on a long-term basis to achieve capital appreciation and minimum income of 3 percent per annum for distribution to the charity on a quarterly basis.

The charity adopts a socially responsible investment approach excluding investment in arms manufacture and distribution and promotion of pornography from its portfolio, and restricting tobacco investment. We support community investment, environment and green technology, and encourage investment in recycling and waste, safety and protection, training and educational activities and employment.

Investments are selected from a wide range of asset classes to allow for diversification and maximise performance with a reasonable or balanced level of risk.

The Committee meets annually with its Investment Manager to review performance of the fund and to determine future plans. An initial £4.0 million was invested in the fund in 2014 and a further £300k added during 2015/16.

The investment portfolio gained £183k of its overall value during the financial year. The balanced approach adopted by Quilter Cheviot has benefited the charity by outperforming benchmarked indices such as FTSE All Share.

Markets have improved since 2020 but remain uncertain. The market value of the investments at 31 March 2024 is £3.4 million compared to £3.1 million as at 31 March 2023.

The trustees have considered the nature, disposition, marketability, security and valuation of the scheme's investments and consider them to be appropriate relative to the reasons for holding each class of investment. More details about investments are given in the notes to the financial statements.



Financial Review

The cost of living issues continue to affect both our beneficiaries and donations.

Individual donors continue to be the financial bedrock for our charitable services. Having invested in our commercial team we improved sales year on year in a very challenging environment. We secured further grant and contract funding from DfE and the Welsh Government.

The generous response from supporters has enabled us to maintain similar levels of income through our regular fundraising activity (excluding legacies). This year we received over £600k in legacies.

We invested in strategic priorities (£99k) and due to the increased need for our grants programme, we spent £50k from our grant reserve. This means that, prior to investment gains/losses, we have an unrestricted surplus of £287k, and a total surplus including restricted and endowment funds of £118k.

Total incoming resources for the year were £3.976 million (2022/23: £3.042 million) and total expenditure was £3.858 million, (2022/23: £3.612 million) giving an operating surplus of £118k (2022/23: deficit £570k) before gains/losses on investments.

In 2023/24 financial year voluntary income was £1.754 million, down 7% on 2022/23 excluding legacies. Cost of living pressures continue to impact Appeals with 2023/24 levels remaing below 2021/22 levels. Voluntary income made up 44 percent of our total income. We will continue our long term strategy to diversify voluntary income sources.

Commercial revenue generated from our EAP business (and some other small training activities) totalled £976k (2022/23: £974 million).

In 2023/24 Education Support continued to contract with the English and Welsh governments to deliver new services to support education staff. Income in this area was £1.139 million (2022/23: £570k and additional funding is already secured for 2024/25.

Education Support continues to focus on achieving cost efficiency. Total resources expended in Education Support for the year amounted to £3.858 million, an increase of £246k on 2022/23, reflecting the increase in spend on counselling services.

Reserves Policy

The trustees have set a reserves policy, which requires that:

- the reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future;
- reserves are maintained at a level which ensures that Education Support's core activity can continue during a period of unforeseen difficulty;
- a proportion of reserves is maintained in readily realisable form.

The policy states that free reserves should be maintained at a level which is at least equivalent to six months' operational expenditure, having regard to its future business plan and likely funding streams. Based on the organisation's budget for 2024-25 this equates to £2.049 million. At 31 March 2024, the value of unrestricted free reserves is £3.317 million.

In 2023 the Trustees decided to transfer from free reserves a sum of £300k for future years into designated funds for which we drew down on in 2023/24 the sum of £98k.

After this unrestricted reserves of the Group at 31 March 2024 are £4.809 million, which include fixed assets and designated funds of £1.491 million.

The underlying assets of the organisation have sufficient liquidity to enable the organisation to meet all of its commitments as they fall due, but we recognise that we are operating currently in an uncertain environment.

Restricted reserves represent funds provided by external organisations for a specific purpose. These funds are actively managed and utilised in accordance with the restrictions placed on these funds as advised to Education Support.

Free Reserves

It is recognised that the level of free reserves at 31 March 2024 is in excess of our policy minimum, however trustees recognised that the level of uncertainty around both voluntary and commercial income, the uncertainties that will remain throughout this year and beyond, and the increased level of need for our services, require us to be able to react positively in the coming years. We also aim to invest in strategic development projects in 2024/25 to meet key organisational goals and to establish an investment plan for further development thereafter.

Designated funds

The Development Fund represents the fund designated for the strategic development and growth of the charity.

Trustees have set aside funds for additional grant support which was utilised this year and £183k remains available for future use if needed. As mentioned an infrastructure reserve was set up of which £75k remains for new systems and major office works and we still have set aside £136k for development including impact and data reviews.

The trustees regularly review the level of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations. Trustees have the ability to re-designate reserves as they wish to meet the business needs of the organisation.

Risks and Uncertainties

Purpose and scope of the risk management policy

In the process of delivering its services, Education Support is subject to certain risks that affect its ability to operate, support its beneficiaries and staff in the education sector and protect its assets. These include risks to employees, service users, customers, financial risks, liability to others and risks to property. These risks are managed through an effective risk management policy that seeks to minimise, mitigate, or in certain cases, avoid these risks through appropriate management action.

The aim of the policy is for trustees and management within Education Support:

1. to understand as fully as possible the risks being faced or taken;
2. to take appropriate action to manage these risks where it is possible and cost effective to do so;
3. to minimise the risk that new initiatives adversely affect existing services;
4. to accept a higher level of uncertainty, if appropriate, when taking advantage of new opportunities.

The Senior Leadership Team is, through its day-to-day operational management of the charity, responsible for managing and controlling risk in line with the approved policy and framework agreed by the board.

Within Education Support, risks are categorised as follows:

- Governance
- Strategic — Financial
- Strategic — People and Culture
- Strategic — Research and Policy
- Strategic — Service Delivery
- Operational — Systems/processes/premises
- Operational — ICT/Data
- Operational and strategic — Covid-19 pandemic

The most significant strategic risks are:

1. Impact of recessional events
2. Net contribution from income generation cannot meet current charitable activity levels
3. Funded programmes not delivering on targets/impact

The risk register is reviewed every six months by the trustees and the policy is reviewed annually.

Third party operational risk management

The safety and wellbeing of our service users is paramount and to that end, we ensure that our service centre takes risk management very seriously.

We continue to operate a robust quarterly audit program with our clinical auditor at our service centre in Ealing. You can read more about our audit process on page 30.

Our audits are designed to ensure that we are aware of risks to the helpline and EAP service. These include operational risks but also risks which might impact upon the reputation of the services and the organisation and ultimately the users of our services. Mitigating actions are put in place to address any areas of potential concern.

Pension Liability

The charity participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This actuarial valuation showed assets of £800.3 million, liabilities of £831.9 million and a deficit of £31.6 million. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid to the scheme as follows:

- In 2023/24 the charity contributed £27k as part of its obligations to fund this pension deficit.
- This pension scheme is now closed to employees. The charity currently offers a Defined Contribution scheme to employees. The charity introduced auto—enrolment during 2017/18.

Statement of Trustees' Responsibilities

The trustees 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 and charity law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the group, the incoming resources and application of resources, including its income and expenditure, for the period. In preparing, those financial statements the trustees are required to:

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

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Going Concern

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and continue to invest from reserves in areas that will support longer term goals. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 12 September 2024

and signed on their behalf by:



Sean Hanson (Chair)

Independent auditor's report to the members and trustees of Education Support Partnership



Opinion

We have audited the financial statements of Education Support Partnership (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and 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 group's and the parent charitable company's affairs as at 31 March 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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 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 the provisions available for audits of small entities, in the circumstances set out in note 7 to the financial statements, 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 group's and parent 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 course of 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 themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

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

- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and parent 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 group or parent 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 the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

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

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

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

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

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

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



Our approach was as follows:

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Shivani Kothari
(Senior Statutory Auditor) Moore Kingston Smith LLP

for and on behalf of Moore Kingston Smith LLP,
Statutory Auditor

DATE 9 October 2024

9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2024

	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total Year to 31 March 2024 (£)	Total Year to 31 March 2023 (£)
Income (Notes)					
Donations and legacies	1,697,493	-	-	**1,697,493**	1,327,669
Trusts and Foundations	26,700	30,000	-	**56,700**	56,000
Government Programmes	-	1,139,460	-	**1,139,460**	569,782
Paid for services	975,537	-	-	**975,537**	973,604
Policy and Research	-	-	-	**-**	16,605
Investment Income **(6)**	91,339	13,774	1,394	**106,507**	98,290
Total income	**2,791,069**	**1,183,234**	**1,394**	**3,975,697**	**3,041,950**
Expenditure					
Raising Funds					
Cost of generating voluntary income **(5)**	217,731	-	-	**217,731**	367,804
Paid for services **(5)**	638,463	-	-	**638,463**	559,251
Investment management costs	14,834	-	-	**14,834**	28,376
	871,028	**-**	**-**	**871,028**	**955,431**
Charitable expenditure					
Counselling and mental health advice service **(5)**	668,151	1,218,080	-	**1,886,231**	1,353,679
Financial Support Services **(5)**	373,668	68,981	-	**442,649**	483,446
Communications, Policy and Research **(5)**	423,858	57,799	-	**481,657**	504,965
Information and Online Services **(5)**	68,504	9,341	-	**77,845**	141,260
Strategy Development **(5a)**	98,727	-	-	**98,727**	172,906
	1,632,908	1,354,201	-	**2,987,109**	2,656,256
Total Expenditure	**2,503,936**	**1,354,201**	**-**	**3,858,137**	**3,611,687**
Net Income/ (Expenditure)	287,133	(170,967)	1,394	**117,560**	(569,737)
Realised gains/(losses) on investments **(11)**	(10,197)	(1,581)	(160)	**(11,938)**	(10,265)
Unrealised gains/(losses) on investments **(11)**	166,175	25,772	2,608	**194,555**	(220,974)
Unrealised gains/ (losses) on investment property **(11)**	(89,000)	-	-	**(89,000)**	79,000
Transfers between funds	-	1,394	(1,394)	**-**	-
Net gains/(losses) on investments	66,978	25,585	1,054	**93,617**	(152,239)
Net income/(expenditure) for the year	**354,111**	**(145,382)**	**2,448**	**211,177**	**(721,976)**
Net movement in funds	354,111	(145,382)	2,448	**211,177**	(721,976)
Funds at 1 April 2022 **(16)**	4,454,742	597,988	60,504	**5,113,234**	5,835,210
Funds at 31 March 2023 (17)	**4,808,853**	**452,606**	**62,952**	**5,324,411**	**5,113,234**

All incoming resources and resources expended derive from continuing activities
All recognised gains and loses are reflected through the Consolidated Statement of Financial Activities and no separate Statement of Total Recognised Gains and Losses has been presented. The notes on pages 48 to 51 form part of these financial statements

Balance sheets as at 31 March 2024
Company registration number: 9311354

	at 31 March 2024 Group (£)	at 31 March 2024 Charity (£)	at 31 March 2023 Group (£)	at 31 March 2023 Charity (£)
Fixed assets (Notes)				
Tangible fixed assets **(10)**	1,097,200	1,097,200	1,113,698	1,113,698
Intangible Fixed Assets **(10)**	-	-	-	-
Investments **(11)**	3,932,760	3,932,862	3,761,423	3,761,525
	5,029,960	**5,030,062**	**4,875,121**	**4,875,223**
Current assets				
Debtors **(12)**	790,909	790,907	432,380	432,378
Cash at bank and in hand	490,460	490,460	626,378	626,378
	1,281,369	1,281,367	1,058,758	1,058,756
Creditors: amounts falling due within one year **(13)**	(986,918)	(987,018)	(816,417)	(816,517)
Net current assets	294,451	294,349	242,341	242,239
Pension Provision **(14)**	0	0	(4,228)	(4,228)
Net assets	**5,324,411**	**5,324,411**	**5,113,234**	**5,113,234**
Funds				
Endowment **(16a)**	62,952	62,952	60,504	60,504
Restricted **(16b)**	452,606	452,606	597,988	597,988
Unrestricted:				
General Fund **(16c)**	4,808,853	4,808,853	4,454,742	4,454,742
Funds at 31 March 2023 (17)	**5,324,411**	**5,324,411**	**5,113,234**	**5,113,234**

As permitted by s408 Companies Act 2006, the company has not presented its own income and expenditure statement and related notes. The company's surplus for the year was £211,177 (22/23 FY: loss £721,976)

These financial statements have been prepared in accordance with the provisions applicable to the small companies regime.

These financial statements were approved by the Board of Trustees and authorised for issue on 12 September 2024 and signed on their behalf by:



Sean Hanson

Consolidated Cash Flow Statement
Year Ended 31 March 2024

	Year to 31 March 2024 (£)	Year to 31 March 2023 (£)
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net income/(expenditure) for the year as per the statement of financial activities	211,177	(721,976)
Adjustments for		
Depreciation and amortisation charges	16,498	16,498
Loss/(Gain) on investments	(93,617)	152,239
Dividends, interest and rents from investments	(106,507)	(98,290)
Loss/(profit) on the sale of fixed assets	-	-
(Increase)/Decrease in stocks	-	-
(Increase)/Decrease in debtors	(358,529)	156,299
Increase/(Decrease) in creditors	166,273	(95,432)
Net cash provided by operating activities	(164,705)	(590,662)
Net cash flow provided by operating activities	(164,705)	(590,662)
Cash flows from investing activities		
Dividends, interest and rent from investments	106,507	98,290
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	-	-
Proceeds from sale of investments	544,943	503,310
Purchase of investments	(682,803)	(654,971)
Net cash provided by investing activities	(31,353)	(53,371)
Change in cash and cash equivalents in the reporting period	(196,058)	(644,033)
Cash and cash equivalents at the beginning of the reporting period	841,567	1,485,600
Cash and cash equivalents at the end of the reporting period	645,509	841,567
Analysis of cash and cash equivalents	**£**	**£**
Cash at bank and in hand	490,460	626,378
Cash held by broker	155,049	215,189
Total cash and cash equivalents	**645,509**	**841,567**

Notes to the financial statements for the year ended 31 March 2023

1. Company Information

Education Support is a private limited company incorporated in the United Kingdom on 14 November 2014, under Company Number 9311354.

The company's registered office is 40A Drayton Park, London N5 1EW.

2. Basis of Preparation

The charitable Group is a public benefit group for the purposes of FRS102 and therefore the charity also prepared its financial statements in accordance with Statement of Recommended Practices applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2016, and the Charities Act 2011.

The group financial statements consolidate the financial statements of Education Support Partnership and its entire subsidiary undertakings drawn up to 31 March each year.

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

Going Concern

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and continue to invest from reserves in areas thaty will support longer term goals. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

3. Accounting policies

The following indicates the principal policies adopted:

i. Income and expenditure

All items of income and expenditure are accounted for on an accruals basis. Where contracts are awarded in favour of the company for fixed terms, contract income and the direct costs associated with the contract are accrued evenly over the duration of the contract.

Income

The specific bases for accounting for income are described below.

Donations are included in full in the statement of financial activities when received.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made; or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified to the executor's intention to make a distribution.

Trusts and foundation grants are recognised when entitlement to the grant is confirmed. Paid for services income is recognised when the services are delivered.

Investment income is included in the Statement of Financial Activities in the year in which it is receivable.

ii. Tangible assets

Tangible fixed assets are measured at cost less accumulated depreciation to date and any accumulated impairment losses. Depreciation is calculated to write down the cost less residual value of all tangible fixed assets over their expected useful lives, using the straight line method. The rates applicable are:

Computer equipment	3 years
Furniture and fittings	5 years

Our Head office leasehold is depreciated over the period of the lease (155 years) on a straight line basis. Refurbishment costs associated with the property are depreciated over 50 years on a straight line basis.

iii. Intangible assets

Intangible assets are measured at cost less accumulated amortisation to date and any accumulated impairment losses. Amortisation is calculated to write down the cost less residual value of all intangible assets over their expected useful lives, using the straight line method. The rate applicable is:

Software	3 years

iv. Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

v. Investments

Listed investments are included in the financial statements at bid value at the balance sheet date. Gains/losses on disposal of investments and revaluation of investments are recognised in the year of gain or loss and are allocated to the funds to which the investments relate. Investments in subsidiaries are included in the financial statements at cost.

vi. Debtors

Short term debtors are measured at transaction price, less any impairment.

vii. Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

viii. Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the company. All other leases are classified as operating leases. Rentals payable under operating leases are charged on a straight line basis over the lease term, unless the rental payments are structured to increase in line with general inflation, in which case the company recognises annual rent expense equal to amounts owed to the lessor.

ix. Taxation

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied for its charitable purposes.

x. Turnover

Turnover arises from the company's principal activities of providing support, assistance and training and consists of amounts invoiced net of VAT. All turnover arises in the U.K.

xi. Expenditure allocation

Expenditure has been allocated to restricted and unrestricted funds by direct attribution where possible, or by the proportion of service usage reported and attributed to each fund.

xii. Employee benefits

Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred. In line with FRS 102 accrued holiday has been included as an expense in the period in which the entitlement arose.

xiii. Pensions

The Charity has two pension schemes: a defined contribution scheme for current employees and a closed defined benefit scheme. The latter is a multi-employer scheme and is currently in deficit. The charity is paying contributions to eliminate the deficit in accordance with the deficit reduction plan. The assets of the defined contribution scheme are held separately from those of the Charity in independently administered funds. The pension cost charge represents contributions payable to the scheme contributions payable to the scheme in the year. The Charity has no liability under the scheme other than the payment of those contributions.

xiv. Funds

General funds are those that are available for use at the Trustees' discretion in the furtherance of the Charity's objectives. Designated funds are unrestricted funds set aside for unrestricted purposes and which would otherwise form part of general funds. Details of the nature and purpose of each fund are set out in note 16c.

Restricted funds are funds that are subject to restrictions imposed by donors and are applied in accordance with these restrictions. Details of the nature and purpose of each restricted fund are set out in note 16b.

The Charity has one Endowment fund, the Cutler Trust. Income derives from the investment of the fund and is used to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

xv. Support Costs

Support costs cover those funds which assist the running of the charity and mainly comprise of staff costs and overheads. These costs have been allocated between costs of raising funds and charitable expenditure.

4. Significant judgements and estimates

In preparing these financial statements, the Trustees have made the following judgements:

Legacy income is based on proof of entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Investment Property was previously valued at open market value at the reporting date, less an adjustment to reflect the discount that would be applied to the sale value on the basis of an incumbent tenant.

The incumbent tenant passed away so the value of the property is based on the latest market value placed on it as we aim to sell it this year.

Investments — Listed investments are valued at the quoted bid price at the reporting date.

Tangible Fixed Assets and Intangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually.

5. Expenditure for the year to 31 March 2024

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2024 Total (£)
Counselling and mental health advice service	-	482,684	1,158,885	244,662	1,886,231
Financial support	299,379	76,163	-	67,107	442,649
Communications, Policy and Research	-	208,264	153,063	120,330	481,657
Information and on-line services		38,624	-	39,221	77,845
Paid for services		357,354	43,888	237,221	638,463
Cost of generating voluntary income		92,803	41,171	83,757	217,731
Total	**299,379**	**1,255,892**	**1,397,007**	**792,298**	**3,744,576**

5. Expenditure for the year to 31 March 2023

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2023 Total (£)
Counselling and mental health advice service	-	358,707	823,137	171,835	1,353,679
Financial support	375,374	52,674	-	55,398	483,446
Communications, Policy and Research	-	218,708	165,120	121,137	504,965
Information and on-line services		83,383	-	57,877	141,260
Paid for services		313,245	38,236	207,770	559,251
Cost of generating voluntary income		183,013	72,556	112,235	367,804
Total	**375,374**	**1,209,730**	**1,099,049**	**726,252**	**3,410,405**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Counselling and mental health advice services represent the costs of delivering Employee Assistance Programme, Free Helpline and Occupational Health Services. In addition we also deliver a range of services incuding online peer to peer support and Telephone supervision through grants from English and Welsh governments.

Financial Support costs relate to grants awarded to help people with financial emergencies and the burden of short term debt, to pay for essential unaffordable items and to help them stay in or get back to work. All grants are paid to individuals.

Communications and Policy represents the expenditure associated with survey, research and statistical analysis in order to bring awareness of the challenges within the education sector.

Information and on-line service costs represent the expenditure associated with commissioning social media content, marketing and events to increase awareness and promote our services.

Paid for services costs represent the costs of selling our commercial products and services.

Costs of generating voluntary income represent the costs of running and supporting our fundraising function.

5. Expenditure for the year to 31 March 2024 (continued)

	Support Costs March 2024	Support Costs March 2023
Support costs include:		
Office administration costs	79,946	88,997
Building administration costs	67,279	59,804
Organisational Management	171,636	169,437
Human Resources costs	96,234	77,688
Finance Costs	113,240	106,020
Professional fees	41,772	33,340
Marketing and communications costs	11,222	12,524
IT Costs	98,189	85,710
Governance costs	112,780	92,732
Total overheads	**792,298**	**726,252**

Office and Building administration costs during the year consistent with last years' spend.

Increase in Organisational Management costs reflects the increase in staff costs in Senior Leadership team. Increase in HR costs is due to increased level of recruitment during the year and associated recruitment costs. Increase in Finance costs in the current year is general inflationary increase

Professional Fees costs increased due to Investment property sale during the year.

Marketing and communications costs remain at the level with last year.

Increase in IT reflects the purchases of new IT equipment during the year.

Increase in governance costs is due to increase in staff supporting governance.

5a. Strategy Development

Strategic development costs were paid to improve our infrastructure, knowledge and our income generation with funding provided by Trustees to make improvements to our IT infrastructure, develop our Research knowledge and review and test our donor program

The main components of strategic development are:

	£
Strategic Project	16,087
Grants and Helpline Impact review	72,927
Office infrastructure	9,713
	98,727

5b. Governance Costs

Costs classified as governance relate to the general running of the charity and included operation of the Board of Trustees and addressing constitutional, audit and other statutory matters, and are made up of the following:

	March 2024 (£)	March 2023 (£)
Financial Audit fees	25,419	21,900
Governance Travel and Subsistence	1,427	1,171
Governance Meetings	3,947	531
Apportionment of Staff costs	72,968	52,968
Professional and Legal Costs	9,019	5,550
Total	**112,780**	**82,120**

6. Investment Income

	Year to March 2024			Year to March 2023		
	General Funds (£)	Restricted Funds (£)	March 2024 Total (£)	General Funds (£)	Restricted Funds (£)	March 2023 Total (£)
Income from listed investments	90,921	15,168	106,089	77,560	19,710	97,270
Bank interest receivable	418	-	418	1,020	-	1,020
	91,339	**15,168**	**106,507**	**78,580**	**19,710**	**98,290**

7. Net outgoing resources for the year are stated after charging

	Year to March 2024 (£)	Year to March 2023 (£)
Depreciation	16,498	16,498
Auditor's remuneration:		
Audit fees (excluding VAT)	22,900	20,660
Additional work in relation to the new ISA 240 and 315		1,240

8. Employee information

	Year to March 2024 (£)	Year to March 2023 (£)
Employee Costs		
Wages and salaries	**1,431,211**	1,354,508
Social security costs	**148,421**	148,380
Pension costs	**133,024**	125,854
Redundancy payments within year	**22,193**	-
	1,734,849	1,628,742

The average number of employees during the period was:	Year to March 2024 (£)	Year to March 2023 (£)
Fundraising	**1**	4
Paid for Services	**6**	5
Financial Support	**2**	2
Information and on-line services	**2**	1
Counselling and Mental Health services	**9**	6
Communications, Policy and Research	**5**	6
Administration	**5**	7
Total	**30**	31

	Year to March 2024 (£)	Year to March 2023 (£)
Key management personnel aggregate pay (including NI and pension)	**414,299**	396,008

During the year key management personnel comprised of:
● CEO ● Director of Finance and Operations ● Director of Communications and Public Affairs ● Director of Programmes

Employee information		
The number of employees earning in excess of £60,000 per annum (including taxable benefits) was:	Year to March 2024 (£)	Year to March 2023 (£)
over £100,000	**1**	1
£90,001 to £100,000	**1**	-
£80,000 to £90,000	**-**	1
£70,000 to £80,000	**2**	-
£60,000 to £70,000	**1**	2

9. Trustees

	Year to March 2024 (£)	Year to March 2023 (£)
Trustees provide their services without remuneration		
Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accommodation and subsistence	**1,327**	2,028
Number of trustees claiming expenses during the year	3	4

10. Tangible (TFA) and intangible fixed assets (IFA)

Group & Charity	TFA	TFA	TFA	IFA
Cost	Leasehold property including refurbishment (£)	Furniture, equipment, fixtures & fittings (£)	Total (£)	Software (£)
At 1 April 2023	1,314,276	204,303	1,518,579	65,236
Additions	-	-	-	
Disposals	-	-	-	-
At 31 March 2024	1,314,276	204,303	1,518,579	65,236
Accumulated depreciation				
At 1 April 2023	205,315	199,566	404,881	65,236
Charge for the year	13,630	2,868	16,498	
Disposals	-	-	-	-
At 31 March 2024	218,945	202,434	421,379	65,236
Net book value				
At 31 March 2024	1,095,331	1,869	1,097,200	-
At 31 March 2023	1,108,959	4,737	1,113,698	-

11. Fixed asset investments

Summary	March 24 Group (£)	March 24 Charity (£)	March 23 Group (£)	March 23 Charity (£)
Listed investments (a)	3,422,760	3,422,760	3,162,423	3,162,423
Unlisted investment (b)	-	102	-	102
Investment Property (c)	510,000	510,000	599,000	599,000
	3,932,760	**3,932,862**	**3,761,423**	**3,761,525**

(a) Listed Investments Group & Charity

	Unrestricted				Total	
	Fixed Interest (£)	Equities (£)	Overseas Equities (£)	Alternative Investments (£)	Year to March 2024 (£)	Year to March 2023 (£)
At 1 April 2023	811,114	700,118	916,430	520,102	2,947,764	3,027,342
Additions	173,259	62,290	399,750	47,504	682,803	654,971
Disposals	(150,705)	(99,865)	(259,601)	(34,772)	(544,943)	(503,310)
Realised gain/(loss)	-	(11,938)	-	-	(11,938)	(10,265)
Unrealised gain/(loss)	76,105	48,508	118,232	(48,290)	194,555	(220,974)
	909,773	699,113	1,174,811	484,544	3,268,241	2,947,764
Cash held by broker					154,519	214,659
At 31 March 2024	909,773	699,113	1,174,811	484,544	3,422,760	3,162,423
Historical cost					2,938,934	2,789,135

11. Fixed asset investments (continued)

Unrestricted fund investments consist of a portfolio of listed investments managed on the Charity's behalf by professional fund managers.

The following investments make up more than 5% of the total investment portfolio:

	% of total (%)	Market Value (£)
United Kingdom (Government of) 4.25% Gilt Snr Bds	5.10	172,392
JPMorgan American Investment Trust ord GBP0.05	6.62	226,780

(b) Unlisted investments	Group at 31 March 2024 (£)	Charity at 31 March 2024 (£)	Group at 31 March 2023 (£)	Charity at 31 March 2023 (£)
	£	£	£	£
100% interest in TBF Holdings Limited (i) Incorporated in the United Kingdom, Company Number 4328710	-	100	-	100
100% interest in TBF Trading (No. 2) Limited (ii) Incorporated in the United Kingdom, Company Number 4162015	-	2	-	2
	-	102	-	102

(i) Education Support Partnership owns the entire share capital of TBF Holdings Limited, a company limited by shares and incorporated in England and Wales. TBF Holdings Limited was dormant during the year and the previous period.

(ii) Education Support Partnership owns the entire share capital of TBF Trading (No. 2) Limited, a company limited by shares and incorporated in England and Wales. The company was dormant during the year and the previous period.

(c) Investment Property	at 31 March 2024 (£)	at 31 March 2023 (£)
Market value at 1st April 2022	599,000	520,000
Unrealised gain on valuation	(89,000)	79,000
Market value at 31st March 2023	**510,000**	**599,000**

At the end of 22/23 FY, the investment property was listed on the market for sale. The gain on the valuation reflects the most up to date market value of the property.

In May 2024 the property was sold for £510,000.

12. Debtors

	March 24 Group (£)	March 24 Charity (£)	March 23 Group (£)	March 23 Charity (£)
Trade debtors	254,599	254,599	128,291	128,291
Prepayments and accrued income	346,260	346,260	225,481	225,481
Legacy debtor	110,609	110,609	12,672	12,672
Other debtors	47,823	47,821	34,705	34,703
Welfare loans	31,618	31,618	31,231	31,231
	790,909	790,907	432,380	432,378

Legacy debtor relates to legacy income which was notified and Education Support was entitled to before 31 March 2023 and had been accrued as required by FRS 102.

13. Creditors: amounts falling due within one year

	March 24 Group (£)	March 24 Charity (£)	March 23 Group (£)	March 23 Charity (£)
Amount due to subsidiary undertakings	-	100	-	100
Trade creditors	146,766	146,766	176,699	176,699
Taxation and social security costs	85,924	85,924	47,436	47,436
Pensions including pension fund deficit contribution plan	37,280	37,280	42,021	42,021
Accruals and deferred income including holiday pay	694,294	694,294	543,956	543,956
Other creditors	22,654	22,654	6,305	6,305
	986,918	987,018	816,417	816,517

13a. Deferred Income

	March 24 (£)		March 23 (£)	
Deferred Income b/f	424,958		490,310	
Released in year	5,703,546		5,783,307	
Deferred to next year	(5,643,669)		(5,848,659)	
Deferred income c/f	484,835		424,958	

Deferred income relates to paid for services that are expected to be delivered over several months. Employee Assistance Programmes are delivered over 12 month period from the start of the contract. Headspace/ Yourspace and training and development service deferrals based on the duration of the individual contracts.

14. Pension Provision

	March 24 Group (£)	March 24 Charity (£)	March 23 Group (£)	March 23 Charity (£)
Pensions including pension fund deficit contribution plan	0	0	4,228	4,228
	-	-	4,228	4,228

15. Pension Scheme

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:
£3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:

£11,243,000 per annum
(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present values of provision

	31 March 2024 (£)	31 March 2023 (£)	31 March 2022 (£)
Present value of provision	21,838	46,751	73,333

Reconciliation of opening and closing provisions

	Period Ending 31 March 2024 (£)	Period Ending 31 March 20233 (£)
Provision at start of period	46,751	73,333
Unwinding of the discount factor (interest expense)	1,788	1,384
Deficit contribution paid	(26,717)	(26,717)
Remeasurements - impact of any change in assumptions	16	(1,249)
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	21,838	46,751

Income and Expenditure Impact

	Period Ending 31 March 2024 (£)	Period Ending 31 March 2023 (£)
Interest expense	1,788	1,384
Remeasurements — impact of any change in assumptions	16	(1,249)
Remeasurements — amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

Assumptions

	31 March 2024 % per annum	31 March 2023 % per annum	31 March 2022 % per annum
Rate of discount	5.31	5.25	2.35

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit contributions schedule

Year ending	31 March 2024 % per annum	31 March 2023 % per annum	31 March 2022 % per annum
Year 1	22,264	26,717	26,717
Year 2	-	22,264	26,717
Year 3	-	-	22,264
Year 4	-	-	-
Year 5	-	-	-
Year 6	-	-	-
Year 7	-	-	-
Year 8	-	-	-
Year 9	-	-	-
Year 10	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

Statement of Changes in Reserves

16a. Endowment Fund

	Balance as at 31 March 2023 (£)	Income (£)	Expenditure (£)	Gains/ (Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2024 (£)
Cutler Trust	60,504	1,394		2,448	(1,394)	62,952

The Cutler Trust is a permanent endowment to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

16b. Restricted funds for the year to 31 March 2024

	Balance as at 31 March 2023 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2024 (£)
DFE programme	3,808	493,755	(493,893)	-	-	3,670
Welsh Government programme	94,590	577,450	(555,885)	-	-	116,155
National Association of Special Schools	-	500	(450)	-	-	50
NAHT Project	-	15,285	(10,517)	-	-	4,768
Wesleyan	-	30,000	(500)	-	-	29,500
Northern Ireland project	-	42,020	-	-	-	42,020
AOC	-	10,450	-	-	-	10,450
Cutler Trust	3,963	109	-	46	1,394	5,512
TeachWell grant	14,975	413	-	409	-	15,797
G Hollows	5,984	165	-	143	-	6,292
Kent NAHT	5,063	140	-	138	-	5,341
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	7,118	196	-	194	-	7,508
Widows Fund	6,046	167	-	164	-	6,377
Alan Naylor legacy	8,245	227	-	225	-	8,697
CSiS Grant	4	-	-	-	-	4
Recourse Funds	448,192	12,357	(292,956)	22,872	-	190,465
	597,988	1,183,234	(1,354,201)	24,191	1,394	452,606

Restricted funds for the year to 31 March 2023

	Balance as at 31 March 2022 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2023 (£)
DFE programme	-	230,550	(226,742)	-	-	3,808
Welsh Government programme	93,769	309,381	(308,560)	-	-	94,590
Cutler Trust	-	29,851	(29,851)	-	-	-
TeachWell grant	2,616	60	-	(79)	1,366	3,963
G Hollows	15,325	352	-	(702)	-	14,975
Kent NAHT	6,089	140	-	(245)	-	5,984
Scottish Teachers & Lecturers	5,181	119	-	(237)	-	5,063
NUT Development Workers Fund	-	-	-	-	-	-
Widows Fund	7,283	167	-	(332)	-	7,118
Alan Naylor legacy	6,187	142	-	(283)	-	6,046
CSiS Grant	8,437	194	-	(386)	-	8,245
Teacher Support Network Funds	4	-	-	-	-	4
Recourse Funds	747,331	17,170	(277,024)	(39,285)	-	448,192
	892,222	588,126	(842,177)	(41,549)	1,366	597,988

16b. Restricted funds (continued)

a. Restricted funds arise from receipt of restricted grants, donations and legacies. Expenditure may only be charged against these funds provided it is in accordance with the restrictions imposed by various donors.

b. DFE programme grant was received from DFE to deliver COVID-19 School Leader Wellbeing programme.

c. Welsh Government programme grant received in 20/21 FY to deliver dedicated support to support the mental health and wellbeing education staff in Wales, with a particular focus on school leaders.

d. Income arising from The Cutler Trust is applied to welfare grants towards the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

e. Teach Well grant was provided by NASUWT to undertake research and develop Teach Well tools

f. Winter appeal donations derive from a campaign to supplement our welfare grants programme

g. Wales WCVA project received a 3 year grant to promote and develop volunteering activities in Wales

h. G Hollows fund was created as a memorial to Graham Hollows to develop an online wellbeing tool

i. Kent NAHT Benevolent Fund was disbanded and residual funds transferred to distribute welfare grants to members, spouses and dependants of NAHT Kent and Kent Federation of Head Teachers Associations.

j. Scottish Teachers and Lecturers fund was created on the dissolution of Teacher Support Scotland to fund services in Scotland.

k. NUT Development Workers Fund is a grant provided by NUT to revive local operations and maintain the relationship with the NUT.

l. Widows Fund was provided by the widow of a former teacher to support young widows with children.

m. Alan Naylor legacy assists with residential care and housing support for our elderly beneficiaries

n. CSiS provided a grant to extend our welfare grants programme

o. Recourse funds transferred on merger to Education Support Partnership are restricted to the objects of Recourse.

p. Teacher Support Network funds transferred on its merger to Education Support Partnership are restricted to the objects of Teacher Support Network. In 2019/20 Teacher Support Network restricted fund was fully spent

16c. Unrestricted funds

	Balance at 31 March 2023 (£)	Transfers (£)	Net movement in funds excl transfers (£)	Balance at 31 March 2024 (£)
Unrestricted Funds:	4,454,742		354,111	4,808,853
Comprise of:				
Designated Fund				
Fixed Asset	1,113,696		(16,498)	1,097,198
Development Fund	225,000		(89,014)	135,986
Grant Reserve	233,000	(50,000)		183,000
Infrastructure Reserve	85,000		(9,713)	75,287
Free Reserves	2,798,046	50,000	469,336	3,317,382
	4,454,742	-	354,111	4,808,853

a. The Tangible fixed asset fund represents the net book value of the charity's fixed assets.

b. The Development Fund represents the fund designated for the strategic development and growth of the charity. The Trustees agreed to add £225,000 to this fund for use in 2023/24 onwards

c. The infrastructure reserve was set up for 2023/24 to fund major office projects and system upgrades

d. The Grants Fund represents monies set aside to ensure that any short term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring funds are available should the need arise.

17. Analysis of Group and Charity net assets between funds

2024	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,097,198	1,097,198
Investments	3,417,202	62,952	452,606	-	3,932,760
Current assets	962,385	-	-	318,986	1,281,371
Current liabilities	(986,918)	-	-	-	(986,918)
Long term liabilities	0	-	-	-	0
Net assets at 31 March 2024	3,392,669	62,952	452,606	1,416,184	5,324,411

2023	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,113,696	1,113,696
Investments	3,102,931	60,504	597,988	-	3,761,423
Current assets	600,760	-	-	458,000	1,058,760
Current liabilities	(816,417)	-	-	-	(816,417)
Long term liabilities	(4,228)	-	-	-	(4,228)
Net assets at 31 March 2023	2,883,046	60,504	597,988	1,571,696	5,113,234

Analysis of Charity net assets between funds

2024	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,097,198	1,097,198
Investments	3,417,304	62,952	452,606	-	3,932,862
Current assets	962,383	-	-	318,986	1,281,369
Current liabilities	(987,018)	-	-	-	(987,018)
Long term liabilities	0	-	-	-	0
Net assets at 31 March 2024	3,392,669	62,952	452,606	1,416,184	5,324,411

2023	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,113,696	1,113,696
Investments	3,103,033	60,504	597,988	-	3,761,525
Current assets	600,758	-	-	458,000	1,058,758
Current liabilities	(816,517)	-	-	-	(816,517)
Long term liabilities	(4,228)	-	-	-	(4,228)
Net assets at 31 March 2023	2,883,046	60,504	597,988	1,571,696	5,113,234

18. Operating lease commitments

At 31 March 2024 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

Plant and Machinery	**March 24 (£)**	**March 23 (£)**
Maturing within one year (equipment)	5,200	5,200
Maturing between one and five years (equipment)	15,600	20,800

19. Related party transactions

There were no identified related party transactions in 2023/24 (2022/23: none)

The total donations received from trustees in 2023/24 amounted to £788 (£720 received from trustees in prior year)

20. Financial Instruments

	March 24 (£)	**March 23 (£)**
Financial asset measured at fair value	510,000	599,000
Financial assets measured at amortised cost	755,097	386,742
Financial liabilities measured at amortised cost	900,994	768,981

Education Support

The charity for everyone working in education

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EDUCATION SUPPORT PARTNERSHIP

England & Wales - Charity number 1161436

Accounts

Education Support

Trustees' Annual Report & Accounts

For the year ending 31 March 2023

Education Support

The charity for everyone working in education



About Education Support

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

We support individuals and help schools, colleges and universities to improve the mental health and wellbeing of their staff. We also carry out research and advocate for changes in Government policy for the benefit of the education workforce.

Our free and confidential helpline is open 24/7 on **08000 562 561** and is staffed by qualified counsellors. It is available for everyone working in education, including support staff, lecturers, administrators and teaching assistants.

Call us. We'll listen.



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Chair and CEO report

In a year of turmoil, Education Support has remained wholly focused on its core aim to improve the wellbeing and mental health of everyone working in education. The context is more than a little challenging.

For many, the decision to take industrial action has weighed heavily. Throughout the year, we heard from teachers who were concerned about the impact of strike action, but who also felt that they needed to act to draw attention to the difficulties facing schools and the staff who work in them.

The tragic death of Ruth Perry galvanised school leaders across the country to challenge the status quo and to demand reform of the accountability system. And all the while, educators in all settings tell us that children and young people are struggling with their emotional and mental health. This generation of young people has not recovered from the experience of the pandemic.

If that weren't enough, the financial pressure on families has been intense and we now have over two million children eligible for free schools meals in England alone.



The education workforce was trained to help children and young people to learn. It has neither the skill nor necessary support structures to act as a social and emotional shock absorber, buffering the complex outcomes of our social challenges.

In the face of all this, our efforts to make a positive difference can sometimes feel quite marginal. That's why we have turned more of our attention to research and policy work this year. By shining a light on under-researched areas in the sector, we hope to create a strong evidence base for change.

We continue to produce annual workforce insight through our Teacher Wellbeing Index. We have gone further this year with specialist reports on the challenges facing middle leaders and school business managers. Supported by Pears Foundation, we began work on the Teacher Retention Commission, hearing evidence from teachers, school leaders and sector experts. We are also pleased to have published baseline research on the wellbeing of minoritised ethnic teachers.

We continue to take a systemic approach to our work. Alongside our policy and research projects, we are building the quality and scale of the support that we offer directly to schools. With the support of Welsh government, we are delivering a holistic programme of mental health and wellbeing support directly to schools across Wales. In England, we are funded by DfE to deliver professional supervision to school leaders and through this work are building strong evidence on the efficacy of this intervention. In time, we hope to see significant growth of supervision across the UK.

Whilst influencing policymakers and working with schools are important aspects of our work, we continue to also support individual educators directly. Through our counselling helpline we offer clinical support to education staff in all roles, in all settings. Similarly, our financial support is available to anyone working in education in the UK. Unsurprisingly, we have seen a significant rise in demand for financial support this year and we have invested some of our reserves to meet this acute need.

As we look to the future, we expect the challenges for schools and colleges to be greater still. Recruitment to the sector has slowed at the same time that attrition rates, and staff sickness levels, have increased. We will continue to focus on staff retention as a critical indicator of the health of the workforce, and by extension the health of our schools and colleges. We also hope to increase awareness of our services in Northern Ireland and Scotland as well as across further and higher education nationally.

Better wellbeing leads to better outcomes for children and young people and for the adults who work with them. We will continue to make this case with policymakers whilst we work on the ground to provide practical support to schools and individuals.

Sean Hanson & Sinéad Mc Brearty

> ***We are hugely grateful to everyone who has donated to us this year, making our work possible. This includes our regular givers and everyone who has responded to an urgent appeal, collected sponsorship for a challenge, donated proceeds from the sale of products or left us a gift in their Will. We are also thankful to the organisations who have supported us, including the Pears Foundation, Teachers Building Society and Wesleyan.***



Our Objectives



Objective 1: To be well known, credible and trusted across the education workforce

We continue to focus on building the credibility of our brand across the sector. We do this through collaboration, speaking engagements and contributions to working groups where our wellbeing and mental health expertise can add value. We also continue to commission, write and curate mental health resources for the workforce and for school leaders. Press coverage remains healthy with good coverage in sector media and occasional articles in the national media.

As a result, our brand awareness has crept up slowly, rising to 16% this year, up from 12% in 2019. This remains a key goal for us: ensuring that educators know that Education Support is here for them. Improvements to our website mean that visitors are staying for longer and engaging with relevant content. We also continue to grow our social media followers and mailing list subscribers.

We have developed **over 55** new content pieces and our resources have been viewed over **238,000** times across the year. We continue to invest time and energy in a range of important partner and stakeholder relationships. Over this period we are delighted to have collaborated with organisations across the sector including Anna Freud, ASCL, Association of Colleges, Chartered College of Teaching, the Department for Education, Education Policy Institute, NAHT, NASBTT, NASUWT, NEU, Public First, Twinkl, Universities UK and Welsh Government.

For more information, see page 18.

Objective 2: To move mental health toward the centre of education policy, using robust data and evidence

We increased our research and public affairs work during 2022/23, bringing insight and attention to aspects of workforce wellbeing that are under-researched. In partnership with Public First, we published work on the distinct pressures facing middle leaders in schools. We are particularly pleased to have published *Mental Health and Wellbeing of Ethnic Minority Teachers*, generously supported by Wesleyan.

The 2022 edition of the Teacher Wellbeing Index was well received within the sector and continues to offer a valuable reflection of the mental health and wellbeing of the workforce.

During the year we began a parliamentary contact programme. We met with education ministers in England and Wales and built relationships with key officials in both nations.

With the support of Pears Foundation, we began work on the Commission on Teacher Retention gathering evidence directly from teachers and school leaders, as well as from expert witnesses.

For more information, see page 23.



Objective 3: To offer a range of high-quality services that deliver clear and substantial impact for everyone working in education

We continue to deliver our 'safety net' services to those working in education. Our 24/7 helpline continues to handle a consistent volume of emotional support calls from the workforce. This year we supported 4,178 people of which 9.5% were identified as at risk of suicide.

To respond to an increasing demand in grant applications across 2022/23, we made a strategic decision to invest additional funds into our grants programme. We awarded **£375,374** in small grants, supporting **564** current, and retired, education staff — the highest number awarded in recent times.

With funding from Welsh Government and the English Department for Education, we provided professional supervision to over 300 school leaders during the year. The independent evaluation[1] of this work has confirmed that the service offers significant value to leaders and we will continue to invest in developing this offer as widely as we can.

Our Employee Assistance Programme continues to deliver high quality emotional and mental health support to schools across the country. Over the course of the year over 107,000 people working in education had access to this support.

For more information, see page 12.



1. Publication forthcoming in September 2023

Objective 4: To be recognised as a centre for innovation; piloting, evaluating and disseminating new approaches to supporting the mental health of the education workforce

During 2022/23 we renewed delivery contracts with both the Welsh and English governments. Each of these programmes includes an element of innovation.

In England, we are delivering professional supervision to school leaders. This is an evolution of the counselling-based one-to-one offer that we have run since 2020. Whilst the difference is nuanced, professional supervision is based on approaches used in health, social care and psychotherapy sectors. Through the programme we are building an evidence base of efficacy that we hope can be used across the whole sector. Early evaluation findings are extremely positive.

In Wales, we expanded our Wellbeing Advisory Service, with regional advisors working directly with schools to support the development and implementation of workplace improvement strategies. To the best of our knowledge, this delivery model is unique to Wales and has been warmly received by school leaders and staff as a positive and practical intervention.

We are pleased to have run a series of smaller pilot projects with partners, including an action learning pilot with the National Association of Special Schools and a professional supervision pilot with college leaders in partnership with the Association of Colleges.

Finally, we were delighted to run a small pilot of professional supervision for school leaders in Northern Ireland. The work was incredibly well received and positively evaluated. We believe that significant support is required on the ground in Northern Ireland and we hope to attract funding to support another round of work in 2023/24.

For more information, see page 12.

Objective 5: To become financially sustainable, generating surplus to fund innovation projects

These are difficult days for charity fundraisers. We are lucky to have a diversified set of revenue streams including income from our generous individual donors, trusts and foundations, commercial income from EAP sales and programmatic funding contracts from governments.

We have chosen to utilise reserves this year to cover the unusually high demand for financial assistance and to provide investment in an expanded sales team to drive growth in our commercial business.

For more information, see page 26.



2022-23
Delivering our Services



How we report our service use

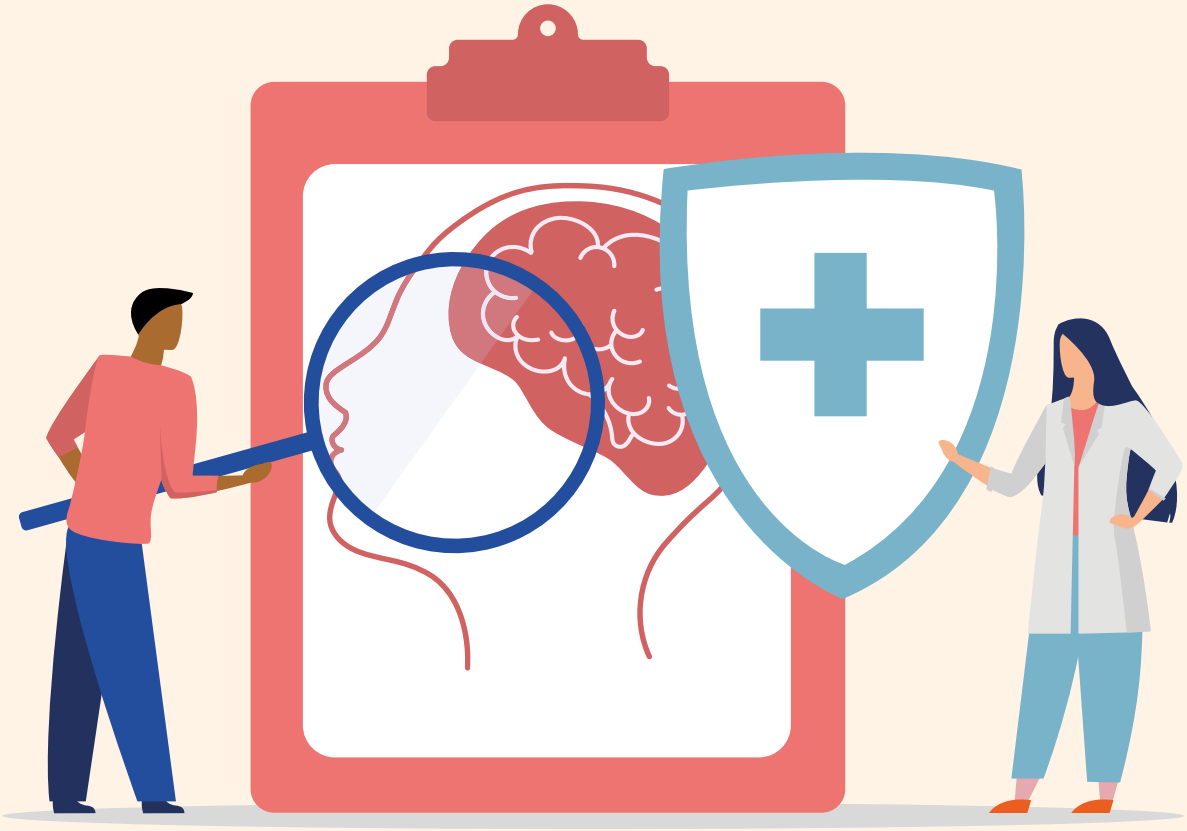
We are delighted to have made improvements to our data systems. This means we report the use of our core services slightly differently.

Previously we reported annually on the number of specific issues that our helpline and Employee Assistance Programme services provided support for.

We can now be more accurate and specific in our reporting and will share data in three categories. Each year we will report the number of:

- **People supported**
- **Calls answered**
- **Specific issues dealt with**

Going forward we will show each measure against the prior year.



Counselling

Our free and confidential helpline is open every day, round the clock.

We're proud to provide in the moment emotional support to everyone working in the education sector.

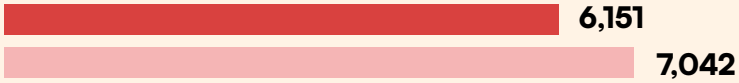
Callers can speak to our qualified counsellors about anything from their work or home life.

Our helpline in 22-23:

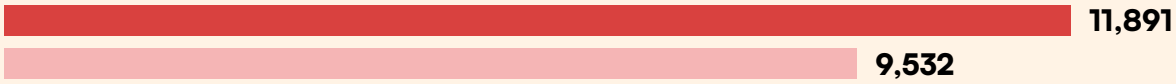
People supported



Calls answered



Specific issues dealt with



2022-23 2021-22

> *"Thank you so much for your support. Your counsellor was honestly wonderful - very compassionate and validating and never once minimising my situation or feelings."*
>
> Teacher

9.5%

of the people we supported by our helpline were clinically assessed as at risk of suicide compared to **9.08%** the previous year



Employee Assistance Programme

Our EAP continues to provide quality, confidential support for thousands of people working in the education sector.

107,007

people working in schools are supported by an Education Support EAP, up from **95,300** in March 2022

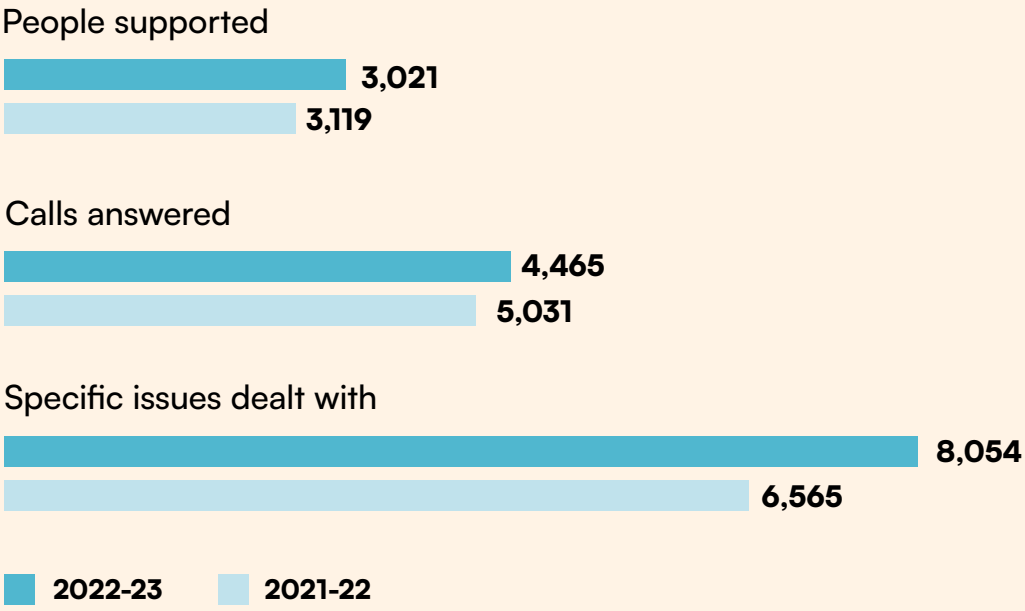
1166 out of 1332

organisations renewed their EAP service

12%

increase in the number of schools we served (from **1335** to **1506**)

Our service offers face-to-face counselling and information to support staff with a range of personal and professional issues. Schools and organisations can address issues before they escalate and become problems for the individual, school or pupils.



12.4%

of the people supported by counselling via our EAP were clinically assessed as at risk of suicide compared to **11.9%** the previous year

Financial grants

The purpose of our financial support is to help education staff stay in their jobs and in their homes. The economic implications for education staff amid the rising cost of living can be seen in the high number of grant applications we received in 2022/23. Our financial support has never been more in demand.

To respond to the increasing demand, we took the strategic decision to invest additional funds into our financial grants programme. This enabled us to provide grants to 564 current, and retired, education staff — the highest number of awards we have made in the past six years.

1119
applications received in 22/23

564
grants awarded in 22/23

338
applications from Jan 23-March 23

£375,374
awarded

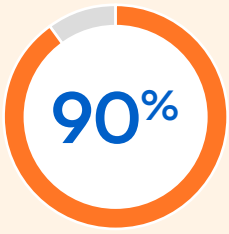


> *I had no money for petrol or food at the time. When I opened the email informing me that I was going to get help I cried with relief. I honestly cannot thank you enough.*
>
> Awarded £550 in March 2022 for food and travel to workcosts — a teacher of over 12 years but now working as a TA.

We provided grants to support people with a range of needs, including:

- **Grants for food**
- **Travel to work costs**
- **Housing costs, such as rent arrears and deposits**
- **Essential white goods**
- **Being out of work due to ill heath, loss of employment and bereavement**

Service feedback



believe the grant had a positive impact on their financial circumstances



rated the service as good or excellent



people would recommend us to a colleague



School Leader Wellbeing Services in England

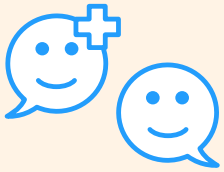
Across 2022/23 we continued to deliver our School Leaders' Service, funded by the Department for Education. We were delighted to be able to extend the service to assistant heads.

The service continued to offer two strands of support: group based peer support and one-to-one support, with both professional supervision and support from BACP accredited counsellors available.



376

leaders accessed the service, during what remained a difficult period for those in leadership roles



76%

of these 376 leaders opted for 1:1 professional supervision. (**87** peer support / **289** one-to-one professional supervision)

From January 2023-March 2023, we saw a significant increase in the number of school leaders signing up to the one-to-one professional supervision strand of the service, with a total of 348 new applications.

Supervision continues to be a developing area in the sector and those who participate report multiple impacts, including:

- **the way they lead**
- **their work with children and young people and**
- **the positive impact it is having on their own personal mental health and wellbeing**

In September 2022, the Department for Education commissioned York Consulting to carry out a full evaluation of the service. The final evaluation report will be published by September 2023.

"Concepts I worked on with my supervisor really helped me to understand myself and my reactions and where they were coming from. This has been absolutely beneficial in my work."

Supervision participant

"I would love to continue with my sessions with my supervisor. As a DSL I have had supervision before but this is the first time I've found it useful."

Supervision participant

"It helped me to stay in the career that I love."

School Leader

School Wellbeing in Wales Programme

By the end of March 2023 we had supported over 300 schools in Wales to create, and sustain, more mentally healthy cultures. We continue to see excellent results from this work.



of schools reported improved knowledge about staff mental health and wellbeing



of schools described themselves as more motivated to implement wellbeing activity



of schools reported improved confidence when planning how they will support staff mental health

We were delighted to be awarded additional funding to significantly scale up our programme of support in Wales from January 2023. This additional funding allowed us to:

- **Recruit four new regional Staff Wellbeing Advisors, enabling us to reach more schools across Welsh regions**
- **Launch bespoke wellbeing and development services including workshops for teaching assistants, professional supervision for leaders and safeguarding leads, peer support for supply staff, action learning for wellbeing leaders**
- **Develop and deliver a range of masterclasses on a range of mental health and wellbeing topics**

"Our initial meeting was one of the most useful hours I have spent in a meeting in years!" **School Leader**

"[The advisor] really recognised what we were doing with staff wellbeing in school and she reassures me that I'm doing lots of stuff, so we should feel really good about that, which I think sometimes people forget to do. So I felt like that was a really nice touch, to reassure me and say, you're doing well, great, but let's see what else we can do." **Wellbeing Lead**

"He listened carefully to me and where I felt our school was at, all the while making notes and asking thoughtful and provoking questions which helped me to gather my thoughts. He then helped me to form our school's commitment plan, he supported me with what would be in this plan and how to share this plan with stakeholders."
School Leader

Increasing our reach

We have continued our strategy to reach teachers and education staff via digital resources and events. We're delighted that our audiences continue to grow, and interact with us more!

428,857
visitors to the website

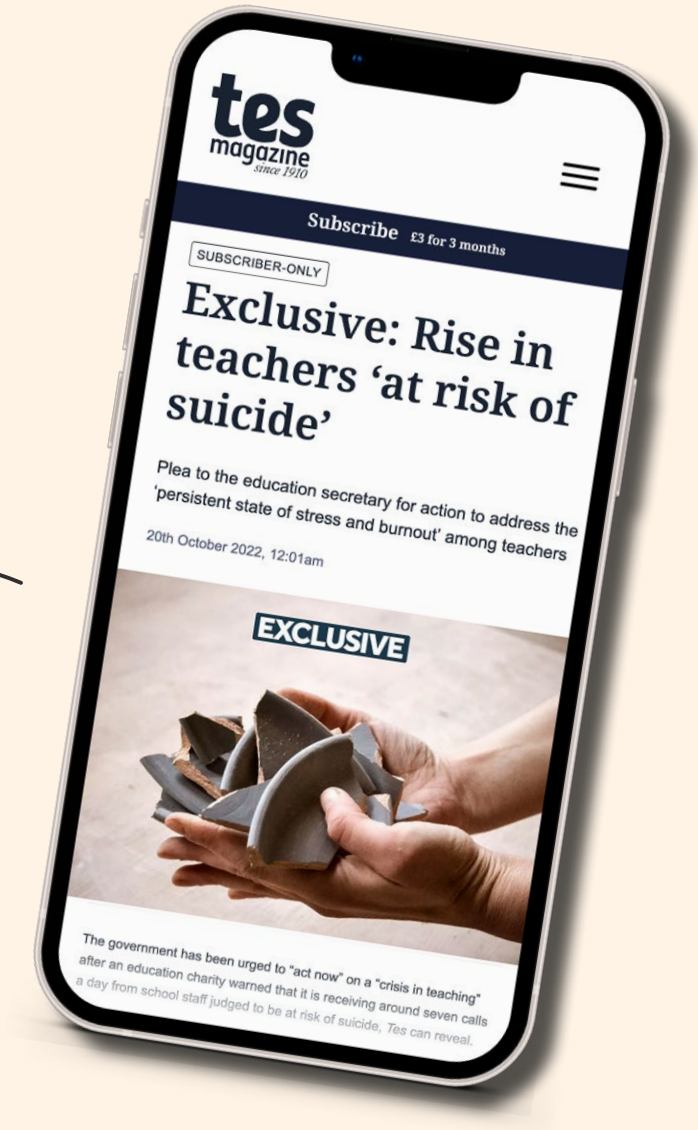
Over
56.4k
social media followers

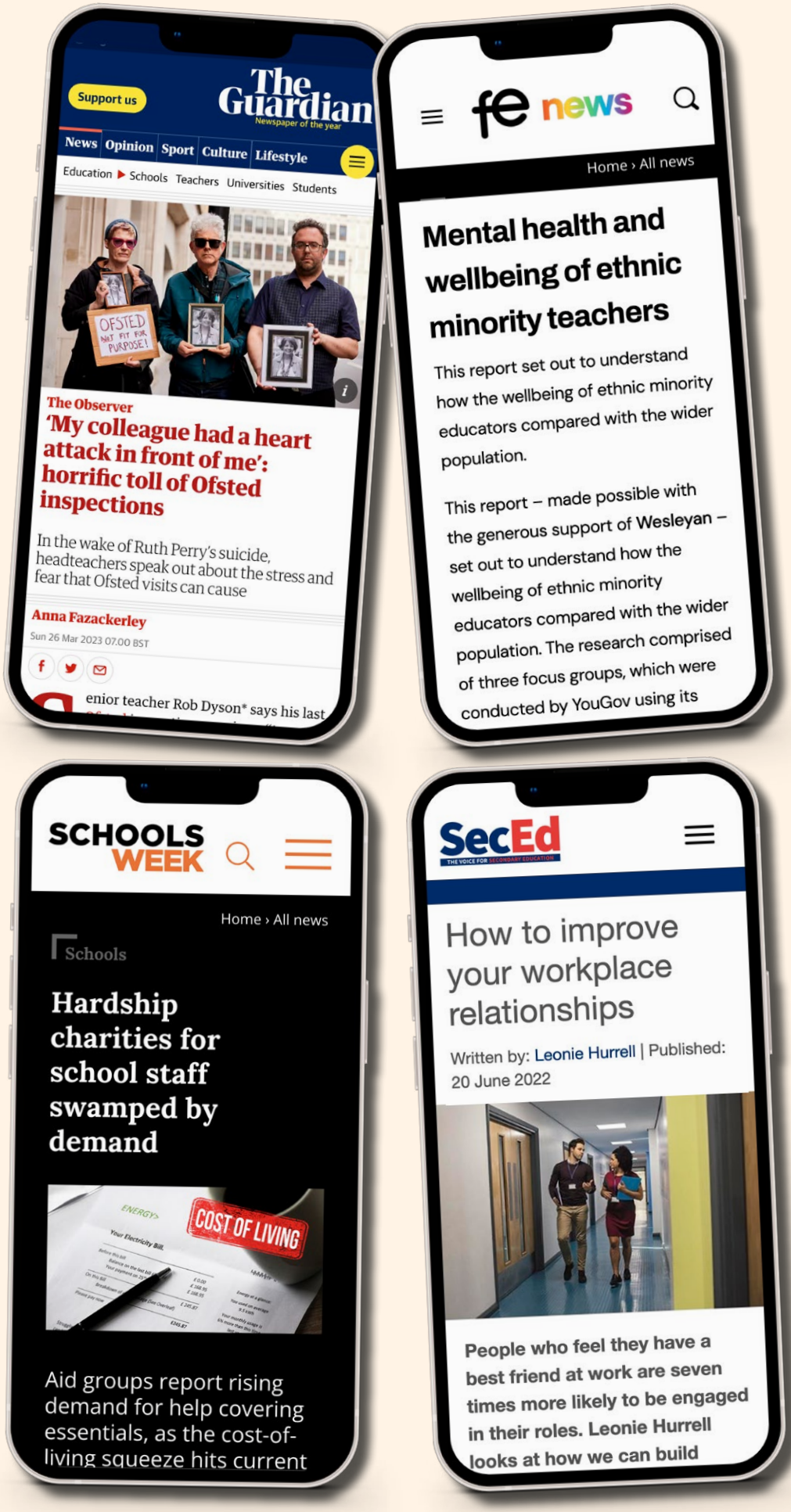
141,115
people reached via new digital resources

2,211
people reached via our online events

56
pieces in national and sector media






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Anna Fazackerley
Sun 26 Mar 2023 07.00 BST
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Mental health and wellbeing of ethnic minority teachers
This report set out to understand how the wellbeing of ethnic minority educators compared with the wider population.
This report – made possible with the generous support of Wesleyan – set out to understand how the wellbeing of ethnic minority educators compared with the wider population. The research comprised of three focus groups, which were conducted by YouGov using its
SCHOOLS WEEK
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Schools
Hardship charities for school staff swamped by demand
COST OF LIVING
Aid groups report rising demand for help covering essentials, as the cost-of-living squeeze hits current
SecEd
THE VOICE FOR SECONDARY EDUCATION
How to improve your workplace relationships
Written by: Leonie Hurrell | Published: 20 June 2022
People who feel they have a best friend at work are seven times more likely to be engaged in their roles. Leonie Hurrell looks at how we can build

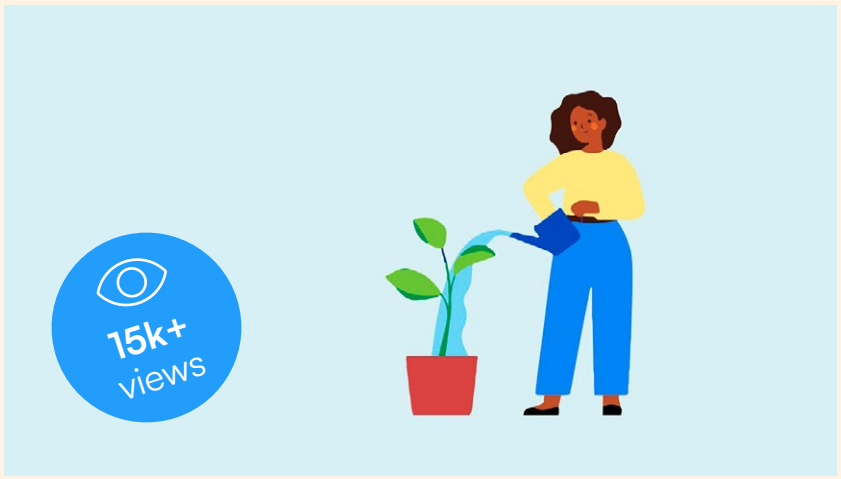
Our content and resources

We continue to improve our website and have published over 55 high quality resources to help keep teachers and education staff mentally healthy including topics ranging from bereavement and loneliness to motivation theory and managing the menopause in a school setting.

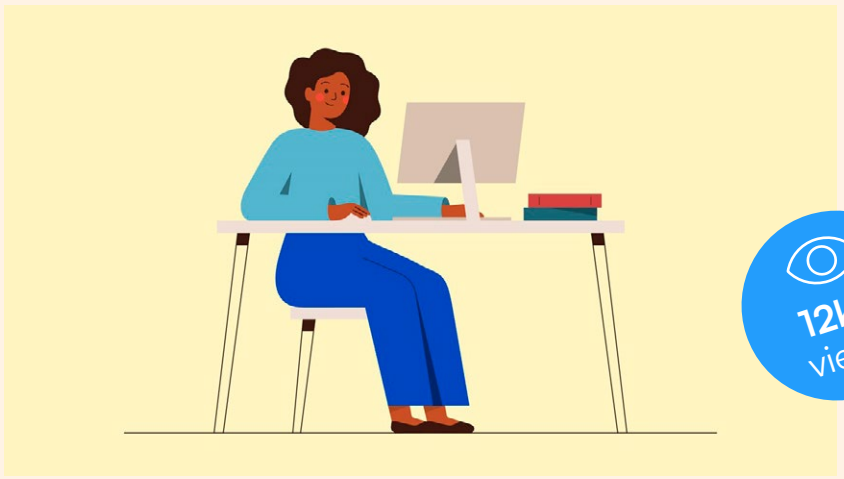
Our top three free resources in 2022-23 were:



Bullying and harassment



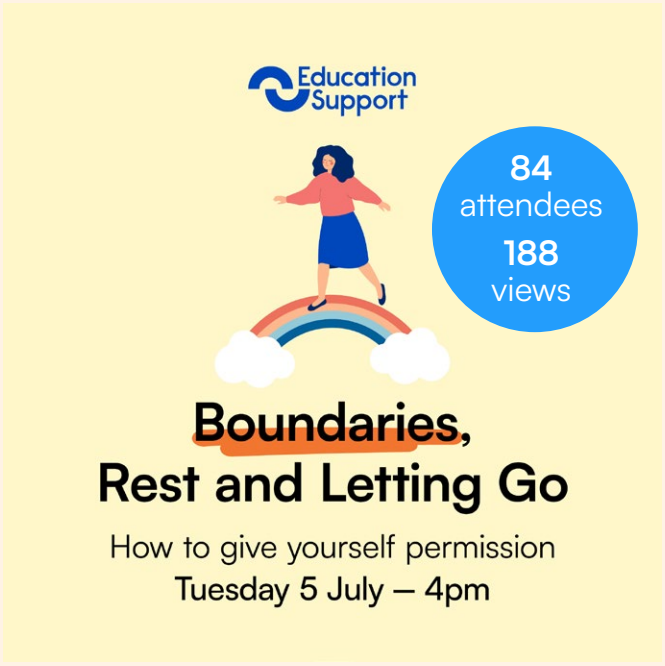
Teacher burnout and how to avoid it



Time Management and wellbeing at work

Online events













Our events raised over £700 in donations — thank you to everyone who attended and donated!

Being a voice for the sector on staff wellbeing

We were delighted to partner with the Education Policy Institute to run stakeholder roundtable events that centred the importance of staff wellbeing in education policy conversation.

We hosted a roundtable on teacher wellbeing and the education recovery agenda in March 2022 and held events at the Conservative and Labour party conferences in 2022.



Our Research

In 2022-23 we continued to publish comprehensive and robust research about the mental health and wellbeing of teachers and all education staff. We published:

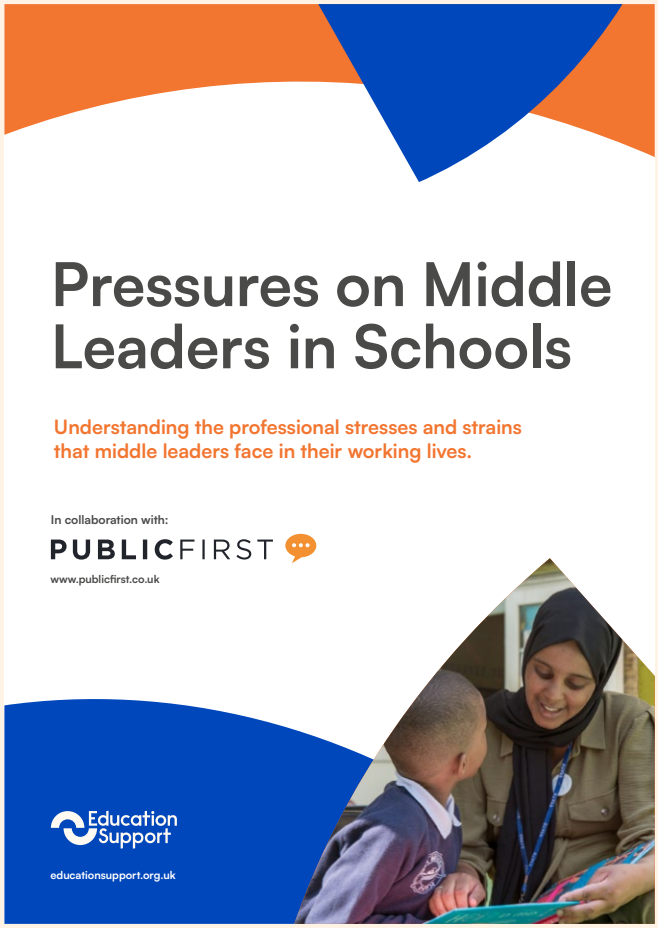


Mental Health and Wellbeing of Ethnic Minority Teachers

In January we published the findings of a study which sought to understand the issues and challenges experienced by ethnic minority teachers working in English schools and how these impacted on their wellbeing. The report amplifies the voices and experiences of Black, Asian and other ethnic minority teachers and leaders. The full findings can be found on our website.

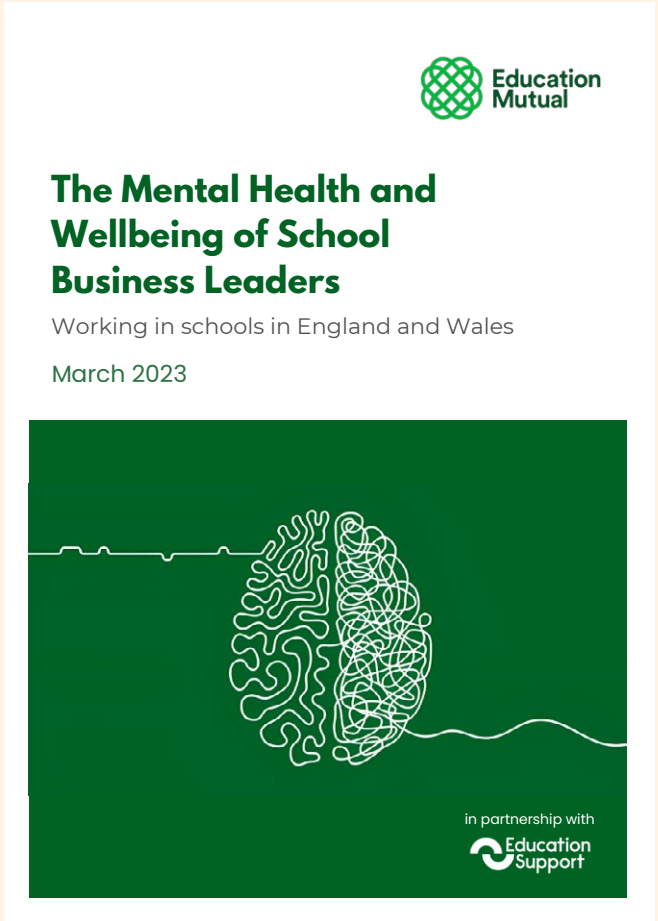
To maximise the impact of this report, we worked with our friends at the Chartered College of Teaching to host a webinar on the experiences of ethnic minority teachers.

This report would not have been possible without the generous financial assistance provided by Wesleyan Financial Services Limited, and the insightful advice and guidance provided by the BAMEed Network and Black Teachers Connect.



Pressures on Middle Leaders in Schools

In June 2022 we partnered with Public First to develop a report into the experiences of Middle Leaders. You can read more about the findings of the research here. You can also read Sinéad's comment piece in Schools Week here. To continue our work on issues affecting Middle Leaders, we worked with our friends at Twinkl to develop a podcast series called 'Leading from the Middle', which can be accessed here.



The Mental Health and Wellbeing of School Business Leaders

We also worked in partnership with Education Mutual[2] to better understand the wellbeing of School Business Leaders.

School Business Leaders play an essential, but often unnoticed, role in the smooth running of schools, yet there is little research relating to the wellbeing of this group of staff.

The key findings of this study were published in March and can be found on our website.

To launch the report, we participated in a webinar with Education Mutual which was attended by over 100 School Business Leaders and School Business Managers.

2. Education Mutual is the only member-owned, DfE-approved staff absence protection provider in the UK. https://www.educationmutual.co.uk/



Teacher Wellbeing Index 2022

This was our sixth annual Teacher Wellbeing Index. We have now accumulated a large dataset on the mental health and wellbeing of education staff working in the UK.

Our 2022 survey of over 3,000 UK education staff found:

78% experienced symptoms of poor mental health due to their work

75% were stressed (rising to **84%** for senior leaders)

47% always went into work when unwell (rising to **61%** for senior leaders)

42% reported that their organisation's culture had a negative impact on their wellbeing

59% had considered leaving the sector that year due to pressures on their mental health and wellbeing, of whom **55%** had actively sought to change or leave their jobs

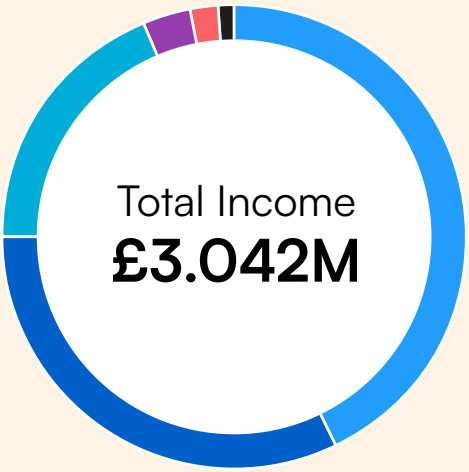
Visit our website to download the full report and learn more about our findings and recommendations.

How we raised our money

During 2022/23 23,661 individual supporters donated regularly, responded to appeals, or left us a gift in their Will.

We are also fortunate to have the support of charitable foundations, government and corporate partners. We generate income from the workplace services that we provide to schools and colleges, as well as through returns from our investments.

We couldn't do what we do without our supporters, partners and customers. Thanks to them, we raised **£3.042** million in 2022/23.



- **Donations and Legacies** £1,295,984
- **Workplace Services** £973,604
- **Government programmes** £569,782
- **Investment Income** £98,290
- **Trusts and Foundations** £56,000
- **Corporate Donations** £31,685





Strides Against Stress

Following the huge success of our 2021 inaugural virtual challenge, Strides Against Stress, we were excited to bring this event back for a second year.

During April, which was also Stress Awareness Month, our heroic fundraisers strode, cycled, ran, hopped and rode in style, smashing the 30-mile challenge and raising an impressive **£10,500**.

Well done Striders and thank you so much!

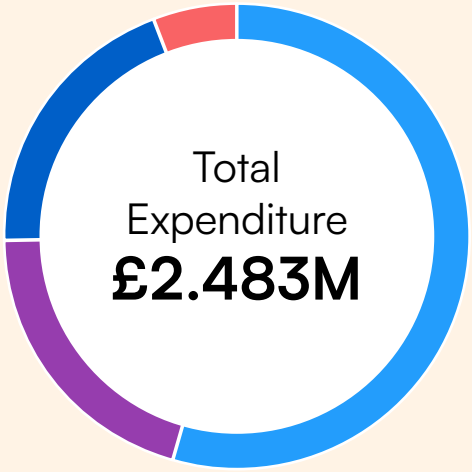
- **£10,544 raised**
- **266 sign-ups**
- **570 Striders and supporters in the new Strides Against Stress Facebook group**
- **60% of participants found Strides Against Stress had a positive effect on their mental health**

> *"It made me focus on fitness as a method of managing stress whilst also helping others"*

"I took time every single day to get out in nature for a walk or a run. I discovered that exercise was the best thing I could do to maintain a positive outlook

"I enjoyed being part of our team and seeing how many staff joined me!"

How we spent our money



£2,483,350 was spent in total in the year on charitable services.

The cost of raising funds was **£955k** (2021:22 £1.069m) excluding strategic development costs.

The deficit excluding investment losses was **£569,737.**

- **Counselling and mental health advice services** £1,353,679
- **Communications, policy and research** £504,965
- **Financial support services** £483,446
- **Information and online advice services** £141,260



Quality Assurance and Impact

Education Support continues to operate a bi-annual audit programme with an independent clinical assessor. These audits involve listening to calls, examine processes in place and explore how improvements might be made. Each audit meeting operates to ISO 9001:2008 standards and monitors the performance of counsellors (based on clinical and non-clinical standards).

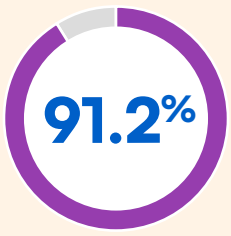
Furthermore, we invite every service user to complete an online evaluation form.

Workplace Options Audit Scores: January 2023



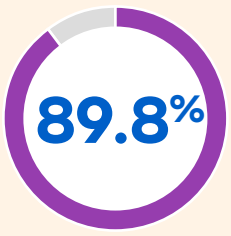


Service User Feedback:



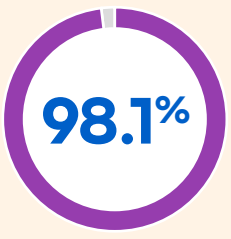
said using our service helped them feel better equipped to deal with their problem or query

↓ 2% on 21/22



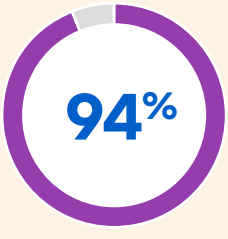
agreed that the service had a positive impact on their situation.

↓ 2.5% on 21/22



agreed that we are empathetic and understanding

↓ 0.7% on 21/22



of helpline users rated their overall impression of using the service as **good or excellent.**

Evaluating our programme work

In addition to clinically assessing our helpline, we robustly evaluate our large scale programmes working alongside independent evaluation partners. As well as helping us understand the impact of our programmes work on our beneficiaries, these evaluations have helped us shape additional pilot programmes and helped us secure further funding to scale up the support, enabling us to reach more beneficiaries across England and Wales.

In September 2022, the Department for Education commissioned York Consulting to carry out a full evaluation of the School Leader Wellbeing Service in England. The final evaluation report will be published by September 2023.

We commissioned Envoy Partnership to carry out an evaluation of our Staff Wellbeing Service in Wales, with the final report published in October 2022. Some of the outcomes from this report are shared on page 17.

We also commissioned the Institute of Employment Studies to scope the feasibility of impact assessment of our helpline and financial grants programme. The findings of this work were positive and we will move to more detailed impact assessment in 2023/24.



Legal & Administrative Information



The trustees are pleased to present their report and accounts for Education Support and its subsidiaries (the group) for the year ended 31 March 2023.

Constitution

Education Support is a Company Limited by Guarantee (Company Number 09311354) with charitable status and is registered with the Charity Commission under registration number 1161436. It does not have any share capital.

Education Support is the successor to the Teacher Support Network Group comprising of Teacher Support Network and Recourse following a merger of their assets, activities, undertakings and liabilities on 31 March 2015.

The company was incorporated on 14 November 2014 as Education Sector Support UK and changed its name to Education Support Partnership on 24 July 2015.

Education Support Partnership and Worklife Support (a former subsidiary of Teacher Support Network) merged their trading activities and assets on 1st April 2016.

Governing document

The governing document guiding the work of the organisation is the Articles of Association — these articles were adopted upon incorporation and were amended following a special resolution in December 2018. The Charity is a Charitable Company Limited by Guarantee.



Trustees and Management

Board of Trustees who were in place during the financial year 2022 - 2023

Sean Hanson	Chair
Adam Alagiah-Glomseth	
Helen Herniman	Resigned 27 April 2023
Debbie Simpson	
Amy Bills	Resigned 1 December 2022
Mark Baker	Appointed 1 December 2022
Steve Wharton	Appointed 1 December 2022
Emma Hollis	
Gareth Conyard	
Rachelle Headland	
Sridhar Athreya	Honorary Treasurer, Resigned 16 December 2022

Elected Officers of the Board

Sean Hanson	Trustee Board Chair
Sridhar Athreya	Honorary Treasurer to 16 December 2022
Rachelle Headland	Honorary Treasurer from 17 December 2022
Emma Hollis	Governance, Delivery & People Committee Chair from 1st April 2022

Leadership team during the financial year 2021-2022

Sinéad Mc Brearty	Chief Executive Officer
Paul Lismore	Director of Finance & Operations
Faye McGuinness	Director of Programmes
Gemma Scotcher	Director of Communications & Public Affairs (From April 1st 2022)





Other charities and companies in the group;

Teacher Support Network 40A Drayton Park, London N5 1 EW

Teacher Support Network formerly promoted health and wellbeing and offered benevolence to teachers. The company and charity transferred its assets and undertaking to Education Support Partnership on 31 March 2015 and is currently dormant.

TBF Holdings Limited

TBF Holdings Ltd is a wholly owned subsidiary that manages the shareholdings of the charity in Worklife Support Limited. The principal office is at 40a Drayton Park, London, N5 1EW.

TBF Trading Limited

Currently dormant.

Worklife Support Limited (WLS Ltd)

WLS Ltd was a trading subsidiary of the charity delivering a range of health and wellbeing services to employers and their employees in education and in the third sector. The charity's shareholding in WLS was held by TBF Holdings Limited, a subsidiary of Education Support Partnership. Its activities merged with Education Support Partnership on 1 April 2016.

Professional advisors

Bank

National Westminster Bank plc,
Chancery Lane and Holborn branch,
332 High Holborn,
London, WC1V 7PS

Solicitors

Gateley Plc
Park View House, 58 The Ropewalk,
Nottingham,
NG1 5DW

Auditor

Moore Kingston Smith,
9 Appold Street, London, EC2A 2AP

Clinical auditor services

Ben Amponsah, Apartment 39 Islington Wharf
Great Ancoats Street, Manchester, M4 6DH

Investment Manager

Quilter Cheviot Senator House, 85 Queen Victoria Street, London, EC4V 4AB

Education Support's registered office

Education Support,
40a Drayton Park,
London N5 1EW

Objectives and Activities

Our vision and mission

Mission

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

How we deliver public benefit

Everything we do is aimed at supporting and improving the wellbeing and mental health of those working in, and retired from, education. This includes assisting them in managing their finances and going some way to relieving the associated pressures of financial hardship. We support the whole person: by that, we mean not just an individual in their professional capacity but in their personal life as well. In setting the business plan each year the trustees of Education Support have complied with the duty of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission, including "Running a Charity PB2".

Summary of our principal activities

See pages 10-30.

Volunteers

Education Support did not run a volunteer programme in 2022 - 2023.

Structure, Governance and Management

Governance structure

The Board of Trustees

Trustees govern the activities of the charity in accordance with its Articles of Association. The charity is constituted as a Charitable Company Limited by Guarantee and has no share capital.

Governance Review

The board of trustees continue to assess its performance and skills. A full board effectiveness review is carried out regularly. Actions and findings from that are being incorporated into our use of the governance wheel toolkit[3]. One element of the good governance wheel is reviewed by our governance committee each meeting.

As well as the board of trustees there are three sub committees:

- Finance, Audit and Risk
- Governance, Delivery and People
- Remuneration

Trustee selection methods

Trustees are recruited via an open recruitment process, selected on the basis of skill gaps and ability to contribute effectively to the governance of Education Support. We also co-opted two trustees with specific skill-sets that we had not been able to attract through open recruitment, namely higher education and digital development. We do not plan to co-opt to any further posts.

Remuneration policy

Staff salaries cost of living increases are approved at the remuneration committee before the annual budget for the year is completed. Senior staff salaries are reviewed by the remuneration committee against market rates on a regular basis.

How we make decisions

The board of trustees meets on a quarterly basis to review progress against key objectives.

3. The NCVO's Governance Wheel can be accessed here: https://www.ncvo.org.uk/help-and-guidance/governance/board-basics/tools-and-guidance/governance-wheel/#/

The board of trustees makes all strategic decisions and delegates responsibility for the operational management and leadership of the charity to the Chief Executive (under the terms of the CEO delegated authority) who is supported by the Leadership Team.

Financial procedures set the financial limits for decision making at varying and appropriate levels from board level downwards.

The board of trustees organises itself into committees in order to explore particular areas in more depth and report back and make recommendations to the board as a whole.

Induction and Training

We run an induction process for all new Trustees and review content and feedback regularly.

Fundraising Review

The majority of Education Support's fundraising is conducted by paid staff or by volunteers securing small sums of sponsorship on our behalf. We also work closely with carefully selected third party organisations who fundraise on our behalf, conducting telephone campaigns and operating our online lottery.

Education Support, and our third party fundraising partners comply with fundraising regulations and the Fundraising Regulator code of practice. Education Support and our third party suppliers are registered with the Fundraising Regulator, and pay the annual levy.

No areas of non-compliance have been identified relating to any of our fundraising activities.

There were no complaints registered relating to fundraising activities in 2022/2023.

Investment Policy

Quilter Cheviot acts as Investment Manager to Education Support. The investment objective is to invest holdings on a long-term basis to achieve capital appreciation and minimum income of 3 percent per annum for distribution to the charity on a quarterly basis.

The charity adopts a socially responsible investment approach excluding investment in arms manufacture and distribution and promotion of pornography from its portfolio, and restricting tobacco investment. We support community investment, environment and green technology, and encourage investment in recycling and waste, safety and protection, training and educational activities and employment.

Investments are selected from a wide range of asset classes to allow for diversification and maximise performance with a reasonable or balanced level of risk.

The Committee meets annually with its Investment Manager to review performance of the fund and to determine future plans. An initial £4.0 million was invested in the fund in 2014 and a further £300k added during 2015/16.

The investment portfolio lost £231k of its overall value during the financial year, reflecting the uncertainty around financial markets. The balanced approach adopted by Quilter Cheviot has benefited the charity by outperforming benchmarked indices such as FTSE All Share.

Markets have improved since 2020 but remain uncertain. The market value of the investments at 31 March 2023 is £3.1 million compared to £3.3 million as at 31 March 2022.

The trustees have considered the nature, disposition, marketability, security and valuation of the scheme's investments and consider them to be appropriate relative to the reasons for holding each class of investment. More details about investments are given in the notes to the financial statements.

Financial Review

2022/23 cost of living issues greatly affected both our beneficiaries and donations.

Individual donors continue to be the financial bedrock for our charitable services. During the year we expanded our commercial team with the intention of growing our EAP revenue. We secured further grant and contract funding from DfE and the Welsh Government for projects aimed at supporting schools and school leaders.

The generous response from supporters has enabled us to maintain similar levels of income through our regular fundraising activity (excluding legacies). The commercial environment is challenging, with pressure on school budgets: we achieved 95% of 2021-22 income.



We invested in strategic priorities (£173k) and due to the increased need for our grants programme, we spent £117k from our grant reserve. This means that, prior to investment gains/losses, we have an unrestricted deficit of £317k, and a total deficit including restricted and endowment funds of £570k.

Total incoming resources for the year were £3.042 million (2021/22: £3.514 million) and total expenditure was £3.612 million, (2021/22: £3.404 million) giving an operating deficit of £570k (2021/22: surplus £334k) before gains/losses on investments. The £334k in 21/22 also includes a large gain on pension valuation of £224k.

The deficit reflects our response to beneficiary need in these challenging times, as well as our decision to invest in long term growth of the EAP business.

In 2022/23 financial year voluntary income was £1.384 million, down 7% on 2021/22 excluding legacies. This appears to be driven by cost of living pressure in the past 12 months. This was most evident in our annual appeals with £63k raised, compared to £128k in 2021/22. Voluntary income made up 45 percent of our total income. We will continue our long term strategy to diversify voluntary income sources.

Commercial revenue generated from our EAP business (and some other small training activities) totalled £974k (2021/22: £1.029 million).

In 2022/23 Education Support continued to contract with the English and Welsh governments to deliver new services to support education staff during the pandemic. Income in this area was £570k and additional funding is already secured for 2022/23.

Education Support continues to focus on achieving cost efficiency. Total resources expended in Education Support for the year amounted to £3.612 million, an increase of £208k on 2021/22, reflecting the spend on charitable grant-making to education staff.

Reserves Policy

The trustees have set a reserves policy, which requires that:

- the reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future;
- reserves are maintained at a level which ensures that Education Support's core activity can continue during a period of unforeseen difficulty;
- a proportion of reserves is maintained in readily realisable form.

The policy states that free reserves should be maintained at a level which is at least equivalent to six months' operational expenditure, having regard to its future business plan and likely funding streams. Based on the organisation's budget for 2023-24 this equates to £1.890 million. At 31 March 2023, the value of unrestricted free reserves is £2.798 million.

The Trustees have decided to transfer from free reserves a sum of £300k for future years into designated funds for:

- Infrastructure development - £85k
- Strategic development projects - £225k
- After this unrestricted reserves of the Group at 31 March 2023 are £4.455 million, which include fixed assets and designated funds of £1.657 million.

The underlying assets of the organisation have sufficient liquidity to enable the organisation to meet all of its commitments as they fall due, but we recognise that we are operating currently in an uncertain environment.

Restricted reserves represent funds provided by external organisations for a specific purpose. These funds are actively managed and utilised in accordance with the restrictions placed on these funds as advised to Education Support.

Free Reserves

It is recognised that the level of free reserves at 31 March 2023 is in excess of our policy minimum, however trustees recognised that the level of uncertainty around both voluntary and commercial income, the uncertainties that will remain throughout this year and beyond, and the increased level of need for our services, require us to be able to react positively in the coming years. We also aim to invest in strategic development projects in 2023/24 to meet key organisational goals and to establish an investment plan for further development thereafter.

Designated funds

The Development Fund represents the fund designated for the strategic development and growth of the charity.

Trustees have set aside funds for additional grant support which was utilised this year and £233k remains available for future use if needed. As mentioned an infrastructure reserve is set up of £85k for new systems and major office works and we have set aside £225k for development including impact and data reviews.

The trustees regularly review the level of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations. Trustees have the ability to re-designate reserves as they wish to meet the business needs of the organisation.

Risks and Uncertainties

Purpose and scope of the risk management policy

In the process of delivering its services, Education Support is subject to certain risks that affect its ability to operate, support its beneficiaries and staff in the education sector and protect its assets. These include risks to employees, service users, customers, financial risks, liability to others and risks to property. These risks are managed through an effective risk management policy that seeks to minimise, mitigate, or in certain cases, avoid these risks through appropriate management action.

The aim of the policy is for trustees and management within Education Support:

1. to understand as fully as possible the risks being faced or taken;
2. to take appropriate action to manage these risks where it is possible and cost effective to do so;
3. to minimise the risk that new initiatives adversely affect existing services;
4. to accept a higher level of uncertainty, if appropriate, when taking advantage of new opportunities.

The Senior Leadership Team is, through its day-to-day operational management of the charity, responsible for managing and controlling risk in line with the approved policy and framework agreed by the board. The impact of the Covid-19 pandemic was identified as a serious risk early in 2020/21 and the organisation moved to mitigate the impact as can be seen from the results.

Within Education Support, risks are categorised as follows:

- Governance
- Strategic — Financial
- Strategic — People and Culture
- Strategic — Research and Policy
- Strategic — Service Delivery
- Operational — Systems/processes/premises
- Operational — ICT/Data
- Operational and strategic — Covid-19 pandemic

The most significant strategic risks are:

1. Impact of recessional events
2. Funded programmes not delivering on targets/impact
3. Lack of Board diversity

The risk register is reviewed every six months by the trustees and the policy is reviewed annually.

Third party operational risk management

The safety and wellbeing of our service users is paramount and to that end, we ensure that our service centre takes risk management very seriously.

We continue to operate a robust quarterly audit program with our clinical auditor at our service centre in Ealing. You can read more about our audit process on page 30. Our audits are designed to ensure that we are aware of risks to the helpline and EAP service. These include operational risks but also risks which might impact upon the r-eputation of the services and the organisation and ultimately the users of our services. Mitigating actions are put in place to address any areas of potential concern.

Pension Liability

The charity participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This actuarial valuation showed assets of £800.3 million, liabilities of £831.9 million and a deficit of £31.6 million. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid to the scheme as follows:

- In 2022/23 the charity contributed £42k as part of its obligations to fund this pension deficit. As at March 2023, the charity's liability for this deficit is £4k.
- This pension scheme is now closed to employees. The charity currently offers a Defined Contribution scheme to employees. The charity introduced auto—enrolment during 2017/18.

Statement of Trustees' Responsibilities

The trustees 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 and charity law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the group, the incoming resources and application of resources, including its income and expenditure, for the period. In preparing, those financial statements the trustees are required to:

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

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Going Concern

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and continue to invest from reserves in areas that will support longer term goals. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 12 September 2023

and signed on their behalf by:



Sean Hanson (Chair)



Independent Auditor's Report To The Members And Trustees of Education Support Partnership

Opinion

We have audited the financial statements of Education Support Partnership (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and 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 group's and the parent charitable company's affairs as at 31 March 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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 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 the provisions available for audits of small entities, in the circumstances set out in note 7 to the financial statements, 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 group's and parent 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 course of 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 themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

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

- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and parent 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 group or parent 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 the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

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

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

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

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

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

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



Our approach was as follows:

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Shivani Kothari Moore Kingston Smith LLP
(Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

21 September 2023

9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2023

	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total Year to 31 March 2023 (£)	Total Year to 31 March 2022 (£)
Income (Notes)					
Donations and legacies	1,327,669	-	-	**1,327,669**	1,724,455
Trusts and Foundations	56,000	-	-	**56,000**	82,056
Government Programmes	-	569,782	-	**569,782**	584,758
Paid for services	973,604	-	-	**973,604**	1,029,496
Policy and Research	16,605	-		**16,605**	-
Investment Income **(6)**	78,580	18,344	1,366	**98,290**	93,439
Total income	**2,452,458**	**588,126**	**1,366**	**3,041,950**	**3,514,204**
Expenditure					
Raising Funds					
Cost of generating voluntary income **(5)**	367,804	-	-	**367,804**	489,754
Paid for services **(5)**	559,251	-	-	**559,251**	543,583
Investment management costs	28,376	-	-	**28,376**	35,765
	955,431	**-**	**-**	**955,431**	**1,069,102**
Charitable expenditure					
Counselling and mental health advice service **(5)**	667,101	686,578	-	**1,353,679**	1,153,493
Financial Support Services **(5)**	398,932	84,514	-	**483,446**	432,682
Communications, Policy and Research **(5)**	449,419	55,546	-	**504,965**	416,646
Information and Online Services **(5)**	125,721	15,539	-	**141,260**	150,036
Training and organisational development **(5)**	0	-	-	**0**	43,902
Strategy Development **(5a)**	172,906	-	-	**172,906**	137,877
	1,814,079	842,177	-	**2,656,256**	2,334,636
Total Expenditure	**2,769,510**	**842,177**	**-**	**3,611,687**	**3,403,738**
Pension Valuation					223,727
Net Income/ (Expenditure)	(317,052)	(254,051)	1,366	**(569,737)**	334,193
Realised gains/(losses) on investments **(11)**	(8,284)	(1,844)	(137)	**(10,265)**	(142,351)
Unrealised gains/(losses) on investments **(11)**	(178,313)	(39,705)	(2,956)	**(220,974)**	372,552
Unrealised gains/ (losses) on investment property **(11)**	79,000	-	-	**79,000**	0
Transfers between funds	-	1,366	(1,366)	**-**	-
Net gains/(losses) on investments	(107,597)	(40,183)	(4,459)	**(152,239)**	230,201
Net income/(expenditure) for the year	**(424,649)**	**(294,234)**	**(3,093)**	**(721,976)**	**564,394**
Net movement in funds	(424,649)	(294,234)	(3,093)	**(721,976)**	564,394
Funds at 1 April 2022 **(16)**	4,879,391	892,222	63,597	**5,835,210**	5,270,816
Funds at 31 March 2023 (17)	**4,454,742**	**597,988**	**60,504**	**5,113,234**	**5,835,210**

All incoming resources and resources expended derive from continuing activities
All recognised gains and loses are reflected through the Consolidated Statement of Financial Activities and no separate Statement of Total Recognised Gains and Losses has been presented. The notes on pages 48 to 61 form part of these financial statements

Balance sheets as at 31 March 2023
Company registration number: 9311354

	at 31 March 2023 Group (£)	at 31 March 2023 Charity (£)	at 31 March 2022 Group (£)	at 31 March 2022 Charity (£)
Fixed assets (Notes)				
Tangible fixed assets **(10)**	1,113,698	1,113,698	1,130,194	1,130,194
Intangible Fixed Assets **(10)**	-	-	-	-
Investments **(11)**	3,761,423	3,761,525	3,838,653	3,838,755
	4,875,121	**4,875,223**	**4,968,847**	**4,968,949**
Current assets				
Debtors **(12)**	432,380	432,378	588,679	588,677
Cash at bank and in hand	626,378	626,378	1,194,293	1,194,293
	1,058,758	1,058,756	1,782,972	1,782,970
Creditors: amounts falling due within one year **(13)**	(816,417)	(816,517)	(868,230)	(868,330)
Net current assets	242,341	242,239	914,742	914,640
Pension Provision **(14)**	(4,228)	(4,228)	(48,379)	(48,379)
Net assets	**5,113,234**	**5,113,234**	**5,835,210**	**5,835,210**
Funds				
Endowment **(16a)**	60,504	60,504	63,597	63,597
Restricted **(16b)**	597,988	597,988	892,222	892,222
Unrestricted:				
General Fund **(16c)**	4,454,742	4,454,742	4,879,391	4,879,391
Funds at 31 March 2023 (17)	**5,113,234**	**5,113,234**	**5,835,210**	**5,835,210**

As permitted by s408 Companies Act 2006, the company has not presented its own income and expenditure statement and related notes. The company's loss for the year was £721,976 (21/22 FY: surplus £564,394)

These financial statements have been prepared in accordance with the provisions applicable to the small companies regime.

These financial statements were approved by the Board of Trustees and authorised for issue on 12 September 2023 and signed on their behalf by:

Sean Hanson

Consolidated Cash Flow Statement
Year Ended 31 March 2023

	Year to 31 March 2023 (£)	Year to 31 March 2022 (£)
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net income/(expenditure) for the year as per the statement of financial activities	(721,976)	564,394
Adjustments for		
Depreciation and amortisation charges	16,498	14,635
Loss/(Gain) on investments	152,239	(230,201)
Dividends, interest and rents from investments	(98,290)	(93,439)
Loss/(profit) on the sale of fixed assets	-	-
(Increase)/Decrease in stocks	-	-
(Increase)/Decrease in debtors	156,299	(296,916)
Increase/(Decrease) in creditors	(95,432)	(227,411)
Net cash provided by operating activities	(590,662)	(268,938)
Net cash flow provided by operating activities	(590,662)	(268,938)
Cash flows from investing activities		
Dividends, interest and rent from investments	98,290	93,439
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	-	(8,610)
Proceeds from sale of investments	503,310	685,264
Purchase of investments	(654,971)	(503,063)
Net cash provided by investing activities	(53,371)	267,030
Change in cash and cash equivalents in the reporting period	(644,033)	(1,908)
Cash and cash equivalents at the beginning of the reporting period	1,485,600	1,487,507
Cash and cash equivalents at the end of the reporting period	841,567	1,485,600
Analysis of cash and cash equivalents	**£**	**£**
Cash at bank and in hand	626,378	1,194,293
Cash held by broker	215,189	291,307
	-	-
Total cash and cash equivalents	**841,567**	**1,485,600**

Notes to the financial statements for the year ended 31 March 2023

1. Company Information

Education Support is a private limited company incorporated in the United Kingdom on 14 November 2014, under Company Number 9311354.

The company's registered office is 40A Drayton Park, London N5 1EW.

2. Basis of Preparation

The group financial statements consolidate the financial statements of Education Support Partnership and its entire subsidiary undertakings drawn up to 31 March each year.

Going Concern

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and contibue to invest from reserves in areas thaty will support longer term goals. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

3. Accounting policies

The following indicates the principal policies adopted:

i. Income and expenditure

All items of income and expenditure are accounted for on an accruals basis. Where contracts are awarded in favour of the company for fixed terms, contract income and the direct costs associated with the contract are accrued evenly over the duration of the contract.

Income

The specific bases for accounting for income are described below.

Donations are included in full in the statement of financial activities when received.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made; or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified to the executor's intention to make a distribution.

The charitable Group is a public benefit group for the purposes of FRS102 and therefore the charity also prepared its financial statements in accordance with Statement of Recommended Practices applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2016, and the Charities Act 2011.

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

Trusts and foundation grants are recognised when entitlement to the grant is confirmed.

Paid for services income is recognised when the services are delivered.

Investment income is included in the Statement of Financial Activities in the year in which it is receivable.

ii. Tangible assets

Tangible fixed assets are measured at cost less accumulated depreciation to date and any accumulated impairment losses. Depreciation is calculated to write down the cost less residual value of all tangible fixed assets over their expected useful lives, using the straight line method. The rates applicable are:

Computer equipment	3 years
Furniture and fittings	5 years

Our Head office leasehold is depreciated over the period of the lease (155 years) on a straight line basis. Refurbishment costs associated with the property are depreciated over 50 years on a straight line basis.

iii. Intangible assets

Intangible assets are measured at cost less accumulated amortisation to date and any accumulated impairment losses. Amortisation is calculated to write down the cost less residual value of all intangible assets over their expected useful lives, using the straight line method. The rate applicable is:

Software	3 years

iv. Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

v. Investments

Listed investments are included in the financial statements at bid value at the balance sheet date. Gains/losses on disposal of investments and revaluation of investments are recognised in the year of gain or loss and are allocated to the funds to

which the investments relate. Investments in subsidiaries are included in the financial statements at cost.

vi. Debtors

Short term debtors are measured at transaction price, less any impairment.

vii. Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

viii. Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the company. All other leases are classified as operating leases. Rentals payable under operating leases are charged on a straight line basis over the lease term, unless the rental payments are structured to increase in line with general inflation, in which case the company recognises annual rent expense equal to amounts owed to the lessor.

ix. Taxation

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied for its charitable purposes.

x. Turnover

Turnover arises from the company's principal activities of providing support, assistance and training and consists of amounts invoiced net of VAT. All turnover arises in the U.K.

xi. Expenditure allocation

Expenditure has been allocated to restricted and unrestricted funds by direct attribution where possible, or by the proportion of service usage reported and attributed to each fund.

xii. Employee benefits

Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred. In line with FRS 102 accrued holiday has been included as an expense in the period in which the entitlement arose.

xiii. Pensions

The Charity has two pension schemes: a defined contribution scheme for current employees and a closed defined benefit scheme. The latter is a multi-employer scheme and is currently in deficit. The charity is paying contributions to eliminate the deficit in accordance with the deficit reduction plan.

The assets of the defined contribution scheme are held separately from those of the Charity in independently administered funds. The pension cost charge represents contributions payable to the scheme contributions payable to the scheme in the year. The Charity has no liability under the scheme other than the payment of those contributions.

xiv. Funds

General funds are those that are available for use at the Trustees' discretion in the furtherance of the Charity's objectives. Designated funds are unrestricted funds set aside for unrestricted purposes and which would otherwise form part of general funds. Details of the nature and purpose of each fund are set out in note 16c.

Restricted funds are funds that are subject to restrictions imposed by donors and are applied in accordance with these restrictions. Details of the nature and purpose of each restricted fund are set out in note 16b.

The Charity has one Endowment fund, the Cutler Trust. Income derives from the investment of the fund and is used to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

xv. Support Costs

Support costs cover those funds which assist the running of the charity and mainly comprise of staff costs and overheads. These costs have been allocated between costs of raising funds and charitable expenditure.

4. Significant judgements and estimates

In preparing these financial statements, the Trustees have made the following judgements:

Legacy income is based on proof of entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Investment Property was previously valued at open market value at the reporting date, less an adjustment to reflect the discount that would be applied to the sale value on the basis of an incumbent tenant.

The incumbent tenant passed away so the value of the property is based on the latest market value placed on it as we aim to sell it this year.

Investments — Listed investments are valued at the quoted bid price at the reporting date.

Tangible Fixed Assets and Intangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually.

5. Expenditure for the year to 31 March 2023

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2023 Total (£)
Counselling and mental health advice service	-	358,707	823,137	171,835	1,353,679
Financial support	375,374	52,674	-	55,398	483,446
Communications, Policy and Research	-	218,708	165,120	121,137	504,965
Information and on-line services	-	83,383	-	57,877	141,260
Training and organisational development	-	-	-	-	-
Paid for services	-	313,245	38,236	207,770	559,251
Cost of generating voluntary income	-	183,013	72,556	112,235	367,804
Total	**375,374**	**1,209,730**	**1,099,049**	**726,252**	**3,410,405**

5. Expenditure for the year to 31 March 2022

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2023 Total (£)
Counselling and mental health advice service	-	141,315	948,969	63,209	1,153,493
Financial support	307,976	63,608	-	61,098	432,682
Communications, Policy and Research	-	166,875	159,579	90,192	416,646
Information and on-line services	-	82,838	3	67,195	150,036
Training and organisational development	-	-	43,902	-	43,902
Paid for services	-	303,241	35,723	204,619	543,583
Cost of generating voluntary income	-	235,775	116,511	137,468	489,754
Total	**307,976**	**993,652**	**1,304,687**	**623,781**	**3,230,096**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Counselling and mental health advice services represent the costs of delivering Employee Assistance Programme, Free Helpline and Occupational Health Services. In addition we also deliver a range of services incuding online peer to peer support and Telephone supervision through grants from English and Welsh governments.

Financial Support costs relate to grants awarded to help people with financial emergencies and the burden of short term debt, to pay for essential unaffordable items and to help them stay in or get back to work. All grants are paid to individuals.

Communications and Policy represents the expenditure associated with survey, research and statistical analysis in order to bring awareness of the challenges within the education sector.

Information and on-line service costs represent the expenditure associated with commissioning social media content, marketing and events to increase awareness and promote our services.

Paid for services costs represent the costs of selling our commercial products and services.

5. Expenditure for the year to 31 March 2022 (continued)

	Support Costs March 2023	Support Costs March 2022
Support costs include:		
Office administration costs	88,997	102,721
Building administration costs	59,804	53,103
Organisational Management	169,437	82,673
Human Resources costs	77,688	109,143
Finance Costs	106,020	85,977
Professional fees	33,340	19,974
Marketing and communications costs	12,524	16,209
IT Costs	85,710	97,078
Governance costs	92,732	56,903
Total overheads	**726,252**	**623,781**

Decrease in Office and Building administration costs is due to the savings done during the year is a result of staff vacancy for 9 months.

Increase in Organisational Management costs reflects the increase in staff costs in Senior Leadership team.

Decrease in HR costs is due to lower recruitment costs and one-off staff payments during last financial year.

Increase in Finance costs in the current year is due to maternity cover replacement during the year.

Professional Fees costs increased due to more Associate work.

Marketing and communications costs remain at the level with last year.

Decrease in IT reflects lower additional costs in hybrid/home working equipment/support in the year.

Increase in governenace costs is due to increase in staff supporting governance.

5a. Strategy Development

Strategic development costs were paid to improve our infrastructure, knowledge and our income generation with funding provided by Trustees to make

improvements to our IT infrastructure, develop our Research knowledge and review and test our donor program

The main components of strategic development are:

	£
Strategic Project	97,962
Programme Development	36,476
Fundraising Development projects	28,955
Grant Review	4,000
Association of Colleges project	5,139
Communication	375
	172,907

5b. Governance Costs

Costs classified as governance relate to the general running of the charity and included operation of the Board of Trustees and addressing constitutional, audit and other statutory matters, and are made up of the following:

	March 2023 (£)	March 2022 (£)
Financial Audit fees	21,900	18,780
Governance Travel and Subsistence	1,171	552
Governance Meetings	531	
Apportionment of Staff costs	52,968	37,571
Professional and Legal Costs	5,550	
Total	**82,120**	**56,903**

6. Investment Income

	Year to March 2023			Year to March 2022		
	General Funds (£)	Restricted Funds (£)	March 2023 Total (£)	General Funds (£)	Restricted Funds (£)	March 2022 Total (£)
Income from listed investments	77,560	19,710	97,270	75,366	18,036	93,402
Bank interest receivable	1,020	-	1,020	37	-	37
	78,580	**19,710**	**98,290**	**75,403**	**18,036**	**93,439**

7. Net outgoing resources for the year are stated after charging

	Year to March 2023 (£)	Year to March 2022 (£)
Depreciation	16,498	14,635
Auditor's remuneration:		
Audit fees (excluding VAT)	20,660	18,780
Additional work in relation to the new ISA 240 and 315	1,240	

8. Employee information

	Year to March 2023 (£)	Year to March 2022 (£)
Employee Costs		
Wages and salaries	**1,354,508**	1,150,892
Social security costs	**148,380**	121,344
Pension costs	**125,854**	117,665
Redundancy payments within year	**-**	12,000
	1,628,742	1,401,901

The average number of employees during the period was:	Year to March 2023 (£)	Year to March 2022 (£)
Fundraising	**4**	4
Paid for Services	**5**	4
Financial Support	**2**	1
Information and on-line services	**1**	1
Counselling and Mental Health services	**6**	6
Communications, Policy and Research	**6**	7
Administration	**7**	8
Total	**31**	31

	Year to March 2023 (£)	Year to March 2022 (£)
Key management personnel aggregate pay (including NI and pension)	**396,008**	361,335

During the year key management personnel comprised of:
● CEO ● Director of Finance and Operations ● Director of Communications and Public Affairs ● Director of Programmes

Employee information		
The number of employees earning in excess of £60,000 per annum (including taxable benefits) was:	Year to March 2023 (£)	Year to March 2022 (£)
over £100,000	**1**	-
£90,001 to £100,000	**-**	-
£80,000 to £90,000	**1**	3
£70,000 to £80,000	**-**	-
£60,000 to £70,000	**2**	1

9. Trustees

	Year to March 2023 (£)	Year to March 2022 (£)
Trustees provide their services without remuneration		
Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accommodation and subsistence	**2,028**	-
Number of trustees claiming expenses during the year	4	-

10. Tangible (TFA) and intangible fixed assets (IFA)

Group & Charity	TFA	TFA	TFA	IFA
Cost	Leasehold property including refurbishment (£)	Furniture, equipment, fixtures & fittings (£)	Total (£)	Software (£)
At 1 April 2022	1,314,276	204,303	1,518,579	65,236
Additions	-	-	-	
Disposals	-	-	-	-
At 31 March 2023	1,314,276	204,303	1,518,579	65,236
Accumulated depreciation				
At 1 April 2022	191,685	196,698	388,383	65,236
Charge for the year	13,630	2,868	16,498	
Disposals	-	-	-	-
At 31 March 2023	205,315	199,566	404,881	65,236
Net book value				
At 31 March 2023	1,108,961	4,737	1,113,698	-
At 31 March 2022	1,122,591	7,605	1,130,196	-

11. Fixed asset investments

Summary	March 23 Group (£)	March 23 Charity (£)	March 22 Group (£)	March 22 Charity (£)
Listed investments (a)	3,162,423	3,162,423	3,318,653	3,318,653
Unlisted investment (b)	-	102	-	102
Investment Property (c)	599,000	599,000	520,000	520,000
	3,761,423	**3,761,525**	**3,838,653**	**3,838,755**

(a) Listed Investments Group & Charity

	Unrestricted				Total	
	Fixed Interest (£)	Equities (£)	Overseas Equities (£)	Alternative Investments (£)	Year to March 2023 (£)	Year to March 2022 (£)
At 1 April 2022	754,395	779,165	939,628	554,154	3,027,342	3,022,888
Additions	350,337	22,948	250,557	31,129	654,971	503,063
Disposals	(133,897)	(122,340)	(247,073)	-	(503,310)	(685,264)
Realised gain/(loss)	-	(10,265)	-	-	(10,265)	(142,351)
Unrealised gain/(loss)	(159,721)	30,610	(26,682)	(65,181)	(220,974)	372,552
	811,114	700,118	916,430	520,102	2,947,764	3,070,888
Cash held by broker					214,659	291,311
At 31 March 2023	811,114	700,118	916,430	520,102	3,162,423	3,318,653
Historical cost					2,789,135	2,627,209

11. Fixed asset investments (continued)

Unrestricted fund investments consist of a portfolio of listed investments managed on the Charity's behalf by professional fund managers.

The following investments make up more than 5% of the total investment portfolio:

	% of total (%)	Market Value (£)
United Kingdom (Government of) 4.25% Gilt Snr Bds	5.65	176,505
JPMorgan American Investment Trust ord GBP0.05	5.16	163,300

(b) Unlisted investments	Group at 31 March 2023 (£)	Charity at 31 March 2023 (£)	Group at 31 March 2022 (£)	Charity at 31 March 2022 (£)
	£	£	£	£
100% interest in TBF Holdings Limited (i) Incorporated in the United Kingdom, Company Number 4328710	-	100	-	100
100% interest in TBF Trading (No. 2) Limited (ii) Incorporated in the United Kingdom, Company Number 4162015	-	2	-	2
	-	102	-	102

(i) Education Support Partnership owns the entire share capital of TBF Holdings Limited, a company limited by shares and incorporated in England and Wales. TBF Holdings Limited was dormant during the year and the previous period.

(ii) Education Support Partnership owns the entire share capital of TBF Trading (No. 2) Limited, a company limited by shares and incorporated in England and Wales. The company was dormant during the year and the previous period.

(c) Investment Property	at 31 March 2023 (£)	at 31 March 2022 (£)
Market value at 1st April 2022	520,000	520,000
Unrealised gain on valuation	79,000	-
Market value at 31st March 2023	**599,000**	**520,000**

At the end of 22/23 FY, the investment property was listed on the market for sale. The gain on the valuation reflects the most up to date market value of the property.

12. Debtors

	March 23 Group (£)	March 23 Charity (£)	March 22 Group (£)	March 22 Charity (£)
Trade debtors	128,291	128,291	137,262	137,262
Prepayments and accrued income	225,481	225,481	375,053	375,053
Legacy debtor	12,672	12,672	3,072	3,072
Other debtors	34,705	34,703	42,961	42,959
Welfare loans	31,231	31,231	30,331	30,331
	432,380	432,378	588,679	588,677

Legacy debtor relates to legacy income which was notified and Education Support was entitled to before 31 March 2023 and had been accrued as required by FRS 102.

13. Creditors: amounts falling due within one year

	March 23 Group (£)	March 23 Charity (£)	March 22 Group (£)	March 22 Charity (£)
Amount due to subsidiary undertakings	-	100	-	100
Trade creditors	176,699	176,699	116,808	116,808
Taxation and social security costs	47,436	47,436	53,733	53,733
Pensions including pension fund deficit contribution plan	42,021	42,021	47,965	47,965
Accruals and deferred income including holiday pay	543,956	543,956	636,815	636,815
Other creditors	6,305	6,305	12,909	12,909
	816,417	816,517	868,230	868,330

13a. Deferred Income

	March 23 (£)		March 22 (£)	
Deferred Income b/f	490,310		477,768	
Released in year	5,783,307		6,034,155	
Deferred to next year	(5,848,659)		(6,021,613)	
Deferred income c/f	424,958		490,310	

Deferred income relates to paid for services that are expected to be delivered over several months. Employee Assistance Programmes are delivered over 12 month period from the start of the contract. Headspace/ Yourspace and training and development service deferrals based on the duration of the individual contracts.

14. Pension Provision

	March 23 Group (£)	March 23 Charity (£)	March 22 Group (£)	March 22 Charity (£)
Pensions including pension fund deficit contribution plan	4,228	4,228	47,847	47,847
	4,228	4,228	47,847	47,847

15. Pension Scheme

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:
£3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:

£11,243,000 per annum
(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present values of provision

	31 March 2023 (£)	31 March 2022 (£)	31 March 2021 (£)
Present value of provision	46,751	73,333	265,003

Reconciliation of opening and closing provisions

	Period Ending 31 March 2023 (£)	Period Ending 31 March 2022 (£)
Provision at start of period	73,333	265,003
Unwinding of the discount factor (interest expense)	1,384	1,528
Deficit contribution paid	(26,717)	(67,061)
Remeasurements - impact of any change in assumptions	(1,249)	(1,686)
Remeasurements - amendments to the contribution schedule	-	(124,451)
Provision at end of period	46,751	73,333

Income and Expenditure Impact

	Period Ending 31 March 2023 (£)	Period Ending 31 March 2022 (£)
Interest expense	1,384	1,528
Remeasurements — impact of any change in assumptions	(1,249)	(1,686)
Remeasurements — amendments to the contribution schedule	-	(124,451)
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

Assumptions

	31 March 2023 % per annum	31 March 2022 % per annum	31 March 2021 % per annum
Rate of discount	5.25	2.35	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit contributions schedule

Year ending	31 March 2023 % per annum	31 March 2022 % per annum	31 March 2021 % per annum
Year 1	26,717	26,717	67,061
Year 2	22,264	26,717	69,073
Year 3	-	22,264	71,145
Year 4	-	-	61,066
Year 5	-	-	-
Year 6	-	-	-
Year 7	-	-	-
Year 8	-	-	-
Year 9	-	-	-
Year 10	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

Statement of Changes in Reserves

16a. Endowment Fund

	Balance as at 31 March 2022 (£)	Income (£)	Expenditure (£)	Gains/ (Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2023 (£)
Cutler Trust	63,597	1,366		(3,093)	(1,366)	60,504

The Cutler Trust is a permanent endowment to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

16b. Restricted funds for the year to 31 March 2023

	Balance as at 31 March 2022 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2023 (£)
DFE programme	-	230,550	(226,742)	-	-	3,808
Welsh Government programme	93,769	309,381	(308,560)	-	-	94,590
National Association of Special Schools	-	29,851	(29,851)	-	-	-
Cutler Trust	2,616	60	-	(79)	1,366	3,963
TeachWell grant	15,325	352	-	(702)	-	14,975
G Hollows	6,089	140	-	(245)	-	5,984
Kent NAHT	5,181	119	-	(237)	-	5,063
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	7,283	167	-	(332)	-	7,118
Widows Fund	6,187	142	-	(283)	-	6,046
Alan Naylor legacy	8,437	194	-	(386)	-	8,245
CSiS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
Recourse Funds	747,331	17,170	(277,024)	(39,285)	-	448,192
	892,222	588,126	(842,177)	(41,549)	1,366	597,988

Restricted funds for the year to 31 March 2022

	Balance as at 31 March 2021 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2022 (£)
DFE programme	-	235,539	(233,223)	-	(2,316)	-
Welsh Government programme	-	349,219	(255,450)	-	-	93,769
Cutler Trust	1,612	32	(300)	79	1,193	2,616
TeachWell grant	14,343	283	-	699	-	15,325
G Hollows	5,732	113	-	244	-	6,089
Kent NAHT	4,849	96	-	236	-	5,181
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	6,817	135	-	331	-	7,283
Widows Fund	5,792	114	-	281	-	6,187
Alan Naylor legacy	7,896	156	-	385	-	8,437
CSiS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
Recourse Funds	807,115	15,914	(114,831)	39,133	-	747,331
	854,160	601,601	(603,804)	41,388	(1,123)	892,222

16b. Restricted funds (continued)

a. Restricted funds arise from receipt of restricted grants, donations and legacies. Expenditure may only be charged against these funds provided it is in accordance with the restrictions imposed by various donors.

b. DFE programme grant was received from DFE to deliver COVID-19 School Leader Wellbeing programme.

c. Welsh Government programme grant received in 20/21 FY to deliver dedicated support to support the mental health and wellbeing education staff in Wales, with a particular focus on school leaders.

d. Income arising from The Cutler Trust is applied to welfare grants towards the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

e. Teach Well grant was provided by NASUWT to undertake research and develop Teach Well tools

f. Winter appeal donations derive from a campaign to supplement our welfare grants programme

g. Wales WCVA project received a 3 year grant to promote and develop volunteering activities in Wales

h. Hollows fund was created as a memorial to Graham Hollows to develop an online wellbeing tool

i. Kent NAHT Benevolent Fund was disbanded and residual funds transferred to distribute welfare grants to members, spouses and dependants of NAHT Kent and Kent Federation of Head Teachers Associations.

j. Scottish Teachers and Lecturers fund was created on the dissolution of Teacher Support Scotland to fund services in Scotland.

k. NUT Development Workers Fund is a grant provided by NUT to revive local operations and maintain the relationship with the NUT.

l. Widows Fund was provided by the widow of a former teacher to support young widows with children.

m. Alan Naylor legacy assists with residential care and housing support for our elderly beneficiaries

n. CSiS provided a grant to extend our welfare grants programme

o. Recourse funds transferred on merger to Education Support Partnership are restricted to the objects of Recourse.

p. Teacher Support Network funds transferred on its merger to Education Support Partnership are restricted to the objects of Teacher Support Network. In 2019/20 Teacher Support Network restricted fund was fully spent

16c. Unrestricted funds

	Balance at 31 March 2022 (£)	Transfers (£)	Net movement in funds excl transfers (£)	Balance at 31 March 2023 (£)
Unrestricted Funds:	4,879,391	-	(424,649)	4,454,742
Comprise of:				
Designated Fund				
Fixed Asset	1,130,194		(16,498)	1,113,696
Development Fund	154,062	243,844	(172,906)	225,000
Grant Reserve	350,000	(117,000)		233,000
Infrastructure Reserve	-	85,000		85,000
Free Reserves	3,245,135	(211,844)	(235,245)	2,798,046
	4,879,391	-	(424,649)	4,454,742

a. The Tangible fixed asset fund represents the net book value of the charity's fixed assets.

b. The Development Fund represents the fund designated for the strategic development and growth of the charity. The Trustees agreed to add £225,000 to this fund for use in 2023/24 onwards

c. The infrastructure reserve was set up for 2023/24 to fund major office projects and system upgrades

d. The Grants Fund represents monies set aside to ensure that any short term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring funds are available should the need arise.

17. Analysis of Group and Charity net assets between funds

2023	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,113,696	1,113,696
Investments	3,102,931	60,504	597,988	-	3,761,423
Current assets	600,760	-	-	458,000	1,058,760
Current liabilities	(816,417)	-	-	-	(816,417)
Long term liabilities	(4,228)	-	-	-	(4,228)
Net assets at 31 March 2023	2,883,046	60,504	597,988	1,571,696	5,113,234

2022	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,130,194	1,130,194
Investments	2,882,924	63,597	892,222	-	3,838,743
Current assets	1,278,910	-	-	366,185	1,782,972
Current liabilities	(868,852)	-	-	-	(868,852)
Long term liabilities	(47,847)	-	-	-	(47,847)
Net assets at 31 March 2022	3,245,135	63,597	892,222	1,634,256	5,835,210

Analysis of Charity net assets between funds

2023	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,113,696	1,113,696
Investments	3,103,033	60,504	597,988	-	3,761,525
Current assets	600,758	-	-	458,000	1,058,758
Current liabilities	(816,517)	-	-	-	(816,517)
Long term liabilities	(4,228)	-	-	-	(4,228)
Net assets at 31 March 2023	2,883,046	60,504	597,988	1,571,696	5,113,234

2022	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,130,194	1,130,194
Investments	2,883,026	63,597	892,222	-	3,838,845
Current assets	1,278,908	-	-	366,185	1,782,970
Current liabilities	(868,952)	-	-	-	(868,952)
Long term liabilities	(47,847)	-	-	-	(47,847)
Net assets at 31 March 2022	3,245,135	63,597	892,222	1,634,256	5,835,210

18. Operating lease commitments

At 31 March 2023 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

Plant and Machinery	**March 23 (£)**	**March 22(£)**
Maturing within one year (equipment)	5,200	11,657
Maturing between one and five years (equipment)	20,800	971

19. Related party transactions

There were no identified related party transactions in 2022/23 (2021/22: none)

The total donations received from trustees in 2022/23 amounted to £720 (£160 received from trustees in prior year)

20. Financial Instruments

	March 23 (£)	**March 22 (£)**
Financial asset measured at fair value	520,000	520,000
Financial assets measured at amortised cost	386,742	557,682
Financial liabilities measured at amortised cost	768,981	814,497

Education Support

The charity for everyone working in education

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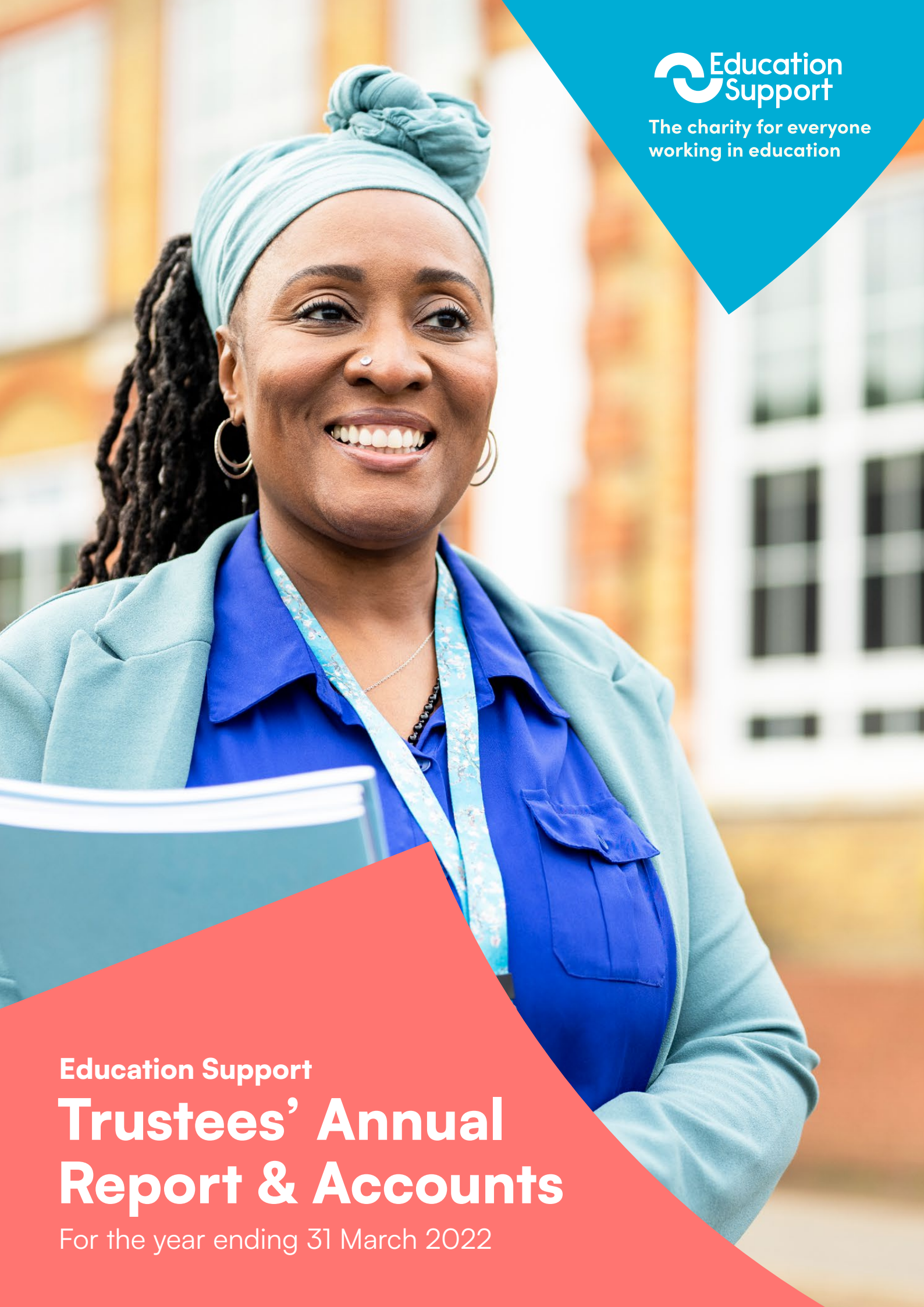
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EDUCATION SUPPORT PARTNERSHIP

England & Wales - Charity number 1161436

Accounts



Education Support

The charity for everyone working in education

Education Support

Trustees' Annual Report & Accounts

For the year ending 31 March 2022

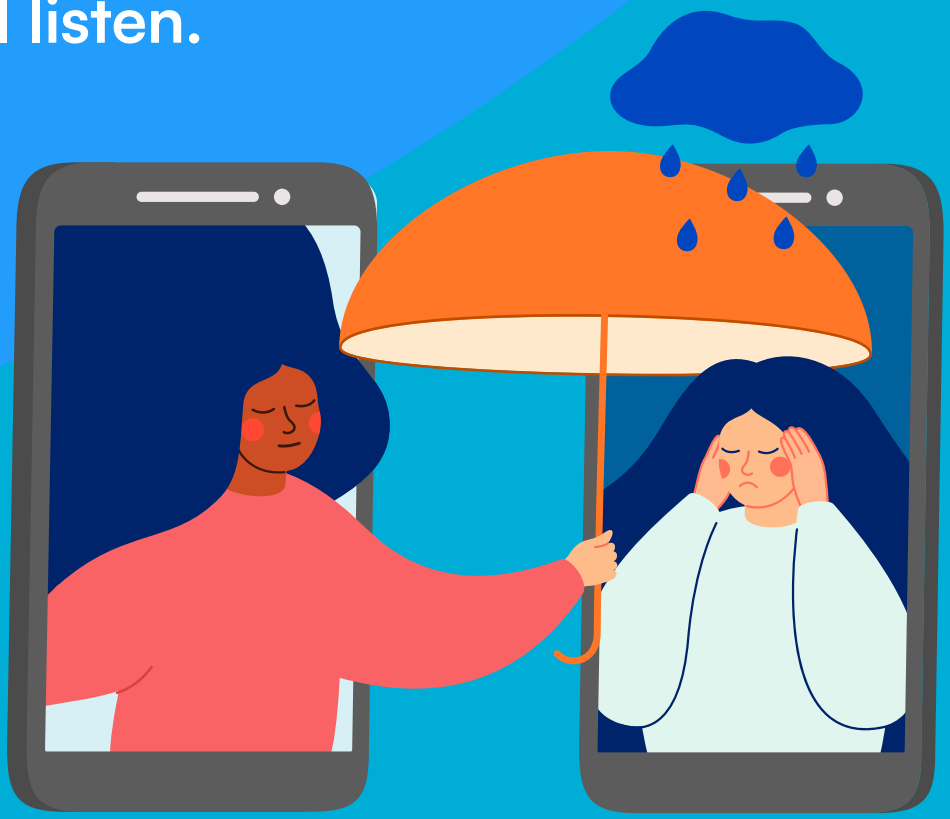
About Education Support

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

We support individuals and help schools, colleges and universities to improve the mental health and wellbeing of their staff. We also carry out research and advocate for changes in Government policy for the benefit of the education workforce.

Our free and confidential helpline is open 24/7 on **08000 562 561** and is staffed by qualified counsellors. It is available for everyone working in education, including support staff, lecturers, administrators and teaching assistants.

Call us. We'll listen.



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Staff at the university of Essex

Chair and CEO report

Whether we were providing counselling, financial support, supervision or peer support to education staff, the stories we heard over the past year share many common themes. If we had to label it, 2021-22 would be the "Year of Exhaustion". On countless occasions we have worked with educators who have been brought to tears by the relentlessness of the past two years. The period from November 2021 to February 2022 appears to have been the nadir. Whilst there is still significant distress and hardship across the profession, life in education feels a little more 'normal' as we move through 2022.

Whilst we warmly welcome a bit of normality, we don't lose sight of the fact that when it comes to educator wellbeing, 'normal' is not all that impressive. Our 2021 Teacher Wellbeing Index highlighted persistent high rates of stress, anxiety and depression across the workforce, relative to other professions. If acute stress is consistently reported as affecting 70-80% of the workforce, at what point do we accept that there is a chronic stress issue at play, with all of the health implications that this brings?

The WHO reported in 2021 that working 55 hours or more per week is a "serious health hazard"[1] Since long working hours have become wholly normalised within schools, colleges and universities, we need to reflect on what this means for educators. 'Survival of the fittest' may no longer be an appropriate workforce strategy.

Increasingly, spill over from other, creaking parts of the public sector drive workload and work intensity. In particular, school leaders report that Children and Adolescent Mental Health Services and social services are stretched and underfunded, leaving teachers and education staff to pick up the social, emotional and safeguarding challenges that other parts of the public sector lack capacity to address.

Let us be clear. Giving teachers and education staff more training to continue to take on these responsibilities is not the answer. Broadening of our definition of "teacher" by stealth is no way to respond to social need. Teachers are not therapists or social workers, nor should they be expected to be. It is by addressing these social challenges, and letting teachers teach, that we best keep children and young people engaged, learning and energised.

Our focus for the future is sharper than ever. We will continue to press policymakers to recognise and address the drivers for wellbeing and to make decisions that support a flourishing and high-performing workforce. We will continue to help schools to develop the cultures and practices that shape healthy environments in which people can do their best work and achieve the best outcomes for learners. And we will continue to hold individual educators at the core of our work. We will support them to develop and hold personal boundaries and to accept that they cannot hold up the system by themselves, no matter how many hours they work. We will promote the importance of community care and connection across the profession and let educators know that they are never alone. We are always on the end of the phone.

We will unapologetically promote health, relationships and laughter (the science backs us here!) and when we do our work well, educators will remember why they fell in love with teaching in the first place.

Sean Hanson & Sinéad Mc Brearty

> *We are hugely grateful to everyone who has donated to us this year, making our work possible. This includes our regular givers and everyone who has responded to an urgent appeal, collected sponsorship for a challenge, donated proceeds from the sale of products or left us a gift in their Will. We are also thankful to the organisations who have supported us, including the Academy Transformation Trust, AEC Trust, CSIS Charity Fund, Danson Foundation, ETF, Pears Foundation and TUUT Charitable Trust.*



[1]Pega, F et al (2021). "Global, regional, and national burdens of ischemic heart disease and stroke attributable to exposure to long working hours for 194 countries, 2000—2016: A systematic analysis from the WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury". Environment International, Vol 154. https://ww.sciencedirect.com/science/article/pii/S0160412021002208

Our Objectives

Objective 1: To be well known, credible and trusted across the education workforce

We have worked hard this year to raise awareness of the charity across the workforce, with a particular focus on reaching school leaders.

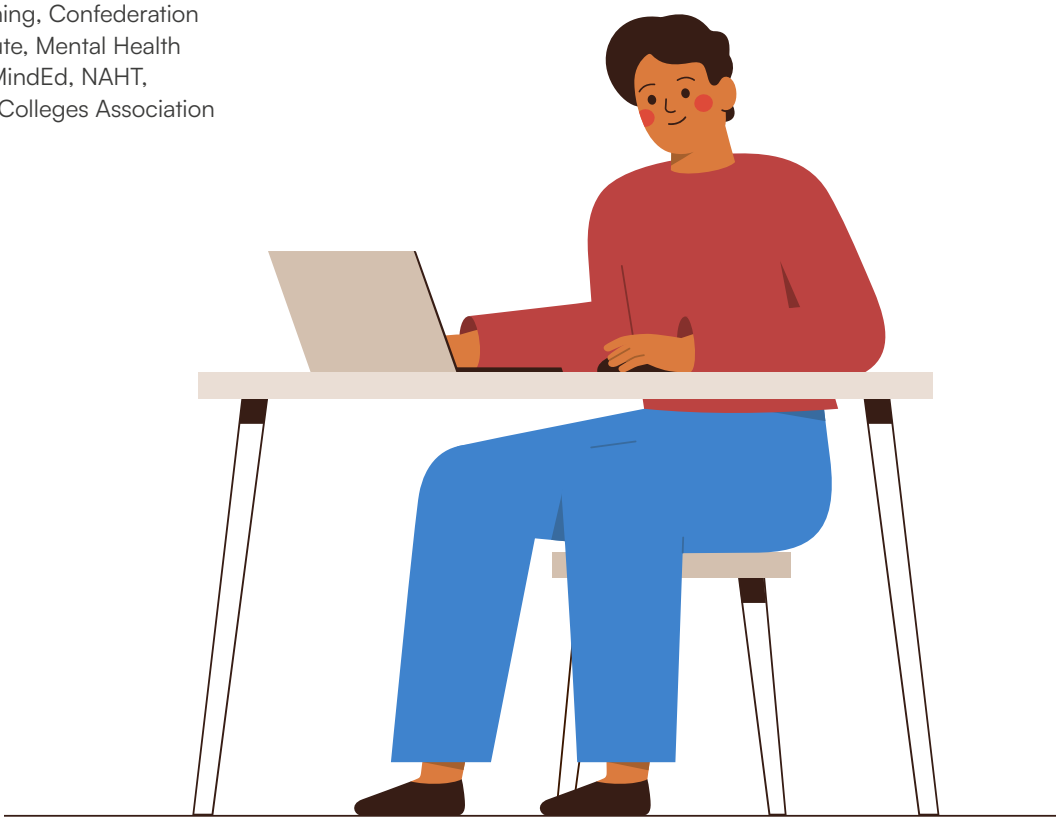
We are delighted to have built and launched a new website that significantly improves the user experience and navigation of our resources. Since its launch, user engagement has grown rapidly, with users staying longer and interacting with our content more. In parallel, we have continued to develop and deepen our social media presence across all the major platforms. These channels continue to be a priority for us, and we will continue to grow and maintain audience relationships via social media. We have also begun hosting our own webinars, with a programme of events focused on topics that we know are not addressed elsewhere in the sector. We have been heartened to see the level of enthusiasm and engagement with these events. We also speak routinely at a range of sector events and conferences. We have developed 42 new content pieces and our resources have been viewed over 105,000 times across the year. We continue to invest time and energy in a range of important partner and stakeholder relationships. Over this period we are delighted to have collaborated with ASCL, Association of Colleges, Chartered College of Teaching, Confederation of School Trusts, Education Policy Institute, Mental Health Foundation, Mentally Healthy Schools, MindEd, NAHT, NASUWT, NEU, Public First, Sixth Form Colleges Association and Universities UK.

Objective 2: To move mental health toward the centre of education policy, using robust data and evidence

The wellbeing of education staff has become a mainstream concern in the education sector and Education Support is proud to have contributed to this increase in awareness and understanding.

We are pleased to hold good working relationships with governments in England and Wales. We continue to share our data and insight on the issues affecting education staff and will work with policymakers to develop sustainable policy solutions.

We published the fifth edition of the Teacher Wellbeing Index, including a retrospective on trends over the past five years. We published a literature review of the evidence base on the impact of stress, burnout, anxiety and depression on the wellbeing of education staff and their students. We were delighted to work with Professor Gail Kinman and Dr Siobhan Wray to produce our *Supporting Staff Wellbeing in Higher Education* report.



Objective 3: To offer a range of high-quality services that deliver clear and substantial impact for everyone working in education

We continue to deliver our 'safety net' services to those working in education. Our 24/7 helpline continues to handle a consistent volume of emotional support calls from the workforce, with over 9,500 cases supported. We experienced a 23% year on year increase in the number of cases where someone was clinically assessed to be at risk of suicide.

Our Grants programme provides essential support to those who are in financial distress, with a notable rise in demand toward the year end as the cost of living crisis escalated. We awarded just over 400 grants with a combined value of £307,976 in the period.

With support from Welsh Government and Department for Education in England, we have delivered peer support or professional supervision to over 370 school leaders over the past year. In addition, our Wellbeing Advisors have worked with over 110 schools in Wales, supporting the development of bespoke wellbeing strategies or interventions with each school.

Finally, our Employee Assistance Programme continues to channel high quality emotional and mental health support to schools across the country. Over the course of the year over 1,200 schools were supported through this service.

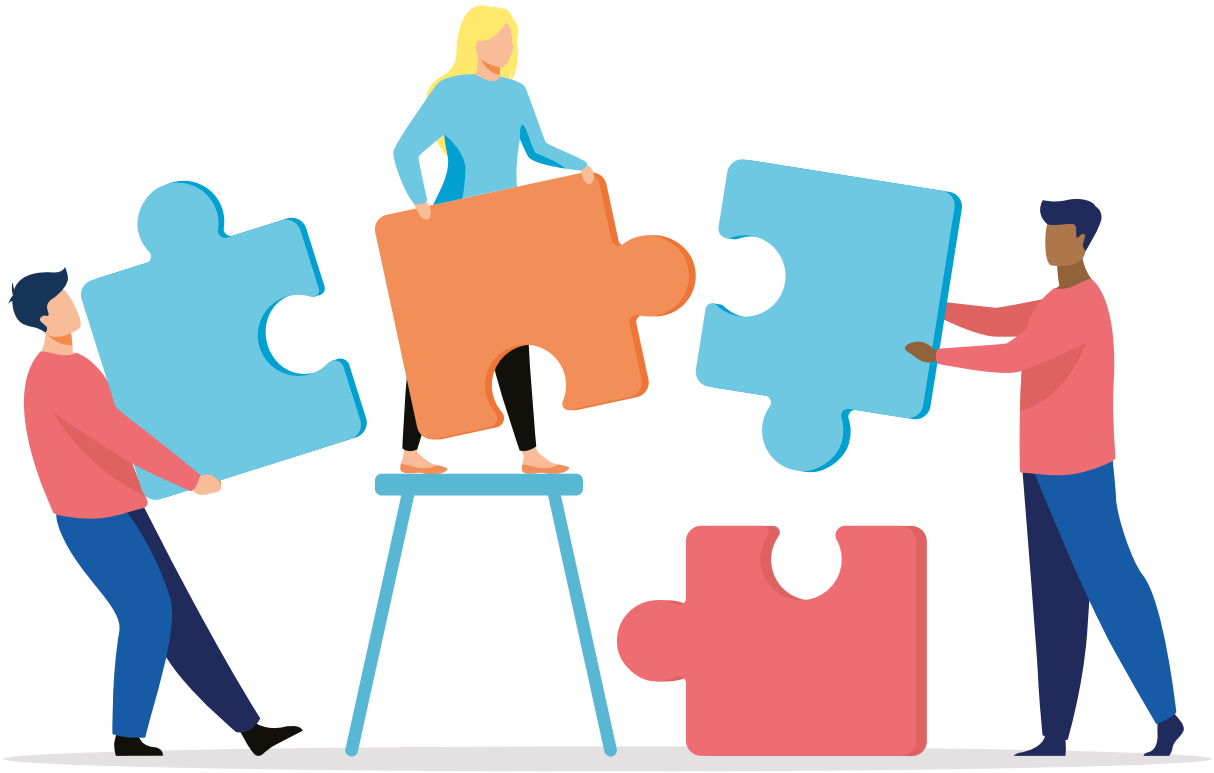
Across all services, we provided mental health and wellbeing support to over 100,000 people working in education during 2021-22.

Objective 4: To be recognised as a centre for innovation; piloting, evaluating and disseminating new approaches to supporting the mental health of the education workforce

This year we have built on previous pilots to extend the support that we offer to school leaders in England and Wales. Our facilitated peer support, professional supervision and school wellbeing advisory service have all been positively evaluated during this period. On average, nine out of every ten participants reported that our support has made a meaningful difference to their work or wellbeing.

We continue to look to extend and deepen our service offer and have started new pilot projects with Further Education partners as well as in Northern Ireland.

We are pleased to be a member of the Mental Health in Higher Education Advisory Group and will use this opportunity to consider how we can best support staff in the Higher Education sector.



Objective 5: To become financially sustainable, generating surplus to fund innovation projects

We have secured an operating surplus for the second consecutive year. We continue to grow top line income and to sustain strong cost management. We have developed an investment plan for our surplus reserves and will be using this money to support the recruitment of new individual donors, growth of our EAP school member base and the development of new services for schools and colleges.

Alongside this work against our five organisational objectives, we have made good progress in developing the organisation. We completed a successful hybrid working pilot, taking the opportunity to understand the operational and cultural issues arising from the shift to hybrid working.

We are also pleased to have developed an Equality, Diversity and Inclusion strategy with staff, and are now working to implement that strategy.





2021-22
Delivering our Services

image: visiting teacher at Drayton Park Primary, London © Simon Ellis

Counselling



Education Support carried me when I couldn't walk. Sometimes the scariest thing is reaching out, making that phone call. But it really was a lifeline, by making those calls I'm still alive."

— Sian-Marie, RE teacher and helpline caller

Our free and confidential helpline is open every day, round the clock.

We're proud to provide in the moment emotional support to everyone working in the education sector.

Callers can speak to our qualified counsellors about anything from their work or home life.

9,532
calls

59%
of calls dealt with work-related stres

741
people were clinically assessed as at risk of suicide
↑ 23%

Employee Assistance Programme (EAP)

Our EAP continues to provide quality, confidential support for thousands of people working in the education sector.

Our service offers face-to-face counselling and information to support staff with a range of personal and professional issues. Schools and organisations can address issues before they escalate and become problems for the individual, school or pupils.

Over
6,500
cases
(↑ 18% compared to last year)

Over
1,800
people had ongoing counselling sessions

95,300
people working in schools are supported by an Education Support EAP

597
were from people clinically assessed as at risk of suicide
(↑ 89% compared to last year)

Financial grants

We continue to provide emergency financial help to those in the sector who need it. In 2021/22 we awarded 408 financial grants to current, and former, education staff.

> *I'm deeply thankful for the financial support that Education Support has given me. My financial situation was so bad. Without this support I would really have struggled and ended up in even further debt. I cannot express my gratitude and how much this support means."*
>
> ***— Educator and grant recipient***



820
applications
(up from **727** in 2020-21)



408
grants awarded
(up from **341** 2020-21)



277
applicants between
Jan 2022-March 2022



£307,976
was the total amount
we awarded

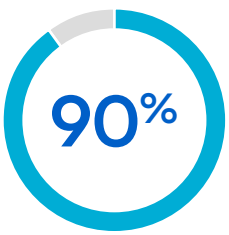
We provided grants for a range of reasons:

- **Loss of employment**
- **Ill health**
- **Bereavement**
- **Injury**
- **Sudden life events**

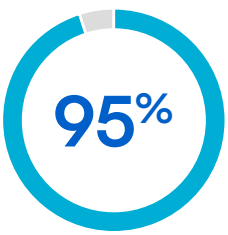
We supported people with:

- **Short-term financial emergency support**
- **Support with covering cost of living costs**
- **Money for food**
- **Essential but unaffordable items**
- **Help to stay in or get back to work**

Service feedback



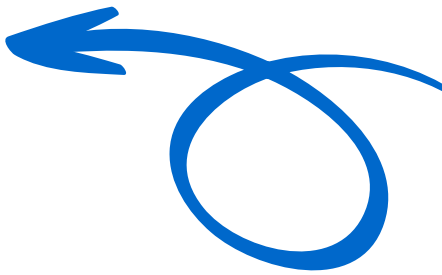
believe the grant had a **positive impact** on their financial circumstances



rated the service they received as **excellent or good**



of users would **recommend us** to a colleague



School Leader Wellbeing Services in England

We were delighted to be awarded further funding from the Department for Education in 2021/22. This allowed us to support a further 437 leaders with their mental health and wellbeing, during a challenging time for people running schools.

The service provides both peer group support and one-to-one support, with both professional supervision and support from BACP accredited counsellors available.

School leaders have found it hard to find time to prioritise their own wellbeing, however the impact on those who participated in our services has been life changing.

We use a wellbeing measure (the Warwick-Edinburgh Mental Wellbeing Scale) to score peer support participants' wellbeing. The scores increased from 41.19 to 45.81 over the weeks they took part.



> *I was amazed at how easy it was to apply and overjoyed to have been given the supervision - it has been a lifeline in my final weeks as a headteacher. I really wasn't sure I was going to make it out alive until I got the email to say I had been successful."*
>
> — One to one support recipient

> *I valued being able to share with others' in similar situations and gain valuable feedback and support."*
>
> — Peer support participant

> *It was so helpful to have dedicated 'me' time to talk through issues."*
>
> — Peer support participant

Staff at Royal Harbour, Thanet © Brian Benson



School Wellbeing in Wales Programme

Teacher at Hatton School © Julian Anderson



Our Schools Wellbeing Service worked with 113 schools in Wales, supporting them with bespoke guidance, resources and advice.

The service, funded by the Welsh Government continues to help schools create mentally healthy cultures for all staff.

In addition to this, we have:

- **Facilitated network meetings for Wellbeing Leads**
- **Delivered a series of online webinars**
- **Translated our most downloaded resources into Welsh, making them more accessible to everyone in Wales**
- **Begun developing support for staff in particular roles including Safeguarding Leads and Teaching Assistants**

> *"As a school we really appreciated the level of support received from our advisor. All targets were well discussed and always followed up with supporting materials.*
> *An excellent and extremely helpful service."*
>
> — School leader

> *"The service provided was excellent. Communication was easy and both ways.*
> *Due to the support provided the school now has a strategy for staff health and wellbeing."*
>
> — School leader

100%

of schools reported improved knowledge about staff mental health and wellbeing

100%

of schools described themselves as more motivated to implement wellbeing activity

100%

of schools reported improved confidence when planning how they will support staff mental health

Increasing our reach

We have continued our strategy to reach teachers and education staff via engaging digital resources and events. We're delighted that our audiences continue to grow, and interact with us more!

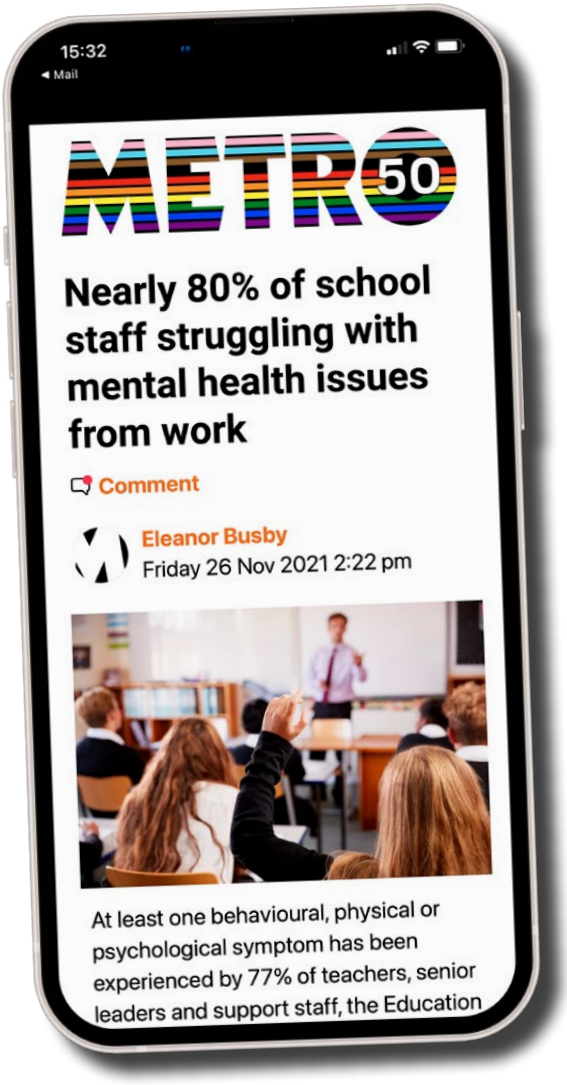
Over
475.5k
visitors to the website

64
pieces in national and sector media

Over
52k
social media followers

685
people reached via our online events

Over
105.2k
people reached via **new** digital resources






fe news
2021 Teacher Wellbeing Index found that teachers' mental health is worse now than at the height of the Covid pandemic
NASUWT
November 24, 2021
0 Comments
The number of UK teachers and education staff who are suffering both psychologically and physically due to their work is growing – despite perceptions that pressures reached their highest during the COVID crisis.
15:31
SCHOOLS WEEK
Home › All news
Covid
Covid taking bigger toll on school staff wellbeing, study finds
This year 62% of school staff said the pandemic contributed to poor mental
This website is using cookies
We use cookies to ensure that we give you the best experience on our website. If you continue without changing your settings, we'll assume that you are happy to receive all cookies on this website.
Accept Learn More
schoolsweek.co.uk
HEADTEACHER
UPDATE
The only magazine for all UK primary school headteachers
School leaders offered free counselling and wellbeing support
A new support scheme for school leaders has been launched is to provide one-to-one counselling and peer group support.
It is being hosted by charity Education Support and has been set-up with £760,000 in Department for Education (DfE) funding.
The scheme is aiming to offer the counselling and peer group support to around 2,000
15:34
Mail
NASUWT
The Teachers' Union
NASUWT comments on Teacher Wellbeing Index
25 Nov 2021
Commenting on the Teacher Wellbeing Index 2021, published by the charity Education Support Network, Dr Patrick Roach, General Secretary of the NASUWT-The Teachers' Union, said:
"Sadly the findings are no surprise to the NASUWT and
nasuwt.org.uk
15:33
Mail
BBC
Teach
Menu
Mental health and wellbeing support for teachers
BBC Teach > Teacher Support
There isn't a teacher who would tell you they don't think of quitting, I don't know, every few months...
We're working with the charity Education Support to help you through some of the biggest pressures and challenges you might face as a teacher.
72% of education staff describe themselves as stressed at work (rising to 84% of senior leaders) according to the 2021 Teacher Wellbeing Index from Education Support.
And 77% say they have experienced symptoms of poor mental health due to their work
bbc.co.uk
15:30
Mail
Education today
Education Support to deliver new support services to school leaders
A new support scheme for school leaders is being launched by DfE today. The scheme will provide one-to-one counselling and peer group support to around 2,000 school leaders, helping those at deputy head level and above with their mental wellbeing.
Education Support will deliver the new mental health support scheme for school leaders. The service will run until March 2023.
The scheme builds on a pilot involving over 350 school leaders which was launched in response to the challenges brought about by the pandemic. Eligible school leaders can access the programme from today through the Education Support website: https://www.educationsupport.org.uk/get-help/help-for-your-staff/wellbeing-services/school-leaders-support/
Education Support also provides a free and confidential helpline for everyone working in education. It is staffed by qualified counsellors and open 24/7: 08000 562 561
Sinéad Mc Brearty, CEO of Education Support says: School leaders have done a heroic job over the past 18
15:31
Mail
union news
Teachers' mental health getting worse – not better – since height of COVID, says new report
By Tim Lezard
25th November 2021 - 7:30 am
The Teacher Wellbeing Index 2021, published today by the charity Education Support Network, shows teachers' mental health is getting worse – not better – in several areas, compared to a year ago at the height of the COVID pandemic.
Commenting on the survey, NASUWT

Our new website

In September we launched of our new website which is jam-packed with information to help keep teachers and education staff mentally healthy. Everything is easy-to-access, navigate and designed with our beneficiaries in mind. Watch this short website video tour to see why we love it so much!

Exploring more

18%
increase in number of pages visited

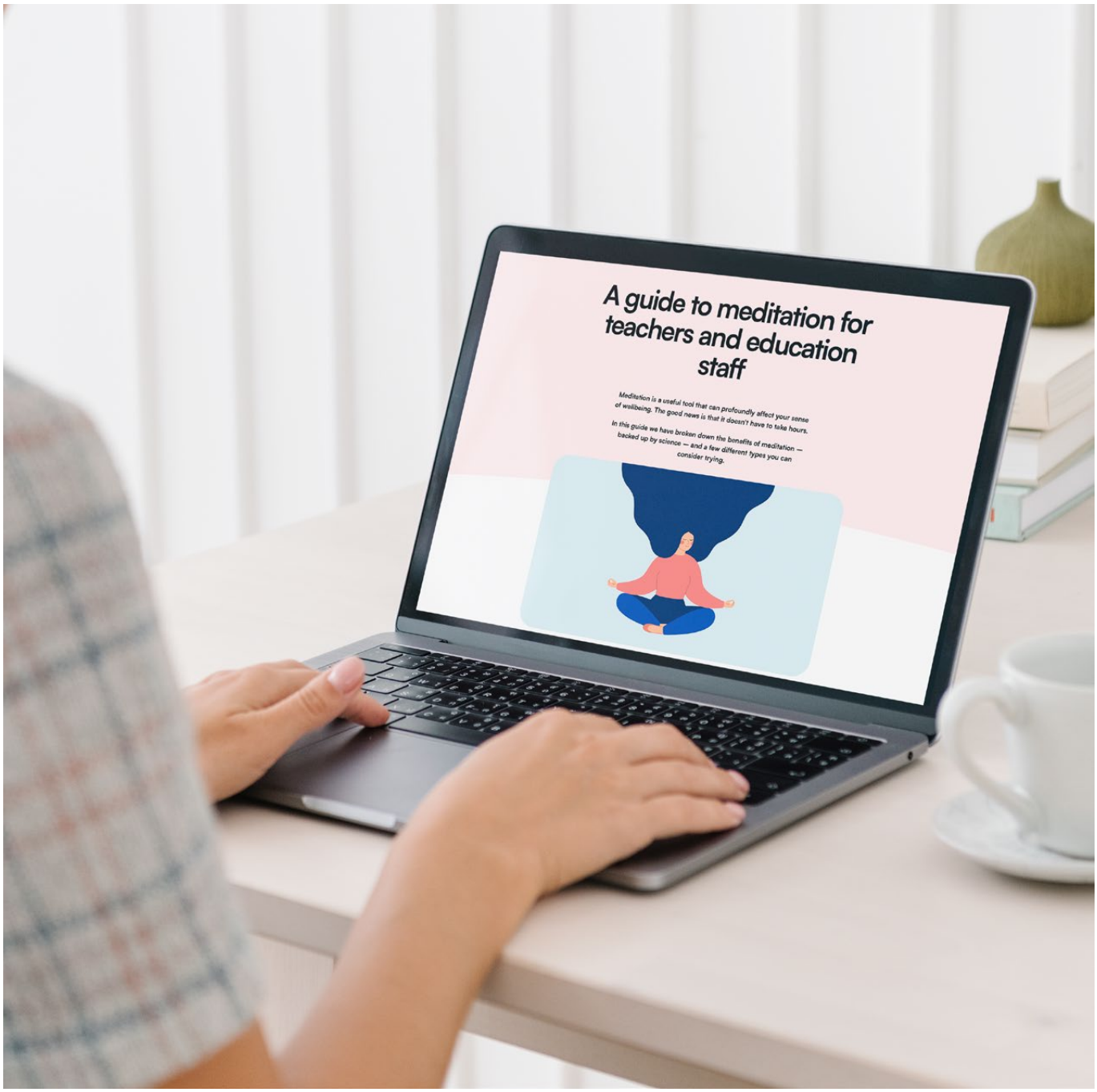
Staying longer

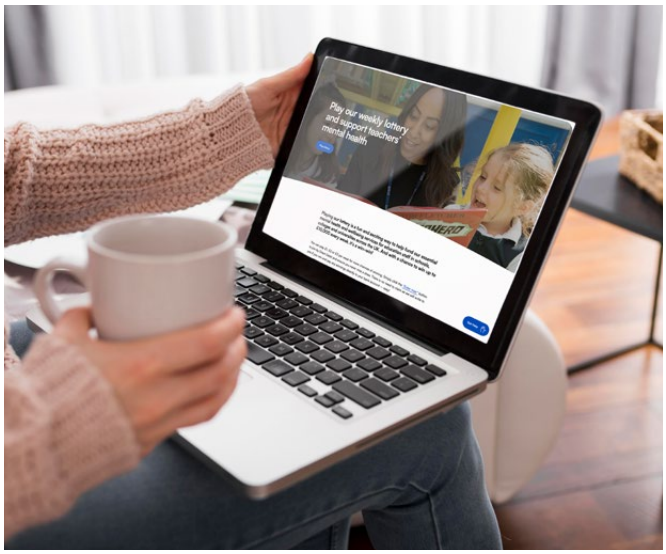
27%
increase in page visit time

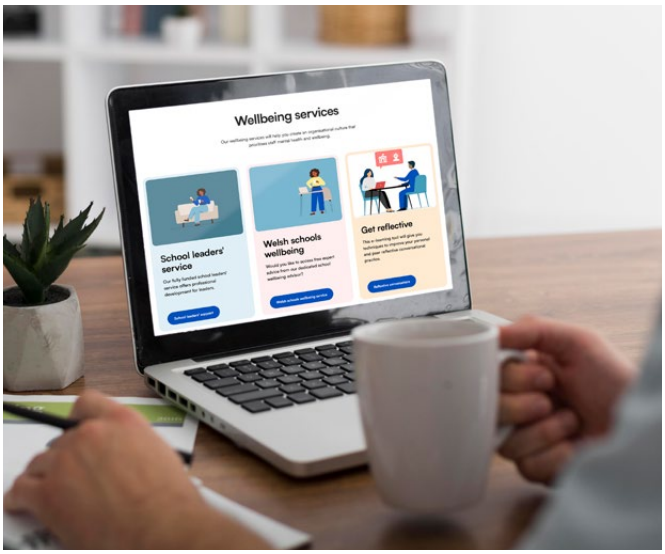
Interacting more

146%
increase in downloads, forms completed and contacts




A guide to meditation for teachers and education staff
Meditation is a useful tool that can profoundly affect your sense of wellbeing. The good news is that it doesn't have to take hours.
In this guide we have broken down the benefits of meditation — backed up by science — and a few different types you can consider trying.


Play our weekly lottery and support teachers' mental health


Wellbeing services
School leaders' service
Welsh schools wellbeing
Get reflective

Online events



57 attendees
320 views



120 attendees
71 views



268 attendees
62 views



150 attendees
55 views

Instagram live



273 views



560 views



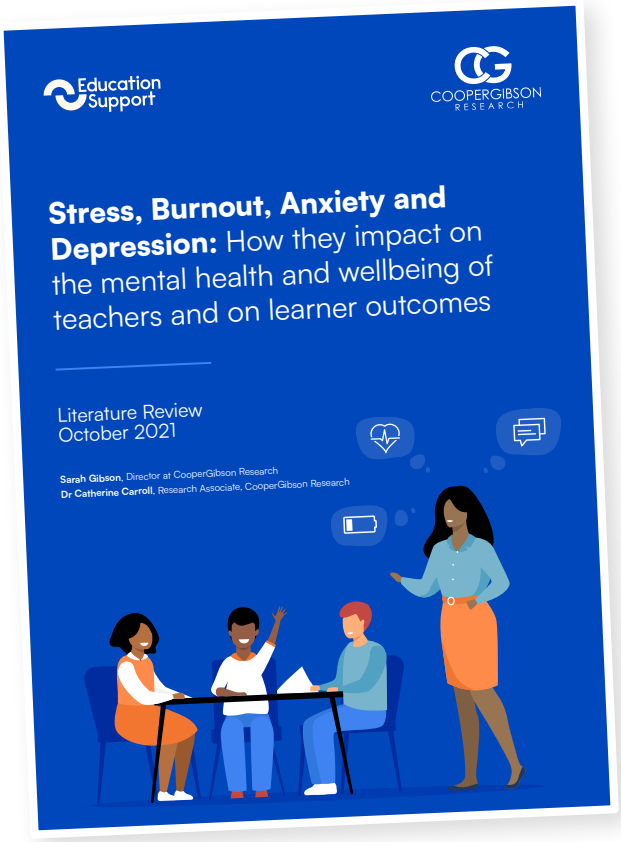
435 views



Our Research

In 2021 we continued to publish comprehensive and robust research about the mental health and wellbeing of teachers and all education staff. We published:





Supporting Staff Wellbeing in higher Education

This report presented the findings of a national study examining working life in UK Higher Education institutions. Two thousand and forty-six academic and academic related staff were surveyed about the psychosocial hazards they encounter, how they feel about the tasks they do and the availability and usefulness of support mechanisms to manage their wellbeing. The psychosocial safety climate of their institutions was also examined along with mental health and work-life balance. The key findings can be found on our website.

Literature Review on Stress, Burnout, Anxiety and Sepression

In October, we commissioned CooperGibson Research to explore the existing evidence base for the impact of stress, burnout, depression and anxiety on the mental health and wellbeing of the teaching profession, and on learner outcomes. You can view the themes that emerged from this research by accessing the full report on our website.

Teacher Wellbeing Index 2021

Our fifth ***Teacher Wellbeing Index*** was arguably the most important yet. It provided a unique insight into the working lives of teachers and education staff under the shadow of Covid-19. It also showed us the five year picture of teacher mental health trends across the UK.

Every day I make decisions that scare me. I'm not a medic. I'm a teacher. I'm afraid that one day I'll make the wrong decision and someone will get hurt."

— headteacher

Our survey of over 3,000 education staff found that in 2021:

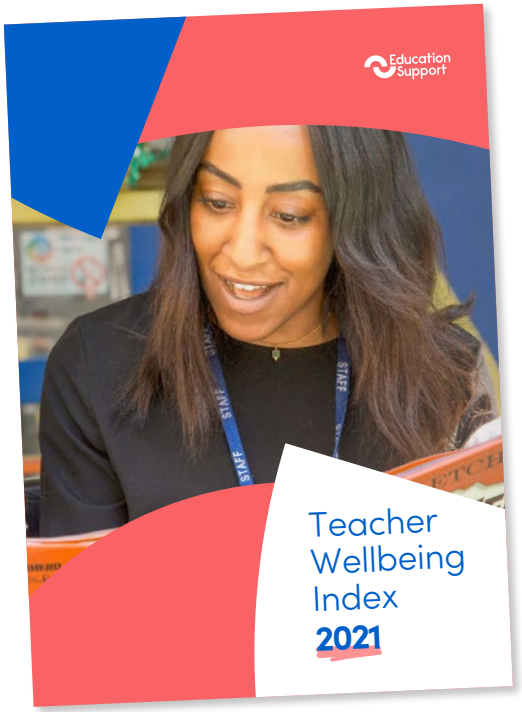
77% experienced symptoms of poor mental health due to their work

72% were stressed (rising to **84%** for senior leaders)

46% always went into work when unwell (rising to **54%** for senior leaders)

42% reported that their organisation's culture had a negative impact on their wellbeing

54% considered leaving the sector in the past two years due to pressures on their mental health



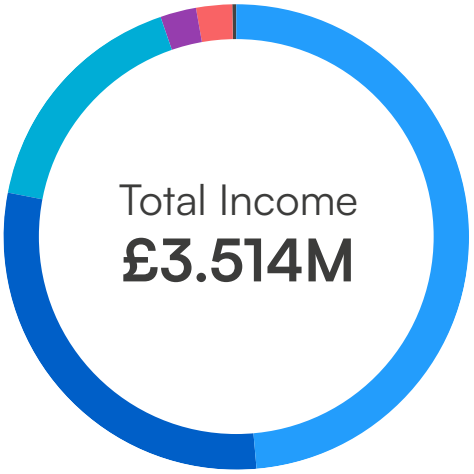
Visit our website to download the full report and learn more about our recommendations.

How we raised our money

During 2021/22 more than **24,000** individual supporters donated regularly, responded to appeals, or left us a gift in their Will.

We are also fortunate to have the support of charitable foundations, government and corporate partners. We generate income from the workplace services that we provide to schools and colleges, as well as through returns from our investments.

We couldn't do what we do without our supporters, partners and customers. Thanks to them, we raised **£3.514** million in 2021/22.



Donations and Legacies
£1,718,055

Government programmes
£584,758

Trusts and Foundations
£82,056

Workplace Services
£1,029,496

Investment Income
£93,439

Corporate Donations
£6,400

Strides Against Stress

Strides Against Stress was our brand new online fundraising challenge, set against the backdrop of Covid-19 restrictions and a teaching workforce facing new and rapidly changing pressures.

Our supporters aimed to run or walk a stress-beating mile a day throughout April — which is also Stress Awareness Month.

More than **1,000** supporters of all ages and abilities took part. Together they raised more than **£53,000**, for which we are extremely grateful!

Thank you Striders!

- **£53,684 raised**
- **1039 supporters registered**
- **99% were brand new supporters**
- **164 teams**
- **31 participants raised more than £200**

> *"Everyone on my team commented that it helped their mental and physical wellbeing by helping them be active every day."*

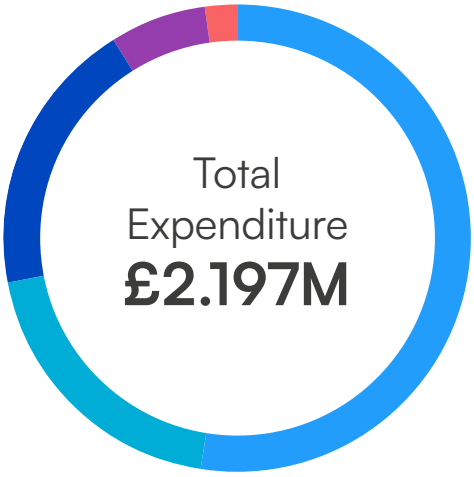
> *"Time for me to walk immersed in nature was good for the soul."*

> *"Getting out every day for a 1 mile run cleared my head! Physical fitness helped my mental fitness."*

> *"Encouraging me to walk more positively impacted my mental wellbeing."*

> *"I was happy and motivated to go walking."*

How we spent our money



£2,196,759 was spent in total in the year on charitable services. The cost of raising funds was £1.066m (2020:21 £1.038m) excluding strategic development costs.

The Surplus excluding investment gains was £334,193 after Pension deficit reduction of £224k.

- **Counselling and mental health advice services**
  £1,153,493
- **Financial support services**
  £432,682
- **Communications, policy and research**
  £416,646
- **Information and online advice services**
  £150,036
- **Training and organisational development**
  £43,902



Quality Assurance and Impact

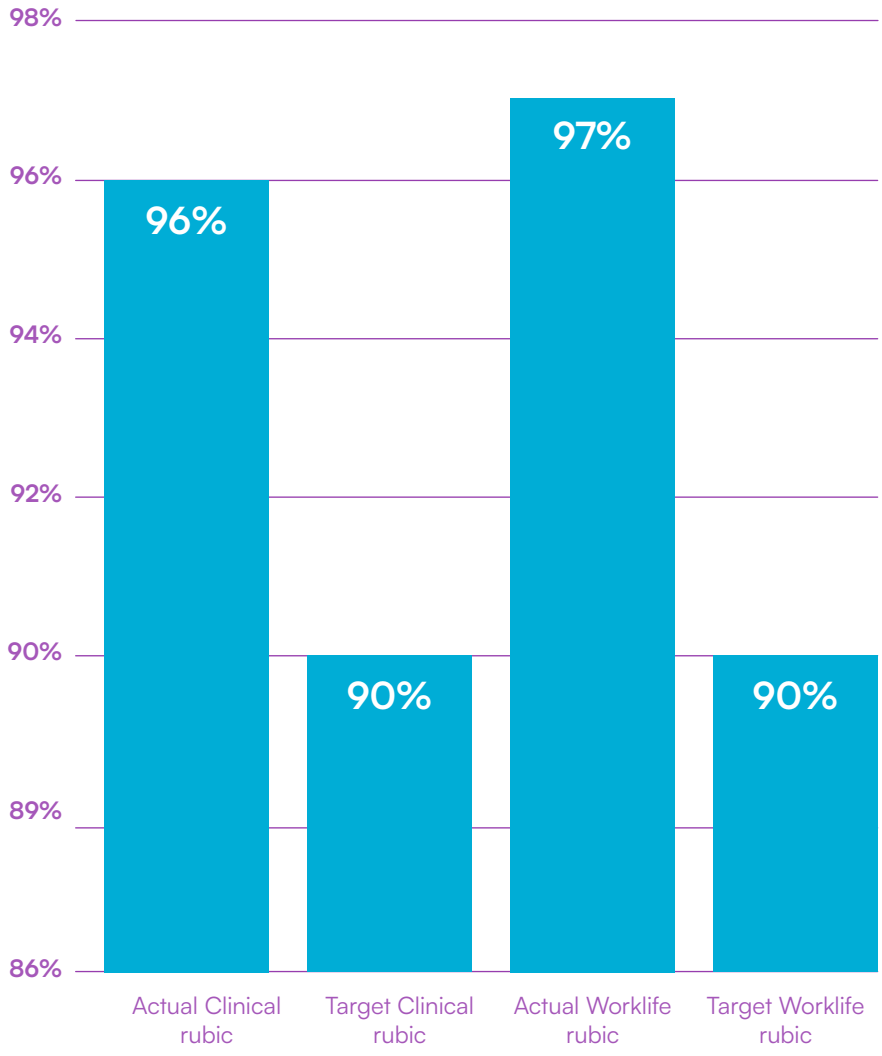
Education Support operates a bi-annual audit programme with an independent clinical assessor.

These audits involve listening to calls as well as examining processes in place and exploring how improvements might be made. Each audit meeting operates to ISO 9001:2008 standards and monitors the performance of counsellors (based on clinical and non-clinical standards).

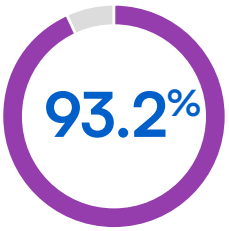
Furthermore, we invite every service user to complete an online evaluation form.

Independent Audit Results: November 2021

[Counselling Services Audit Score 2021]

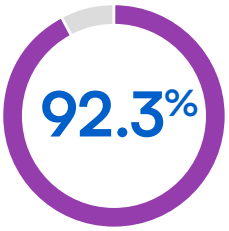


Service User Feedback:



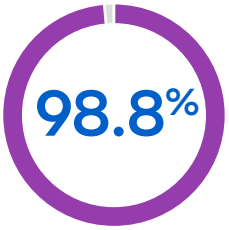
said using our service helped them feel better equipped to deal with their problem or query

↑ **1.9%** on 20/21



agreed that the service had a positive impact on their situation.

↑ **2.5%** on 20/21



agreed that we are empathetic and understanding

↑ **0.5%** on 20/21



Legal and Administrative Information

Image: teacher at the university of Essex

The trustees are pleased to present their report and accounts for Education Support and its subsidiaries (the group) for the year ended 31 March 2022.

Constitution

Education Support is a Company Limited by Guarantee (Company Number 09311354) with charitable status and is registered with the Charity Commission under registration number 1161436. It does not have any share capital.

Education Support is the successor to the Teacher Support Network Group comprising of Teacher Support Network and Recourse following a merger of their assets, activities, undertakings and liabilities on 31 March 2015.

The company was incorporated on 14 November 2014 as Education Sector Support UK and changed its name to Education Support Partnership on 24 July 2015.

Education Support Partnership and Worklife Support (a former subsidiary of Teacher Support Network) merged their trading activities and assets on 1st April 2016.

Governing document

The governing document guiding the work of the organisation is the Articles of Association — these articles were adopted upon incorporation and were amended following a special resolution in December 2018. The Charity is a Charitable Company Limited by Guarantee.



Trustees and Management

Board of Trustees who were in place during the financial year 2021 - 22

Sean Hanson	Chair
Adam Alagiah-Glomseth	Appointed 7 September 2021
Helen Herniman	Appointed 7 September 2021
Debbie Simpson	Appointed 7 September 2021
Amy Bills	Appointed 7 September 2021
Harry James	Chair of GDP committee | Resigned 31 March 2022
Christopher Day	Vice Chair | Resigned 31 March 2022
Rod Ruffle	Resigned 31 March 2022
Emma Hollis	
Lynne Tweed	Vice Chair | Resigned 24 May 2021
Gareth Conyard	
Prof. Ed Sallis	Resigned 31 March 2022
Rachelle Headland	
Sridhar Athreya	Honorary Treasurer

Elected Officers of the Board

Sean Hanson	Trustee Board Chair
Lynne Tweed	Trustee Board Vice Chair | retired 24 May 2021
Christopher Day	Trustee Board Vice Chair | retired 31 March 2022
Sridhar Athreya	Honorary Treasurer

Leadership team

During the financial year 2020-2021

Sinéad Mc Brearty	Chief Executive Officer
Paul Lismore	Director of Finance and Operations
Katie Hepworth	Director of Income Generation | to 18 March 2022
Faye McGuinness	Director of Programmes
Gemma Scotcher	Director Comms & Public Affairs (From April 1 2022)

Other charities and companies in the group:

Teacher Support Network,
40a Drayton Park, London N5 1EW
Teacher Support Network formerly promoted health and wellbeing and offered benevolence to teachers. The company and charity transferred its assets and undertaking to Education Support Partnership on 31 March 2015 and is currently dormant.

TBF Holdings Limited
TBF Holdings Ltd is a wholly owned subsidiary that manages the shareholdings of the charity in Worklife Support Limited. The principal office is at 40a Drayton Park, London, N5 1EW.

TBF Trading Limited - Currently dormant.

Worklife Support Limited (WLS Ltd)
WLS Ltd was a trading subsidiary of the charity delivering a range of health and wellbeing services to employers and their employees in education and in the third sector. The charity's shareholding in WLS was held by TBF Holdings Limited, a subsidiary of Education Support Partnership. Its activities merged with Education Support Partnership on 1 April 2016.

Professional Advisors

Bank: National Westminster Bank plc Chancery Lane and Holborn branch 332 High Holborn London WC1V 7PS

Auditor: Moore Kingston Smith 9 Appold Street, London, EC2A 2AP

Clinical auditor services: Ben Amponsah, Apartment 39, Islington Wharf, Great Ancoats Street, Manchester, M4 6DH

Investment advisors: Ethical Investment, Third Floor, Formal House, 60 St George's Place, Cheltenham, GL50 3PN

Investment Manage: Quilter Cheviot Senator House, 85 Queen Victoria Street, London, EC4V 4AB

Education Support's registered office: Education Support, 40a Drayton Park,
London, N5 1EW

Staff at the University of Essex



Objectives and Activities

Objectives

Our charity's purposes as set out in the Objectives section of the Articles of Association (Article 3) are:

- the relief of financial hardship, sickness, disability, ill-health (mental or physical) and the infirmities associated with old age for serving, former or retired workers from the education sector, and their dependents;
- the advancement of education; and
- such other charitable purposes as the trustees may determine.

Our vision and mission

Mission

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

How we deliver public benefit

Everything we do is aimed at supporting and improving the wellbeing and mental health of those working in, and retired from, education. This includes assisting them in managing their finances and going some way to relieving the associated pressures of financial hardship. We support the whole person: by that, we mean not just an individual in their professional capacity but in their personal life as well. In setting the business plan each year the trustees of Education Support have complied with the duty of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission, including "Running a Charity PB2".

Summary of our principal activities

See pages 8-24.

Volunteers

Education Support did not run a volunteer programme in 2021 - 2022.

Structure, Governance and Management

Governance structure

The Board of Trustees

Trustees govern the activities of the charity in accordance with its Articles of Association. The charity is constituted as a Charitable Company Limited by Guarantee and has no share capital.

Governance Review

The board of trustees continue to assess its performance and skills. A full board effectiveness review was carried out during the year. Actions and findings from that are being incorporated into our use of the governance wheel toolkit.

As well as the board of trustees there are three sub committees:

- Finance, Audit and Risk
- Governance, Delivery and People
- Remuneration

Trustee selection methods

Trustees are recruited via an open recruitment process, selected on the basis of skills gaps and ability to contribute effectively to the governance of Education Support.

Remuneration policy

Staff salaries cost of living increases are approved at the remuneration committee before the annual budget for the year is completed. Senior staff salaries are reviewed by the Remuneration committee against market rates.

How we make decisions

The board of trustees meets on a quarterly basis to review progress against key objectives.

The board of trustees makes all strategic decisions and delegates responsibility for the operational management and leadership of the charity to the Chief Executive (under the terms of the CEO delegated authority) who is supported by the Leadership Team.

Financial procedures set the financial limits for decision making at varying and appropriate levels from board level downwards.

The board of trustees organises itself into committees in order to explore particular areas in more depth and report back and make recommendations to the board as a whole.

Induction and Training

A new induction process was implemented in 2019 and five new trustees took part. Feedback on the process was positive. Trustees have developed a training matrix and we use this to identify any specific needs/gaps. We aim to fill these gaps with training and guidance where necessary. We regularly review the induction process.

Fundraising Review

The majority of Education Support's fundraising is conducted by paid staff or by volunteers securing small sums of sponsorship on our behalf. We also work closely with carefully selected third party organisations who fundraise on our behalf, conducting telephone campaigns and operating our online lottery.

Education Support, and our third party fundraising partners comply with fundraising regulations and the Fundraising Regulator code of practice. Education Support and our third party suppliers are registered with the Fundraising Regulator, and pay the annual levy.

No areas of non-compliance have been identified relating to any of our fundraising activities.

There were no complaints registered relating to fundraising activities in 2021/22.

Investment Policy

Quilter Cheviot acts as Investment Manager to Education Support. The investment objective is to invest holdings on a long-term basis to achieve capital appreciation and minimum income of 3 percent per annum for distribution to the charity on a quarterly basis.

The charity adopts a socially responsible investment approach excluding investment in arms manufacture and distribution and promotion of pornography from its portfolio, and restricting tobacco investment. We support community investment, environment and green technology, and encourage investment in recycling and waste, safety and protection, training and educational activities and employment.

Investments are selected from a wide range of asset classes to allow for diversification and maximise performance with a reasonable or balanced level of risk.

The Committee meets annually with its Investment Manager to review performance of the fund and to determine future plans. An initial £4.0 million was invested in the fund in 2014 and a further £300k added during 2015/16. To support the trustees in decision-making we employed an independent Investment Advisor (Ethical Investments) at the end of 2018/19. Due to the disruption and uncertainty in the last year additional work in this area has been put back.

The investment portfolio gained £230k of its overall value during the financial year. The balanced approach adopted by Quilter Cheviot has benefited the charity by outperforming benchmarked indices such as FTSE All Share.

Since March 2020, markets have improved but remain uncertain. The market value of the investments at 31 March 2022 is £3.3 million compared to £3.0 million as at 31 March 2021.

The trustees have considered the nature, disposition, marketability, security and valuation of the scheme's investments and consider them to be appropriate relative to the reasons for holding each class of investment. More details about investments are given in the notes to the financial statements.



Staff at the University of Essex

Financial Review

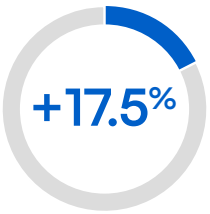
2021/22 continued on from 2020/21 with uncertainty around the impact of Covid-19.

We again looked to our supporters for donations as well bedding down the new commercial team structure. We also managed to add additional grant and contract funding from DfE and the Welsh Government for projects to support those in need.

The response from supporters, some very generous legacies whilst maintain similar amounts of commercial income to previous years and the additional grant/contract funding meant we had a positive year financially. This also reflected our commitment to manage costs effectively.

Total incoming resources for the year were £3.514 million (2020/21: £3.035 million) and total expenditure was £3.404 million, (2020/21: £2.855 million) giving an operating surplus of £334k (2020/21: surplus £180k) before gains/ losses on investments.

Included in this surplus is a one off item on the Pension Fund. Following the triannual valuation in 2020, the long term creditor on the pension reduced by £224k (see Note 15). Including this Education Support in 2021-22 generated a net surplus of £564k (2020/21: Surplus of £657k). The surplus this year shows good progress in our aim to make the organisation more financially stable.



Overall, income (excluding that from investments) was 17.5% higher this year at £3.514 million.

Overall, income (excluding that from investments) was 15 percent higher this year at £3.4 million.

In 2021/22 financial year voluntary income was £1.807 million, up 4 percent on 2020/21, mainly due to an increase in legacy income. This was £497k for the year. Our appeals in the year raised £128k. Voluntary income made up 51 percent of our total income. We will continue our long term strategy to diversify voluntary income sources.

Despite this being a very challenging year for our commercial team, income generated from paid for services was £1.029 million (2020/21: £917k).

In 2021/22 Education Support contracted with the English and Welsh governments to deliver new services to support education staff during the pandemic. Income in this area was £585k and additional funding is already secured for 2022/23.

Education Support continues its focus on improving cost efficiency. Total resources expended in Education Support for the year amounted to £3.404 million, an increase of £549k on 2020/21, with main increase in delivering charitable activities up 22% on 20/21 at £2.2m.

Reserves Policy

The trustees have set a reserves policy, which requires that:

the reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future;

reserves are maintained at a level which ensures that Education Support's core activity can continue during a period of unforeseen difficulty;

a proportion of reserves is maintained in readily realisable form.

The policy states that free reserves should be maintained at a level which is at least equivalent to six months' operational expenditure, having regard to its future business plan and likely funding streams. Based on the organisation's budget for 2022-23 this equates to £1.845 million. At 31 March 2022, the value of free unrestricted reserves is £3.245 million.

Unrestricted reserves of the Group at 31 March 2022 are £4.879 million, which include fixed assets and designated funds of £1.634 million.

The underlying assets of the organisation have sufficient liquidity to enable the organisation to meet all of its commitments as they fall due, but we recognise that we are operating currently in an uncertain environment.

Restricted reserves represent funds provided by external organisations for a specific purpose. These funds are actively managed and utilised in accordance with the restrictions placed on these funds as advised to Education Support.

Free Reserves:

It is recognised that the level of free reserves at 31 March 2022 is in excess of our policy minimum, however trustees recognised that the level of uncertainty around both voluntary and commercial income, the uncertainties that will remain throughout this year and beyond, and the increased levels of need for our services, require us to be able to react positively in the coming years. We also aim to invest in strategic development projects in 2022/23 to meet key organisational goal.

Designated funds:

The Development Fund represents the fund designated for the strategic development and growth of the charity.

In 2018/19 the board designated a Grants Fund of £350k, set aside to ensure that any short-term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring that funds are available should the need arise.

The trustees regularly review the level of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations. Trustees have the ability to re-designate reserves as they wish to meet the business needs of the organisation.

Risks and Uncertainties

Purpose and scope of the risk management policy

In the process of delivering its services, Education Support is subject to certain risks that affect its ability to operate, support its beneficiaries and staff in the education sector and protect its assets. These include risks to employees, service users, customers, financial risks, liability to others and risks to property. These risks are managed through an effective risk management policy that seeks to minimise, mitigate, or in certain cases, avoid these risks through appropriate management action.

The aim of the policy is for trustees and management within Education Support:

1. to understand as fully as possible the risks being faced or taken;
2. to take appropriate action to manage these risks where it is possible and cost effective to do so;
3. to minimise the risk that new initiatives adversely affect existing services;
4. to accept a higher level of uncertainty, if appropriate, when taking advantage of new opportunities.

The Senior Leadership Team is, through its day-to-day operational management of the charity, responsible for managing and controlling risk in line with the approved policy and framework agreed by the board. The impact of the Covid-19 pandemic was identified as a serious risk early in 2020/21 and the organisation moved to mitigate the impact as can be seen from the results.

Within Education Support, risks are categorised as follows:

- Governance
- Strategic — Financial
- Strategic — People and Culture
- Strategic — Research and Policy
- Strategic — Service Delivery
- Operational — Systems/processes/ premises
- Operational — ICT/Data
- Operational and strategic — Covid-19 pandemic

The most significant strategic risks are:

1. Impact of the Covid-19 pandemic/ resulting recessional events
2. Governance effectiveness/diversity
3. Service delivery quality

The risk register is reviewed every six months by the trustees and the policy is reviewed annually.

Third party operational risk management

The safety and wellbeing of our service users is paramount and to that end, we ensure that our service centre takes risk management very seriously.

We continue to operate a robust quarterly audit program with our clinical auditor at our service centre in Ealing. You can read more about our audit process on page 23.

Our audits are designed to ensure that we are aware of risks to the Helpline and EAP service. These include operational risks but also risks which might impact upon the reputation of the services and the organisation and ultimately the users of our services. Mitigating actions are put in place to address any areas of potential concern.

Pension Liability

The charity participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This actuarial valuation showed assets of £800.3 million, liabilities of £831.9 million and a deficit of £31.6 million. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid to the scheme as follows:

- In 2021/22 the charity contributed £75k as part of its obligations to fund this pension deficit. As at March 2022, the charity's liability for this deficit is £85k.
- This pension scheme is now closed to employees. The charity currently offers a Defined Contribution scheme to employees. The charity introduced auto—enrolment during 2017/18.

Statement of Trustees' Responsibilities

The trustees 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 and charity law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the group, the incoming resources and application of resources, including its income and expenditure, for the period. In preparing, those financial statements the trustees are required to:

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

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Going Concern

Whilst there has inevitably been an impact on the activities of the charity as a result of Covid 19, the organisation continues to generate income and meet its liabilities as they fall due. After reviewing the group's budgets and plans, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 8 September 2022 and signed on their behalf by:



Sean Hanson (Chair)



Independent Auditor's Report To The Members And Trustees of Education Support Partnership

Image: teacher & pupil at Drayton Park Primary, London © Simon Ellis

Opinion

We have audited the financial statements of Education Support Partnership (the 'company') for the year ended 31 March 2022 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2022 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's and parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 27, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent 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 group or parent 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 the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

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

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Date 7 October 2022

Moore Kingston Smith LLP

Shivani Kothari (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP,
Statutory Auditor

9 Appold Street
London
EC2A 2AP

Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2022

	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total Year to 31 March 2022 (£)	Total Year to 31 March 2021 (£)
Income (Notes)					
Donations and legacies	1,724,455	-	-	**1,724,455**	1,619,435
Trusts and Foundations	82,056	-	-	**82,056**	111,469
Government Programmes	-	584,758	-	**584,758**	301,857
Paid for services	1,029,496	-	-	**1,029,496**	916,964
Policy and Research					
Investment Income **(6)**	75,403	16,843	1,193	**93,439**	85,415
Total income	**2,911,410**	**601,601**	**1,193**	**3,514,204**	**3,035,140**
Expenditure					
Raising Funds					
Cost of generating voluntary income **(5)**	489,754	-	-	**489,754**	494,429
Paid for services **(5)**	543,583	-	-	**543,583**	518,342
Investment management costs	35,765	-	-	**35,765**	25,677
	1,069,102	**-**	**-**	**1,069,102**	**1,038,448**
Charitable expenditure					
Counselling and mental health advice service **(5)**	628,546	524,947	-	**1,153,493**	942,952
Financial Support Services **(5)**	390,460	42,222	-	**432,682**	374,287
Communications, Policy and Research **(5)**	391,647	24,999	-	**416,646**	343,003
Information and Online Services **(5)**	141,034	9,002	-	**150,036**	108,958
Training and organisational development **(5)**	41,268	2,634	-	**43,902**	33,414
Strategy Development **(5a)**	137,877	-	-	**137,877**	14,375
	1,730,832	603,804	-	**2,334,636**	1,816,989
Total Expenditure	**2,799,934**	**603,804**	**-**	**3,403,738**	**2,855,437**
Pension Valuation	223,727			**223,727**	
Net Income/(Expenditure)	335,203	-2,203	1,193	**334,193**	179,703
Realised gains/(losses) on investments **(11)**	(114,939)	(25,594)	(1,818)	**(142,351)**	67,898
Unrealised gains/(losses) on investments **(11)**	300,813	66,982	4,757	**372,552**	312,017
Unrealised gains/(losses) on investment property **(11)**	-	-	-	**0**	97,500
Transfers between funds	-	1,193	(1,193)	**-**	-
Net gains/(losses) on investments	185,874	42,581	1,746	**230,201**	477,415
Net income/(expenditure) for the year	521,077	40,378	2,939	**564,394**	657,118
Transfers between funds	2,316	-2,316			
Net movement in funds	523,393	38,062	2,939	**564,394**	657,118
Funds at 1 April 2021 (16)	4,355,998	854,160	60,658	**5,270,816**	4,613,698
Funds at 31 March 2022 (17)	4,879,391	892,222	63,597	**5,835,210**	**5,270,816**

All incoming resources and resources expended derive from continuing activities
All recognised gains and loses are reflected through the Consolidated Statement of Financial Activities and no separate Statement of Total Recognised Gains and Losses has been presented. The notes on pages 34 to 48 form part of these financial statements

Balance sheets as at 31 March 2022
Company registration number: 9311354

	at 31 March 2022 Group (£)	at 31 March 2022 Charity (£)	at 31 March 2021 Group (£)	at 31 March 2021 Charity (£)
Fixed assets (Notes)				
Tangible fixed assets **(10)**	1,130,194	1,130,194	1,136,219	1,136,219
Intangible Fixed Assets **(10)**	-	-	-	-
Investments **(11)**	3,838,653	3,838,755	3,542,888	3,542,990
	4,968,847	**4,968,949**	**4,679,107**	**4,679,209**
Current assets				
Debtors **(12)**	588,679	588,677	291,232	291,230
Cash at bank and in hand	1,194,293	1,194,293	1,443,965	1,443,965
	1,782,972	1,782,970	1,735,197	1,735,195
Creditors: amounts falling due within one year **(13)**	(868,230)	(868,330)	(921,244)	(921,344)
Net current assets	914,742	914,640	813,953	813,851
Pension Provision **(14)**	(48,379)	(48,379)	(222,244)	(222,244)
Net assets	**5,835,210**	**5,835,210**	**5,270,816**	**5,270,816**
Funds				
Endowment **(16a)**	63,597	63,597	60,658	60,658
Restricted **(16b)**	892,222	892,222	854,160	854,160
Unrestricted:				
General Fund **(16c)**	4,879,391	4,879,391	4,355,998	4,355,998
Funds at 31 March 2022 (17)	**5,835,210**	**5,835,210**	**5,270,816**	**5,270,816**

As permitted by s408 Companies Act 2006, the company has not presented its own income and expenditure statement and related notes. The company's surplus for the year was £564,394 (20/21 FY: £657,118)

These financial statements have been prepared in accordance with the provisions applicable to the small companies regime.

These financial statements were approved by the Board of Trustees and authorised for issue on 8 September 2022 and signed on their behalf by:



Sean Hanson

Consolidated Cash Flow Statement for Year Ended 31 March 2022

	Year to 31 March 2022 (£)	Year to 31 March 2021 (£)
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net income/(expenditure) for the year as per the statement of financial activities	564,394	657,118
Adjustments for		
Depreciation and amortisation charges	14,635	13,630
Loss/(Gain) on investments	(230,201)	(477,415)
Dividends, interest and rents from investments	(93,439)	(85,415)
Loss/(profit) on the sale of fixed assets	-	-
(Increase)/Decrease in stocks	-	-
(Increase)/Decrease in debtors	(296,916)	175,211
Increase/(Decrease) in creditors	(227,411)	117,009
Net cash provided by operating activities	(268,938)	400,138
Net cash flow provided by operating activities	(268,938)	400,138
Cash flows from investing activities		
Dividends, interest and rent from investments	93,439	85,415
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	(8,610)	-
Proceeds from sale of investments	685,264	435,542
Purchase of investments	(503,063)	(387,162)
Net cash provided by investing activities	267,030	133,795
Change in cash and cash equivalents in the reporting period	(1,908)	533,933
Cash and cash equivalents at the beginning of the reporting period	1,487,507	953,574
Cash and cash equivalents at the end of the reporting period	1,485,599	1,487,507
Analysis of cash and cash equivalents	**£**	**£**
Cash at bank and in hand	1,194,293	1,443,965
Cash held by broker	291,307	43,542
Total cash and cash equivalents	**1,485,600**	**1,487,507**

Notes to the financial statements for the year ended 31 March 2022

1. Company Information

Education Support is a private limited company incorporated in the United Kingdom on 14 November 2014, under Company Number 9311354.

The company's registered office is 40A Drayton Park, London N5 1EW.

2. Basis of Preparation

The charitable Group is a public benefit group for the purposes of FRS102 and therefore the charity also prepared its financial statements in accordance with Statement of Recommended Practices applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2016, and the Charities Act 2011.

The group financial statements consolidate the financial statements of Education Support Partnership and its entire subsidiary undertakings drawn up to 31 March each year.

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

Going Concern

Whilst there has inevitably been an impact on the activities of the charity as a result of Covid 19, the organisation continues to generate income and meet its liabilities as they fall due. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

Accounting policies

The following indicates the principal policies adopted:

(i) Income and expenditure

All items of income and expenditure are accounted for on an accruals basis. Where contracts are awarded in favour of the company for fixed terms, contract income and the direct costs associated with the contract are accrued evenly over the duration of the contract.

Income

The specific bases for accounting for income are described below.

Donations are included in full in the statement of financial activities when received.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made; or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified to the executor's intention to make a distribution.

Trusts and foundation grants are recognised when entitlement to the grant is confirmed.

Paid for services income is recognised when the services are delivered.

Investment income is included in the Statement of Financial Activities in the year in which it is receivable.

(ii) Tangible assets

Tangible fixed assets are measured at cost less accumulated depreciation to date and any accumulated impairment losses. Depreciation is calculated to write down the cost less residual value of all tangible fixed assets over their expected useful lives, using the straight line method. The rates applicable are:

Computer equipment	3 years
Furniture and fittings	5 years

Our Head office leasehold is depreciated over the period of the lease (155 years) on a straight line basis. Refurbishment costs associated with the property are depreciated over 50 years on a straight line basis.

(iii) Intangible assets

Intangible assets are measured at cost less accumulated amortisation to date and any accumulated impairment losses. Amortisation is calculated to write down the cost less residual value of all intangible assets over their expected useful lives, using the straight line method. The rate applicable is:

Software	3 years

(iv) Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

(v) Investments

Listed investments are included in the financial statements

at bid value at the balance sheet date. Gains/losses on disposal of investments and revaluation of investments are recognised in the year of gain or loss and are allocated to the funds to which the investments relate. Investments in subsidiaries are included in the financial statements at cost.

(vi) Debtors

Short term debtors are measured at transaction price, less any impairment.

(vii) Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

(viii) Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the company. All other leases are classified as operating leases. Rentals payable under operating leases are charged on a straight line basis over the lease term, unless the rental payments are structured to increase in line with general inflation, in which case the company recognises annual rent expense equal to amounts owed to the lessor.

(ix) Taxation

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied for its charitable purposes.

(x) Turnover

Turnover arises from the company's principal activities of providing support, assistance and training and consists of amounts invoiced net of VAT. All turnover arises in the U.K.

(xi) Expenditure allocation

Expenditure has been allocated to restricted and unrestricted funds by direct attribution where possible, or by the proportion of service usage reported and attributed to each fund.

(xii) Employee benefits

Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred. In line with FRS 102 accrued holiday has been included as an expense in the period in which the entitlement arose.

(xiii) Pensions

The Charity has two pension schemes: a defined contribution scheme for current employees and a closed defined benefit scheme. The latter is a multi-employer scheme and is currently in deficit. The charity is paying contributions to eliminate the deficit in accordance with the deficit reduction plan.

The assets of the defined contribution scheme are held separately from those of the Charity in independently administered funds. The pension cost charge represents contributions payable to the scheme contributions payable to the scheme in the year. The Charity has no liability under the scheme other than the payment of those contributions.

(xiv) Funds

General funds are those that are available for use at the Trustees' discretion in the furtherance of the Charity's objectives. Designated funds are unrestricted funds set aside for unrestricted purposes and which would otherwise form part of general funds. Details of the nature and purpose of each fund are set out in note 16c.

Restricted funds are funds that are subject to restrictions imposed by donors and are applied in accordance with these restrictions. Details of the nature and purpose of each restricted fund are set out in note 16b.

The Charity has one Endowment fund, the Cutler Trust. Income derives from the investment of the fund and is used to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

(xv) Support Costs

Support costs cover those funds which assist the running of the charity and mainly comprise of staff costs and overheads. These costs have been allocated between costs of raising funds and charitable expenditure.

4. Significant judgements and estimates

In preparing these financial statements, the Trustees have made the following judgements:

Legacy income is based on proof of entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Investment Property is valued at open market value at the reporting date, less an adjustment to reflect the discount that would be applied to the sale value on the basis of an incumbent tenant.

The independent valuation survey was commissioned in 20/21FY and the adjusted value of investment property is reflected in the accounts.

Investments — Listed investments are valued at the quoted bid price at the reporting date.

Tangible Fixed Assets and Intangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually.

5. Expenditure for the year to 31 March 2022

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2022 Total (£)
Counselling and mental health advice service	-	141,315	948,969	63,209	1,153,493
Financial support	307,976	63,608	-	61,098	432,682
Communications, Policy and Research	-	166,875	159,579	90,192	416,646
Information and on-line services		82,838	3	67,195	150,036
Training and organisational development		-	43,902	-	43,902
Paid for services		303,241	35,723	204,619	543,583
Cost of generating voluntary income		235,775	116,511	137,468	489,754
Total	**307,976**	**993,652**	**1,304,687**	**623,781**	**3,230,096**

5. Expenditure for the year to 31 March 2021

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2021 Total (£)
Counselling and mental health advice service	-	57,668	856,028	29,256	942,952
Financial support	210,821	97,603	-	65,863	374,287
Communications, Policy and Research	-	132,211	110,990	99,802	343,003
Information and on-line services		57,144	-	51,814	108,958
Training and organisational development		-	33,414	-	33,414
Occupational Health Management			-		-
Paid for services		347,649	5,205	165,488	518,342
Cost of generating voluntary income		225,962	138,075	130,392	494,429
Total	**312,300**	**918,237**	**1,143,712**	**542,615**	**2,815,385**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Counselling and mental health advice services represent the costs of delivering Employee Assistance Programme, Free Helpline and Occupational Health Services. In addition we also deliver a range of services incuding online peer to peer support and Telephone supervision through grants from English and Welsh governments.

Financial Support costs relate to grants awarded to help people with financial emergencies and the burden of short term debt, to pay for essential unaffordable items and to help them stay in or get back to work. All grants are paid to individuals.

Communications and Policy represents the expenditure associated with survey, research and statistical analysis in order to bring awareness of the challenges within the education sector.

Information and on-line service costs represent the expenditure associated with commissioning social media content, marketing and events to increase awareness and promote our services.

Training and organisational development costs represent the costs of delivering staff and leadership development programs, staff engagement surveys and wellbeing training.

Paid for services costs represent the costs of selling our commercial products and services.

Costs of generating voluntary income represent the costs of running and supporting our fundraising function.

5. Expenditure for the year to 31 March 2021 (continued)

	Support Costs March 2022	Support Costs March 2021
Support costs include:		
Office administration costs	102,721	80,946
Building administration costs	53,103	54,636
Organisational Management	82,673	97,746
Human Resources costs	109,143	110,550
Finance Costs	85,977	66,696
Professional fees	19,974	4,304
Marketing and communications costs	16,209	1,732
IT Costs	97,078	67,951
Governance costs	56,903	58,054
Total overheads	**623,781**	**542,615**

Increase in Office and Building administration costs is mainly due to increased office costs/ cleaning and maintenance to reflect a return to office work Decrease in Organisational Management costs reflects the results of reduction in senior Leadership numbers

Increase in Finance costs in the current year is a result of treatment of Pension deficit reduction

Professional Fees costs increased due to more Associate work

Increase in marketing and communication support costs is due to additional research and reporting on policy issues

Increase in IT reflects additional costs in hybrid/home working equipment/support

5a. Strategy Development

Strategic development costs were paid to improve our infrastructure, knowledge and our income generation with funding provided by Trustees to make improvements to our IT infrastructure, develop our Research knowledge and review and test our donor program.

The main components of strategic development are:

	£
Website Development	77,768
Communication	24,366
Programme Development	13,003
Strategic Project	22,740
	137,877

5b. Governance Costs

Costs classified as governance relate to the general running of the charity and included operation of the Board of Trustees and addressing constitutional, audit and other statutory matters, and are made up of the following:

	March 2022 (£)	March 2021 (£)
Financial Audit fees	18,780	19,543
Grants Audit fees		8,000
Governance Travel and Subsistence	552	606
Governance Meetings	-	-
Apportionment of staff costs	37,571	29,905
Professional and Legal Costs	-	-
Total	**56,903**	**58,054**

6. Investment Income

	General Funds (£)	Restricted Funds (£)	March 2022 Total (£)	General Funds (£)	Restricted Funds (£)	March 2021 Total (£)
Income from listed investments	75,366	18,036	93,402	66,008	18,837	84,845
Bank interest receivable	37	-	37	570	-	570
Total	**75,403**	**18,036**	**93,439**	**66,578**	**18,837**	**85,415**

7. Net outgoing resources for the year are stated after charging

	Year to March 2022 (£)	Year to March 2021 (£)
Depreciation	14,635	13,630
Auditor's remuneration: Audit fees (excluding VAT)	18,780	17,200

8. Employee information

	Year to March 2022 (£)	Year to March 2021 (£)
Employee Costs		
Wages and salaries	1,150,892	1,111,767
Social security costs	121,344	118,314
Pension costs	117,665	113,135
Redundancy payments within year	12,000	20,982
Redundancy payments in 20/21 FY relate to 1 staff members	**1,401,901**	**1,364,198**

The average number of employees during the period was:	Year to March 2022 (£)	Year to March 2021 (£)
Fundraising	4	4
Paid for Services	4	5
Financial Support	1	2
Information and on-line services	1	2
Counselling and Mental Health services	6	1
Communications, Policy and Research	7	4
Administration	8	8
Total	**31**	**26**

	Year to March 2022 (£)	Year to March 2021 (£)
Key management personnel aggregate pay (including NI and pension)	**361,335**	**311,453**

During the year key management personnel comprised of:

- CEO
- Director of Finance and Operations
- Director of Income Generation
- Director of Programmes

Employee information The number of employees earning in excess of £60,000 per annum (including taxable benefits) was:	Year to March 2022 (£)	Year to March 2021 (£)*
over £100,000	0	1
£90,001 to £100,000	0	1
£80,001 to £90,000	3	1
£70,001 to £80,000	0	1
£60,001 to £70,000	1	1

*Note: 2021 figures include pension contributions

9. Trustees

	Year to March 2022 (£)	Year to March 2021 (£)
Trustees provide their services without remuneration		
Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accommodation and subsistence	-	126
Number of trustees claiming expenses during the year	**-**	**1**

10. Tangible (TFA) and intangible fixed assets (IFA)

Group & Charity	TFA	TFA	TFA	IFA
Cost	Leasehold property including refurbishment (£)	Furniture, equipment, fixtures & fittings (£)	Total (£)	Software (£)
At 1 April 2021	1,314,276	195,693	1,509,969	65,236
Additions	-	8,610	8,610	
Disposals	-	-	-	-
At 31 March 2022	1,314,276	204,303	1,518,579	65,236
Accumulated depreciation				
At 1 April 2021	178,057	195,693	373,750	65,236
Charge for the year	13,630	1,005	14,635	
Disposals	-	-	-	-
At 31 March 2022	191,687	196,698	388,385	65,236
Net book value				
At 31 March 2022	1,122,589	7,605	1,130,194	-
At 31 March 2021	1,136,219	-	1,136,219	-

11. Fixed asset investments

Summary	March 22 Group (£)	March 22 Charity (£)	March 21 Group (£)	March 21 Charity (£)
Listed investments (a)	3,318,653	3,318,653	3,022,888	3,022,888
Unlisted investment (b)	-	102	-	102
Investment Property (c)	520,000	520,000	520,000	520,000
	3,838,653	**3,838,755**	**3,542,888**	**3,542,990**

(a) Listed Investments Group & Charity

	Unrestricted				Total	
	Fixed Interest (£)	Equities (£)	Overseas Equities (£)	Alternative Investments (£)	Year to March 2022 (£)	Year to March 2021 (£)
At 1 April 2021	746,327	861,433	874,915	496,667	3,022,888	2,647,807
Additions	-	292,515	210,548	-	503,063	387,162
Disposals	(87,223)	(423,206)	(174,835)	-	(685,264)	(435,542)
Realised gain/(loss)	-	(142,351)	-	-	(142,351)	67,898
Unrealised gain/(loss)	95,291	190,774	29,000	57,487	372,552	312,017
	754,395	779,165	939,628	554,154	3,070,888	2,979,342
Cash held by broker					247,765	43,546
At 31 March 2022	754,395	779,165	939,628	554,154	3,318,653	3,022,888
Historical cost					2,627,209	2,667,058

11. Fixed asset investments (continued)

Unrestricted fund investments consist of a portfolio of listed investments managed on the Charity's behalf by professional fund managers. The following investments make up more than 5% of the total investment portfolio:

	% of total (%)	Market Value (£)
United Kingdom (Government of) 4.25% Gilt Snr Bds	5.98	196,141
JPMorgan American Investment Trust	7.90	262,140

(b) Unlisted investments	Group at 31 March 2022 (£)	Charity at 31 March 2022 (£)	Group at 31 March 2021 (£)	Charity at 31 March 2021 (£)
100% interest in TBF Holdings Limited (i) Incorporated in the United Kingdom, Company Number 4328710	-	100	-	100
100% interest in TBF Trading (No. 2) Limited (ii Incorporated in the United Kingdom, Company Number 4162015	-	2	-	2
	-	102	-	102

(i) Education Support Partnership owns the entire share capital of TBF Holdings Limited, a company limited by shares and incorporated in England and Wales. TBF Holdings Limited was dormant during the year and the previous period.

(ii) Education Support Partnership owns the entire share capital of TBF Trading (No. 2) Limited, a company limited by shares and incorporated in England and Wales. The company was dormant during the year and the previous period.

(c) investment property	at 31 March 2022 (£)	at 31 March 2021 (£)
Market value at 1st April 2021	**520,000**	422,500
Unrealised gain on valuation	**-**	97,500
Market value at 31st March 2022	**520,000**	520,000

In 20/21 FY we commissioned an independent valuation survey to value the investment property. Based on that report, the market value of the freehold property was estimated to be £520,000.

The Directors, having reviewed market changes over the last 12 months do not believe there has been a material change to that valuation.

12. Debtors

	March 22 Group (£)	March 22 Charity (£)	March 21 Group (£)	March 21 Charity (£)
Trade debtors	137,262	137,262	119,525	119,525
Prepayments and accrued income	375,053	375,053	84,209	84,209
Legacy debtor	3,072	3,072	13,467	13,467
Other debtors	42,961	42,959	43,580	43,578
Welfare loans	30,331	30,331	30,451	30,451
	588,679	588,677	291,232	291,230

Legacy debtor relates to legacy income which was notified and Education Support was entitled to before 31 March 2022 and had been accrued as required by FRS 102.

13. Creditors: amounts falling due within one year

	March 22 Group (£)	March 22 Charity (£)	March 21 Group (£)	March 21 Charity (£)
Amount due to subsidiary undertakings	-	100	-	100
Trade creditors	116,808	116,808	179,837	179,837
Taxation and social security costs	53,733	53,733	45,755	45,755
Pensions including pension fund deficit contribution plan	47,965	47,965	91,791	91,791
Accruals and deferred income including holiday pay	636,815	636,815	594,035	594,035
Other creditors	12,909	12,909	9,826	9,826
	868,230	868,330	921,244	921,344

13a. Deferred Income

	March 22 (£)		March 21 (£)	
Deferred Income b/f	477,768		412,409	
Released in year	5,678,243	-	6,072,954	
Deferred to next year	(5,690,785)		(6,007,595)	
Deferred income c/f	465,226		477,768	

Deferred income relates to paid for services that are expected to be delivered over several months. Employee Assistance Programmes and Positive Workplace Programmes are delivered over 12 month period from the start of the contract. Headspace/ Yourspace and training and development service deferrals based on the duration of the individual contracts.

14. Pension Provision

	March 22 Group (£)	March 22 Charity (£)	March 21 Group (£)	March 21 Charity (£)
Pensions including pension fund deficit contribution plan	47,847	47,847	222,244	222,244
	47,847	47,847	222,244	222,244

15. Pension Scheme

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contribution

From 1 April 2022 to 31 January 2025:
£3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:
£11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present values of provision

	31 March 2022 (£)	31 March 2021 (£)	31 March 2020 (£)
Present value of provision	85,045	277,148	335,756

Reconciliation of opening and closing provisions

	Period Ending 31 March 2022 (£)	Period Ending 31 March 2021 (£)
Provision at start of period	277,148	335,756
Unwinding of the discount factor (interest expense)	902	2,919
Deficit contribution paid	(66,736)	(64,792)
Remeasurements - impact of any change in assumptions	(1,400)	3,265
Remeasurements - amendments to the contribution schedule	(124,869)	-
Provision at end of period	85,045	277,148

Income and expenditure impact

	Period Ending 31 March 2022 (£)	Period Ending 31 March 2021 (£)
Interest expense	902	2,919
Remeasurements — impact of any change in assumptions	(1,400)	3,265
Remeasurements — amendments to the contribution schedule	(124,869)	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

Assumptions

	31 March 2022 % per annum	31 March 2021 % per annum	31 March 2020 % per annum
Rate of discount	1.60	0.37	0.97

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit contributions schedule

Year ending	31 March 2022 (£)	31 March 2021 (£)	31 March 2020 (£)
Year 1	33,441	66,736	64,792
Year 2	26,717	68,738	66,736
Year 3	26,717	70,800	68,738
Year 4	0	72,924	70,800
Year 5	-	-	72,924
Year 6	-	-	-
Year 7	-	-	-
Year 8	-	-	-
Year 9	-	-	-
Year 10	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

Statement of Changes in Reserves

16a. Endowment Fund

	Balance as at 31 March 2021 (£)	Income (£)	Expenditure (£)	Gains/ (Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2022 (£)
Cutler Trust	60,658	1,193		2,939	(1,193)	63,597

The Cutler Trust is a permanent endowment to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

16b. Restricted funds for the year to 31 March 2022

	Balance as at 31 March 2021 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2022 (£)
DFE programme	-	235,539	(233,223)	-	(2,316)	-
Welsh Government programme	-	349,219	(255,450)	-	-	93,769
Cutler Trust	1,612	32	(300)	79	1,193	2,616
TeachWell grant	14,343	283	-	699	-	15,325
G Hollows	5,732	113	-	244	-	6,089
Kent NAHT	4,849	96	-	236	-	5,181
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	6,817	135	-	331	-	7,283
Widows Fund	5,792	114	-	281	-	6,187
Alan Naylor legacy	7,896	156	-	385	-	8,437
CSiS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
Recourse Funds	807,115	15,914	(114,831)	39,133	-	747,331
	854,160	601,601	(603,804)	41,388	(1,123)	892,222

Restricted funds for the year to 31 March 2021

	Balance as at 31 March 2021 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2022 (£)
DFE programme	-	95,000	(95,000)	-	-	-
Welsh Government programme	-	206,857	(206,857)	-	-	-
Cutler Trust	4,314	88	(4,314)	391	1,133	1,612
TeachWell grant	12,910	263	-	1,170	-	14,343
G Hollows	5,159	105	-	468	-	5,732
Kent NAHT	4,364	89	-	396	-	4,849
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	6,136	125	-	556	-	6,817
Widows Fund	5,213	106	-	473	-	5,792
Alan Naylor legacy	7,107	145	-	644	-	7,896
CSiS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
Recourse Funds	823,506	16,783	(107,821)	74,647	-	807,115
	868,713	319,561	(413,992)	78,745	1,133	854,160

16b. Restricted funds (continued)

a. Restricted funds arise from receipt of restricted grants, donations and legacies. Expenditure may only be charged against these funds provided it is in accordance with the restrictions imposed by various donors.

b. DFE programme grant was received from DFE to deliver COVID-19 School Leader Wellbeing programme.

c. Welsh Government programme grant received in 20/21 FY to deliver dedicated support to support the mental health and wellbeing education staff in Wales, with a particular focus on school leaders.

d. Income arising from The Cutler Trust is applied to welfare grants towards the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

e. Teach Well grant was provided by NASUWT to undertake research and develop Teach Well tools

f. Winter appeal donations derive from a campaign to supplement our welfare grants programme

g. Wales WCVA project received a 3 year grant to promote and develop volunteering activities in Wales

h. G Hollows fund was created as a memorial to Graham Hollows to develop an online wellbeing tool

i. Kent NAHT Benevolent Fund was disbanded and residual funds transferred to distribute welfare grants to members, spouses and dependants of NAHT Kent and Kent Federation of Head Teachers Associations.

j. Scottish Teachers and Lecturers fund was created on the dissolution of Teacher Support Scotland to fund services in Scotland.

k. NUT Development Workers Fund is a grant provided by NUT to revive local operations and maintain the relationship with the NUT.

l. Widows Fund was provided by the widow of a former teacher to support young widows with children.

m. Alan Naylor legacy assists with residential care and housing support for our elderly beneficiaries

n. CSiS provided a grant to extend our welfare grants programme

o. Recourse funds transferred on merger to Education Support Partnership are restricted to the objects of Recourse.

p. Teacher Support Network funds transferred on its merger to Education Support Partnership are restricted to the objects of Teacher Support Network. In 2019/20 Teacher Support Network restricted fund was fully spent

16c. Unrestricted funds

	Balance at 31 March 2021 (£)	Transfers (£)	Net movement in funds excl transfers (£)	Balance at 31 March 2022 (£)
Unrestricted Funds:	4,355,998	2,316	521,077	4,879,391
Comprise of:				
Designated Fund				
Fixed Asset	1,136,219		(6,025)	1,130,194
Development Fund	291,939		(137,877)	154,062
Grant Reserve	350,000			350,000
Free Reserves	2,577,840	2,316	664,979	3,245,135
	4,355,998	2,316	521,077	4,879,391

a. The Tangible fixed asset fund represents the net book value of the charity's fixed assets.

b. The Development Fund represents the fund designated for the strategic development and growth of the charity.

c. The Grants Fund represents monies set aside to ensure that any short term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring funds are available should the need arise.

17. Analysis of Group and Charity net assets between funds

2022	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,130,194	1,130,194
Investments	2,882,924	63,597	892,222	-	3,838,743
Current assets	1,278,910	-	-	504,062	1,782,972
Current liabilities	(868,852)	-	-	-	(868,852)
Long term liabilities	(47,847)	-	-	-	(47,847)
Net assets at 31 March 2022	3,245,135	63,597	892,222	1,634,256	5,835,210

2021	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,136,219	1,136,219
Investments	2,628,070	60,658	854,160	-	3,542,888
Current assets	1,093,258	-	-	641,939	1,735,197
Current liabilities	(921,244)	-	-	-	(921,244)
Long term liabilities	(222,244)	-	-	-	(222,244)
Net assets at 31 March 2020	2,577,840	60,658	854,160	1,778,158	5,270,816

Analysis of Charity net assets between funds

2022	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,130,194	1,130,194
Investments	2,883,026	63,597	892,222	-	3,838,845
Current assets	1,278,908	-	-	504,062	1,782,970
Current liabilities	(868,952)	-	-	-	(868,952)
Long term liabilities	(47,847)	-	-	-	(47,847)
Net assets at 31 March 2021	3,245,135	63,597	892,222	1,634,256	5,835,210

2021	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,136,219	821,105
Investments	2,628,172	60,658	854,160	-	3,542,990
Current assets	1,093,256	-	-	641,939	1,735,195
Current liabilities	(921,344)	-	-	-	(921,344)
Long term liabilities	(222,244)	-	-	-	(222,244)
Net assets at 31 March 2020	2,577,840	60,658	854,160	1,778,158	5,270,816

18. Operating lease commitments

At 31 March 2022 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

Plant and Machinery	March 22 (£)	March 21 (£)
Maturing within one year (equipment)	11,657	11,657
Maturing between one and five years (equipment)	971	12,628

19. Related party transactions

There were no identified related party transactions in 2021/22 (2020/21: none).

The total donations received from trustees in 2021/22 amounted to 0 (4 trustees in prior year donated £1,227)

20. Financial Instruments

	March 22 (£)	March 21 (£)
Financial asset measured at fair value	520,000	520,000
Financial assets measured at amortised cost	557,684	248,587
Financial liabilities measured at amortised cost	814,397	875,489



Education Support

The charity for everyone working in education

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Registered Charity No. 1161436
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EDUCATION SUPPORT PARTNERSHIP

England & Wales - Charity number 1161436

Accounts

Education Support Partnership

Trustees' Annual Report & Accounts

For the year ending 31 March 2021



Education Support

The charity for everyone working in education

About Education Support

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

We support individuals and help schools, colleges and universities to improve the mental health and wellbeing of their staff. We also carry out research and advocate for changes in Government policy for the benefit of the education workforce.

Our free and confidential helpline is open 24/7 on **08000 562 561** and is staffed by qualified counsellors. It is available for everyone working in education, including support staff, lecturers, administrators and teaching assistants.

Call us. We'll listen.



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Teacher and pupil at Drayton Park Primary © Simon Ellis

Chair and CEO report

It has been an honour to work alongside teachers and all types of education staff over the past year. Their commitment, ingenuity and selflessness have kept the lights on in schools, colleges and universities across the country. This is not to deny that the Covid-19 pandemic has taken a great toll on the learning and development of children and young people. Much of that has been the result of long-standing inequalities in our society that have become so visible through the pandemic.

Across the sector, teachers, leaders and staff have done everything possible to keep learning alive. For millions of children and young people, the staff at their school, college or university have played a critical role in helping them feel safe and able to cope through difficult months of isolation and uncertainty. They have helped children to feel part of a wider school community and supported young people to do the best work they could in the circumstances.

The pandemic has brought mental health into sharp focus. This was a year in which we all recognised that wellbeing and mental health are central to our capability to overcome difficulty and loss, to perform well professionally and to enjoy the good things in our lives. Much of the stigma around mental ill health and poor wellbeing softened as we all experienced low points over the year.

Alongside other key workers, the education workforce has managed significant personal anxiety and challenges. Many continued to work at physical sites, supporting vulnerable children and young people and the families of key workers. Most educators, across all settings, managed a generational shift to online teaching in a matter of days. The workforce made extensive operational and cultural changes overnight. People solved problems and pulled together to make new technologies and routines work for students. They picked up social care and mental health issues in their communities and went to extraordinary lengths to ensure that families had enough food to get through the lockdown weeks. As we adapt to living alongside Covid-19, they continue to do all of this and more.



Teacher at Bristnall Hall Academy © Brian Benson

> *“Children who don’t have enough to eat are not well placed to learn. Better-resourced children get better-resourced outcomes. There’s nothing new in that.*

Through all this, we have seen the steely core that runs through the education profession: the absolute commitment to children and young people.

The arrival of the pandemic found Education Support part way through an organisational restructure, working to reshape and improve the organisation.



Staff at Bristnall Hall Academy © Brian Benson

We are proud to have maintained our core services with no disruption. We have dedicated our year to being a reliable and supportive presence for anyone in education who needs us, innovating to provide new services and to move established services online.

We have taken the mass migration to on-screen life as an opportunity to provide quality digital content, producing regular reminders of the importance of wellbeing and self-care during these difficult times. In addition, we have worked with Department for Education in England and with Welsh Government to deliver professional support to senior leaders and schools during the pandemic.

Alongside the support we provided to individuals, schools and colleges, we have continued to research the wellbeing of education staff and use our insight to advocate for policy change. We are pleased to have contributed to the development of the *Education Staff Wellbeing Charter* recently published by DfE and to participate in the Mental Health in Education Action Group, jointly chaired by the Minister for Children and Families and the Universities Minister.

The value of our approach is clear to see. We have increased our reach across the education sector, supported higher numbers of beneficiaries, improved our organisational profile and developed and launched new services in a financially sustainable way. Importantly, we have strengthened our team and have established the capacity to develop our work significantly over the coming years.

We have all been changed by this year, although it can be hard to know how. Change brings opportunity, for which we have bold ambitions. We will continue to grow our capacity and reach so we can be there for the individuals and institutions who need us. We will highlight the issues and challenges that drive poor health among teachers and educators. We will also look for opportunities to amplify best practice and spread good news. And where the strain and pressure falls too heavily on individuals, we will continue to be here to listen, validate, reassure and support.

Sean Hanson & Sinéad Mc Brearty

“We are hugely grateful to everyone who has donated to us this year, making our work possible. This includes our regular givers and everyone who has responded to an urgent appeal, collected sponsorship for a challenge, donated proceeds from the sale of products or left us a gift in their Will. We are also thankful to the organisations who have supported us, including CSIS Charity Fund, AEC Trust, Pears Foundation, TUUT Charitable Trust, ETF and Danson Foundation.





Teacher and pupils at Drayton Park Primary © Simon Ellis

Strategic Review

During the first lockdown in 2020, we took the opportunity to review our strategy and to explicitly focus our work on the areas that we believe can best support teachers and education staff. Through our work, we have come to see that the wellbeing and mental health of education staff exists at the level of the individual, workplace and the wider education policy environment within which we work.

We can generate the greatest impact by providing a unique set of services and support that continues to evolve and address the sector's unmet needs. This ambition to innovate, and develop new forms of support, will underpin the next phase of the charity's development.

We know that our stakeholders value how we consider and engage each level of the education sector:

- Teachers — and all education staff - must be able to prioritise their own mental health and wellbeing. We provide practical tips and tools to encourage this.
- We provide guidance and resources so that schools and education institutions can prioritise the mental health of their staff.
- Our advocacy activity is underpinned by our belief that the Government must prioritise the mental health and wellbeing of teachers and education staff. This is essential if they are to support this generation of children and young people to recover from the consequences of the pandemic.

This approach enables us to support our beneficiaries directly as individuals, locally through their workplaces, and nationally by contributing to the policy agenda.

Through the revision of our strategy, we established five new objectives that now shape our work. During 2020-21, we made greater than expected progress against them.



Our Objectives

Objective 1: To be well known, credible and trusted across the education workforce

We have pursued a content-led strategy to building awareness of our work over the past year. Pre-pandemic, we did not regularly develop content around mental health and wellbeing. During the first lockdown, we recognised that we need to package support in digestible formats that people can access in their own time.

As a result of this strategy, we experienced an **86 per cent annual increase in the number of web sessions** on our site (to over 760,000) and a 16 per cent increase in social media followers (to over 47,000).

Behind the scenes, we are halfway through a project to develop a new website. The functionality of our current site is poor and old-fashioned: the new site will enable us to better support those looking for help.

In addition, we have continued to build relationships with stakeholders across the sector, in particular with policymakers in England and Wales, education unions, and sector bodies in post-compulsory education.

Objective 2: To move mental health toward the centre of education policy, using robust data and evidence

The wellbeing of teachers has become a more direct focus of policy over the past twelve months. We are actively contributing to the evidence base and vocally making the case for workforce wellbeing.

We continue to develop our relationships with policymakers. Our CEO was part of the drafting committee for the *DfE's Wellbeing Charter* and is part of the *Mental Health in Education Action Group*.

Our research has added to the evidence base this year, notably through our *2020 Teacher Wellbeing Index* and our September 2020 report, *Covid-19 and the Classroom: working in education during the coronavirus pandemic.*



Teacher and pupils at Drayton Park Primary © Simon Ellis

Objective 3: To offer a range of high-quality services that deliver clear and substantial impact for everyone working in education



During the year, we saw some decline in our long-standing core services. Grant applications dropped significantly after the introduction of furlough and the tenancy protection introduced by government during the pandemic. Calls to the helpline were slightly lower than the previous year. There are more helpline and text support services available now, so it may be that individuals are accessing support from a broader range of providers. In parallel, we saw great take up of our support services for school leaders and a new cohort of people accessing support through our new video and online content.

Our year in numbers:

9,570
people were supported by our counselling helpline
3% ↓ on the previous year

342
support grants were awarded to applicants
↓ **almost 25%** on the previous year

5,351
staff helped via our Employee Assistance Programme (EAP)
2% ↓ on the previous year

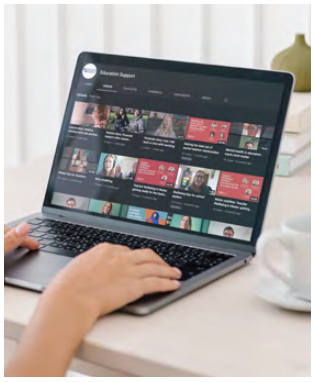
80,000+
people working in schools and colleges are now supported by our EAP services
↑ **32%** from the previous year

277
school leaders received telephone supervision or facilitated peer support through services developed and launched during 2020

8.5%
of the English school workforce use our EAP services

New wellbeing resources

Individuals and schools were supported with high-quality mental health and wellbeing resources.



145,000
people accessed our new schools-focused wellbeing video content (covering topics including anxiety and bereavement).

We launched
Taking Care of Teachers

A mental health and wellbeing resource hub for education staff. Through this we have produced **more than 20 new resources** as well as signposting to resources and support provided elsewhere in the sector.





Teacher at Drayton Park Primary
© Simon Ellis

Objective 4: To be recognised as a centre for innovation; piloting, evaluating and disseminating new approaches to supporting the mental health of the education workforce

One of the most significant innovations for us this year was the establishment of a Programmes Directorate. We secured £400k in grant income from English and Welsh governments to deliver services in both countries.



Over the past year we have:

- **Evolved our face-to-face peer support model** to make it work remotely. We have piloted the service through government-funded programmes in England and Wales and are now looking at how we can scale up the offer. The evaluation findings from the pilot were extremely positive, with participants reporting improved wellbeing as a result of the support.
- **Piloted a new individual supervision service** in England and Wales. Subject to funding, we will look to iterate and improve the service before testing it again.
- **Piloted a Wellbeing Advisor role in Wales.** Our workplace wellbeing advisor is supporting schools in a hands-on way and helping them to design and implement wellbeing strategies for their schools. This pilot will be evaluated over the summer.

We have also deepened our relationships within the Further and Higher Education sectors, putting in place the foundations to develop services for the FE sector over the coming year.

> *We are very grateful to Education Support and the part you are playing during the pandemic.*
>
> *Headteacher, Wales*

Objective 5: To become financially sustainable, generating surplus to fund innovation projects

Income grew by:

8.5%

Income grew by 8.5 per cent to £2.965 million (excluding income from investments), with a year-end surplus of £180k generated through higher than anticipated donations during the year.

57%
through Fundraising

Fundraising comprised 57 per cent of our total income, with commercial services generating 30 per cent. Our new Programmes activity generated 10 per cent with a further 3 per cent coming from investment income.

Teacher at Drayton Park Primary © Simon Ellis



2020-21 Delivery Highlights

Teacher at Bristnall Hall Academy © *Brian Benson*



Teacher at Bristnall Hall Academy
© Brian Benson

Counselling services

Our free and confidential 24/7 helpline

Our helpline is staffed by qualified counsellors. We offer immediate support, signposting, and counselling or coaching. The helpline is available to all current and former teachers and education staff.

9,570 people helped (-3 per cent compared to last year)

32 per cent of calls dealt with work-related stress

741 people had ongoing counselling

602 people were at risk of suicide when they called





Employee Assistance Programme (EAP)

Our confidential EAP continues to help education staff manage their stresses, worries and anxieties.

It offers face-to-face counselling and information to support staff with a range of personal and professional issues. Schools and organisations can address issues before they escalate and become problems for the individual, the school, and ultimately their pupils.

5,351 staff helped (-2 per cent compared to last year)

26 per cent of callers were given ongoing counselling

Over 80,000 people working in schools are supported by an Education Support EAP (8.5 per cent of total English schools workforce)

Financial grants

We provide financial support to current and former teachers and education staff.

Financial problems may be caused by:

- Unemployment
- Ill-health
- Sudden life events
- Bereavement
- Personal injury

Our assistance covers:

- Short-term financial emergencies
- Essential but unaffordable items
- Living costs
- Help to stay in or get back to work



We improve the financial and emotional wellbeing of the people who receive our grants.

341
successful grants
↓ 24% compared to last year

48%
of applicants were awarded a grant

200+
applicants cited the Covid-19 pandemic in their applications

61%
increase in food grants

£69,000
awarded for housing costs

£210,821
awarded through grants
↓ 64% compared to last year

Before receiving a support grant:

"My financial situation causes me to have severe anxiety, which affects my ability to conduct daily tasks. I struggle to perform normally at work."

"I worry daily about how we can cope. I am trying to home school my children, teach online classes and care for my shielding husband. In truth, it has never been harder than this for me, and worrying that house repossession could start at any moment is incredibly stressful."

After receiving a grant:

"I feel much better - I appreciate the help so much and I am forever grateful."

"The Education Support grant has given me the financial lifeline I needed. They have been extremely caring & helpful."



Financial Grants Impact



93% believe the grant had a positive impact on their financial circumstances





96% of users would recommend us to a colleague

The reduced level of applications over the year reflect in some part the furlough scheme which was available and the speeding up of universal credit.

Teacher at Bristnall Hall Academy © Brian Benson

School Leader Wellbeing Pilot in England

The pandemic triggered a rapid change in school leaders' roles.

We are grateful to the Department for Education (DfE) for awarding us a grant to deliver our School Leader Wellbeing Pilot. It ran from July 2020 to March 2021.

The pilot consisted of two services:

1. Online facilitated peer support groups for school leaders
2. One-to-one telephone supervision for school leaders, delivered by BACP accredited counsellors

225
school leaders supported

168
received online facilitated peer support

57
received telephone supervision

Participants Survey:

- **100 per cent** agreed they felt more supported
- **95 per cent** said they felt less anxious
- **92 per cent** said they felt less stressed
- **97 per cent** said they had more ideas about how to manage their school during the pandemic
- **92 per cent** said they felt able to support other school leaders

Staff at Bristnall Hall Academy © Brian Benson



> *I've gained improved self-confidence and self-esteem. Practical strategies for changing habits moving forward.*
>
> Telephone supervision participant



Teacher at Drayton Park Primary © Simon Ellis

School Wellbeing in Wales Programme

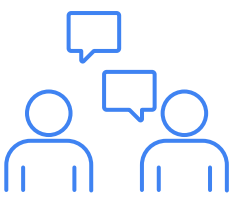
We are grateful to Welsh Government for funding a programme of mental health and wellbeing support to schools across Wales, from September 2020 — June 2021.

The support consisted of six packages:

1. Online facilitated peer support groups for school leaders
2. One-to-one telephone supervision for school leaders, delivered by BACP accredited counsellors
3. A school wellbeing service: a dedicated wellbeing advisor works directly with schools providing tailored advice, support and resources
4. Taking Care of Teachers Mental Health and Wellbeing Hub — the first stop website for school staff mental health in Wales
5. An e-learning module to equip learners with the information and practical tools they need to practice personal reflection and to have a reflective conversation with a peer
6. An online webinar programme, which **reached 1,250 people**



74
schools engaged in the wellbeing service



24
school leaders engaged in peer support



7
school leaders engaged in supervision

Programmes Impact:

This programme will continue to grow throughout 2021, and evaluation data will be available from September. In the meantime, feedback strongly indicates that we are making a positive impact.

"The workshop was great; the wellbeing tips will help me when I return to school after Christmas."
Teacher, Wales

"I found the wellbeing session that you led for to be extremely helpful. It gave me the space and time to think and gain a better perspective on the challenges I was facing.

It also gave me some excellent, practical strategies to help me manage my own wellbeing, enabling me to look out for the emotional needs of others."
Headteacher, Wales

Increasing our reach



When the pandemic hit we knew that teachers and education staff would need access to digital information and resources to help them protect their mental health and wellbeing.

We dedicated our communications activity to reaching teachers and education staff with quality mental health content when and where they needed it most.

764k
visitors to the website
an increase of 85%

1,250
people reached via our online events

45k+
followers across our social media profiles

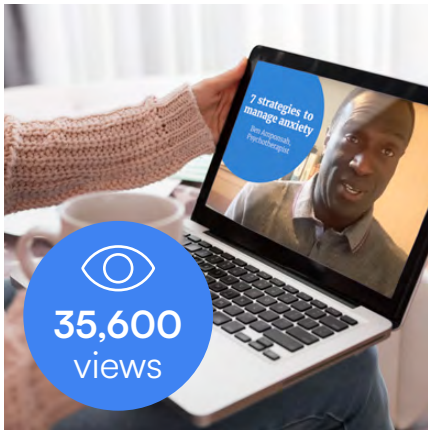
179
pieces in national and sector media

145,000
people reached via **new** digital resources

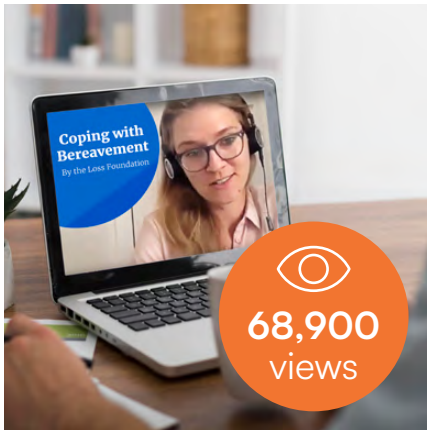
3,500
people were addressed by our CEO at other organisations' events

New digital resources

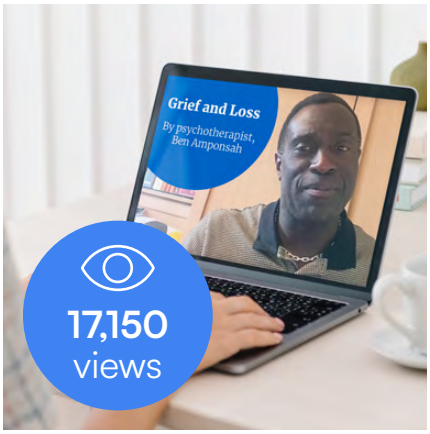
We launched 20 digital support resources in 2020-21. The following videos were extremely popular and we plan to build on our suite of digital resources in 2021-22:



Seven Strategies to Manage Anxiety
By psychotherapist Ben Amponsah



Coping with Bereavement
By The Loss Foundation



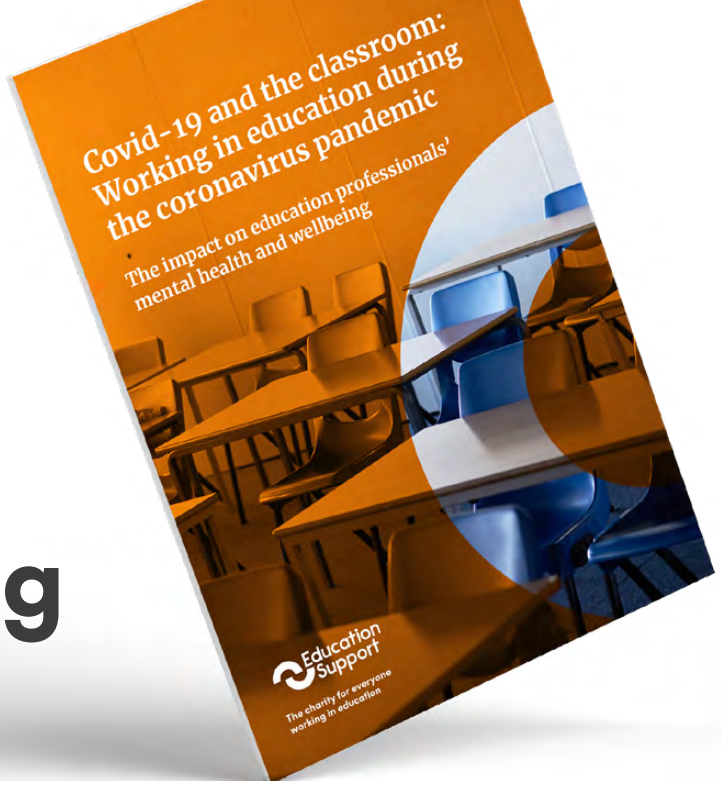
Grief and Loss
By psychotherapist Ben Amponsah

Our Research



Headteacher and pupils at Bristnall Hall Academy © Brian Benson

Covid-19 and the Classroom: working in education during the pandemic



We looked at the practical and emotional reality of teachers and education staff working in schools and colleges through the pandemic. You can read the full report ***here***.

Research impact

Research was carried out at the height of the first lockdown, when schools were closed and many staff were working from home.

Due to the timing and content of the report, it received a huge amount of attention, including a significant interview with Sinéad McBrearty on BBC News.



The good news:

People reported that they felt appreciated by important groups:

81 per cent felt appreciated by their colleagues

72 per cent felt appreciated by their Senior Management Team

61 per cent felt appreciated by parents

The challenges:

52 per cent cited a decline in their mental health

Getting pupils to complete their work was the most challenging aspect for the 58 per cent who worked from home

Maintaining social distancing was the biggest challenge for the 32 per cent who remained in their usual place of work, and

Uncertainty about the future was the key concern of the 3 per cent who were furloughed

> *The pandemic has crystallised issues which for a long time have impacted the working lives of teachers and education professionals.*
>
> *Sinéad Mc Brearty, Chief Executive, Education Support*

Feeling appreciated is an important contributor to work place wellbeing. We explored this topic in more depth in an online discussion which can be viewed ***here***.

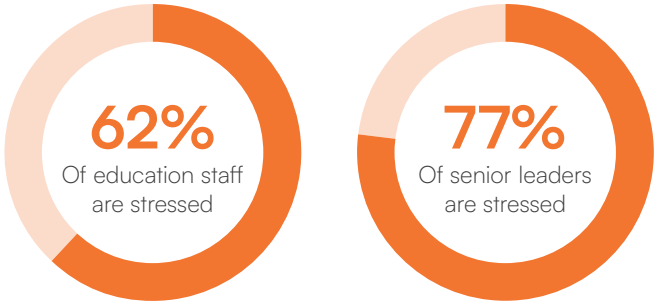


Pupils walking to class at Drayton Park Primary © Simon Ellis

Teacher Wellbeing Index 2020

Our fourth ***Teacher Wellbeing Index*** provided a reliable annual snapshot of the mental health and wellbeing of teachers and education staff in UK.

Our key findings for the 2020 Index:



The overall wellbeing of teachers and education staff is consistently lower than that of the general population.

There are still barriers to reaching out for help, including stigma.

32% Depression in education staff **VS** **19%** Depression in the general population



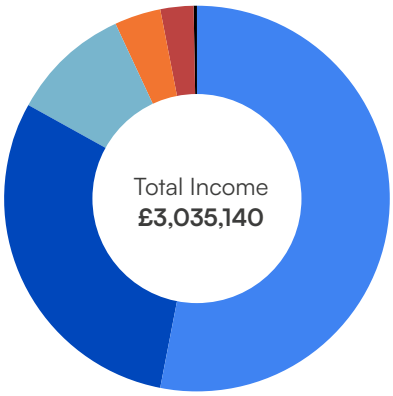
The full findings of the report and its recommendations can be read ***here***.



This year has shown us that we are operating at the limit of what is possible within the available resources.

Sinéad Mc Brearty, CEO, Education Support

How we raised and spent our money



How we raised our money

During 2020-21 more than 25,000 individual supporters donated regularly, responded to appeals, or left us a gift in their Will. We are also fortunate to have the support of charitable foundations, government and corporate partners. We generate income from the workplace services that we provide to schools and colleges, as well as through returns from our investments. We couldn't do what we do without our supporters, partners and customers. **Thanks to them, we raised £3,035,140** in 2020-21.

Donations and Legacies
£1,612,227

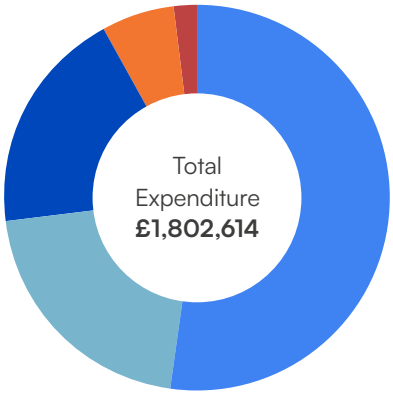
Government programmes
£301,857

Investment Income
£85,415

Workplace Services
£916,964

Trusts and Foundations
£111,469

Corporate Donations
£7,208



How we spent our money

£1,802,614 was spent in total in the year on charitable services. The cost of raising funds was £1,038,448 (see page 34). Following this, the Surplus (excluding investment gains) was £179,703.

Counselling and mental health advice services
£942,952

Communications, policy and research
£343,003

Training and organisational development
£33,414

Financial support services
£374,287

Information and online advice services
£108,958



Teacher and pupils at Bristnall Hall Academy © Brian Benson

Quality Assurance and Impact

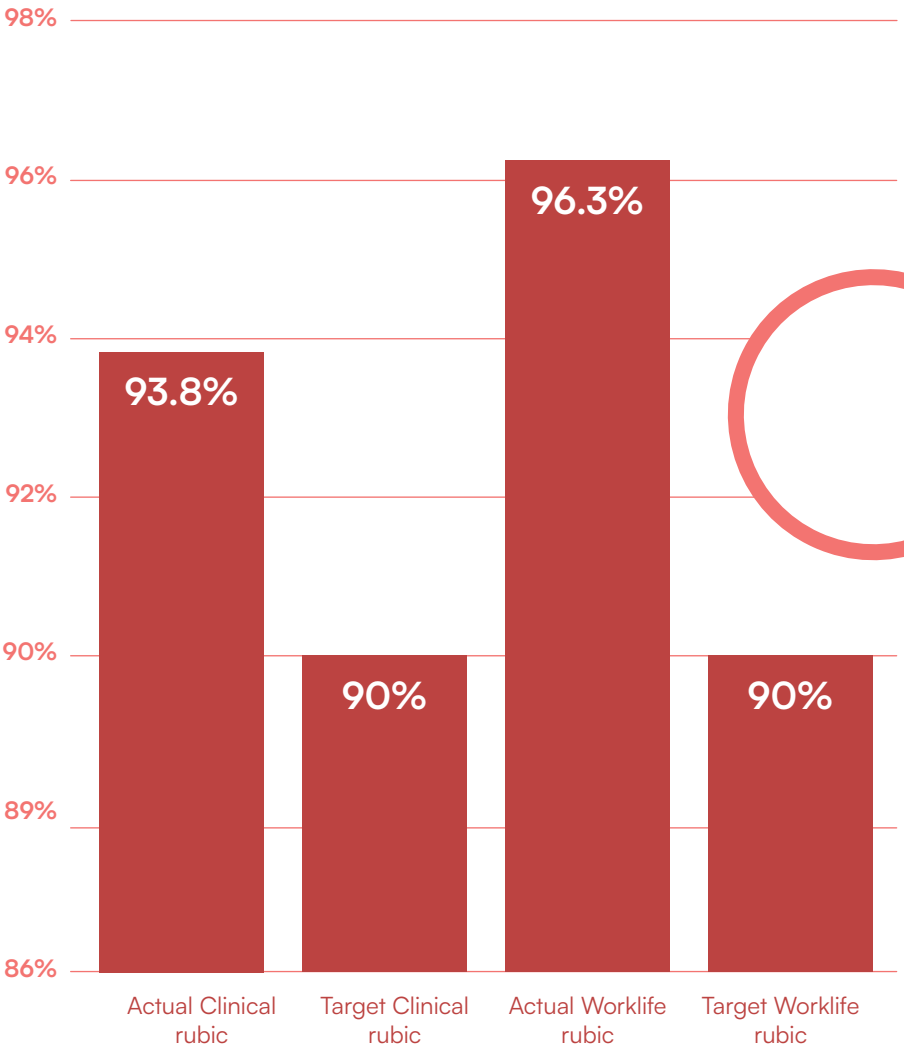
Education Support operates a bi-annual audit programme with an independent clinical assessor. The aim of the audit is to ensure the highest possible standards are upheld in our mental health services.

Auditors listen to calls and examine our processes to identify where improvements might be made. Each audit meeting operates to ISO 9001:2008 standards and monitors the performance of counsellors (based on clinical and non-clinical standards).

We also invite every service user to complete an online evaluation form.

Independent Audit Results: February 2021

Counselling Services Audit Score 2021



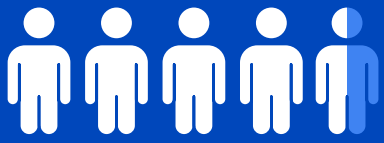
Service User Feedback:

Percentage of helpline **users who answered yes** to the following statements:



of helpline users agreed that using our service helped them feel better equipped to deal with their problem or query.

↑ **FROM 88%** last year.

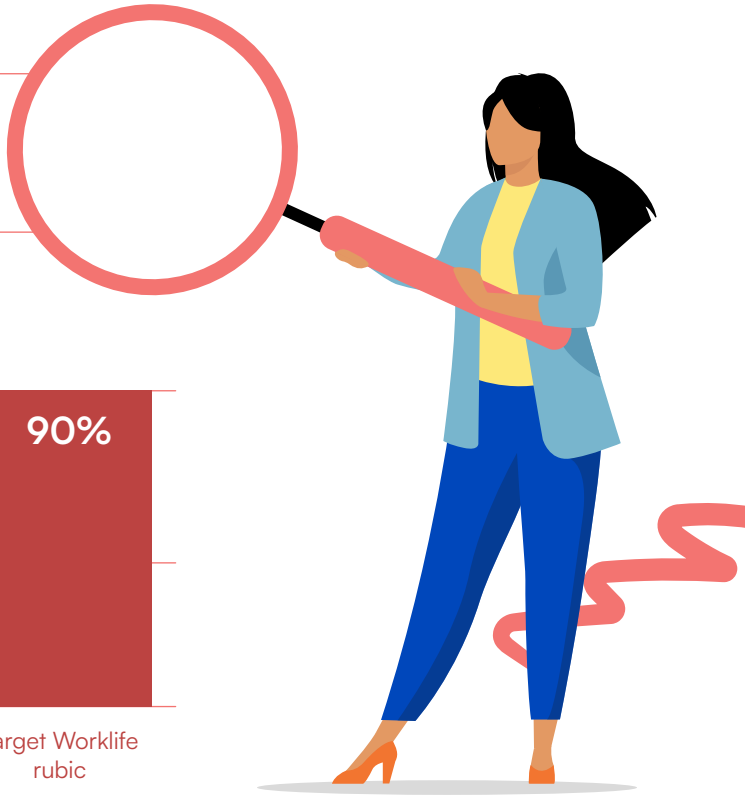


90% agreed that the service had a positive impact on their situation.

↑ **FROM 85%** last year.

98%
agreed that we are empathetic and understanding







Legal and Administrative Information

Pupils in class at Drayton Park Primary © Simon Ellis

The Trustees are pleased to present their report and accounts for Education Support and its subsidiaries (the group) for the year ended 31 March 2021.

Constitution

Education Support is a Charitable Company Limited by Guarantee (Company Number 09311354) with charitable status and is registered with The Charity Commission under registration number 1161436. It does not have any share capital.

Education Support is the successor to the Teacher Support Network Group comprising of Teacher Support Network and Recourse following a merger of their assets, activities, undertakings and liabilities on 31 March 2015.

The company was incorporated on 14 November 2014 as Education Sector Support UK and changed its name to Education Support Partnership on 24 July 2015.

Education Support Partnership and Worklife Support (a former subsidiary of Teacher Support Network) merged their trading activities and assets on 1st April 2016.

Governing document

The governing document guiding the work of the organisation is the *Articles of Association* — these articles were adopted upon incorporation and were amended following a special resolution in December 2018. The charity is a Charitable Company Limited by Guarantee.

Trustees and Management

Board of Trustees who were in place during the financial year 2020 - 21

Jeremy Reynolds	Chair, Resigned 14 May 2020
Edward Sallis	
Lynne Tweed	Resigned 24 May 2021
Harry James	
Christopher Day	Vice Chair
Rod Ruffle	
Sean Hanson	Chair from 14 May 2020
Emma Hollis	
Gareth Conyard	
Rachelle Headland	
Sridhar Athreya	Honorary Treasurer

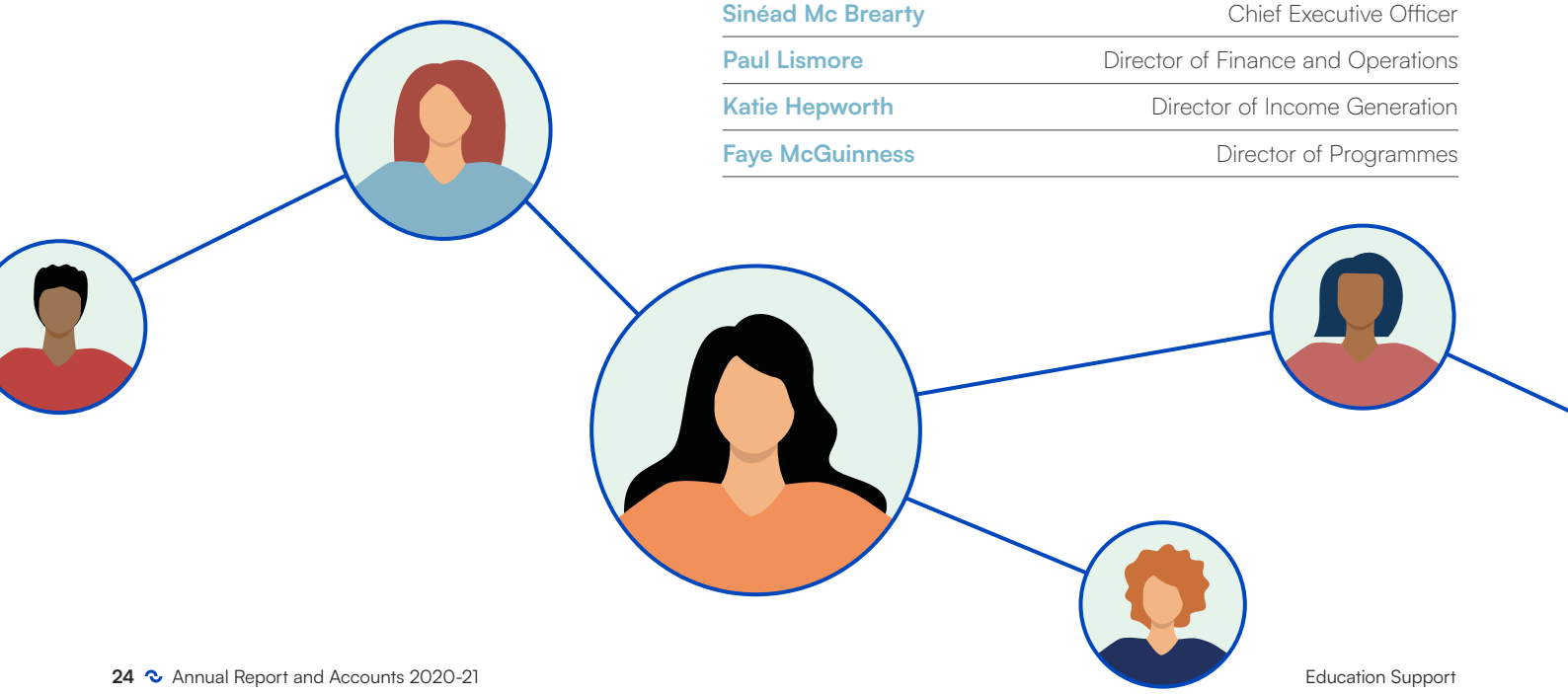
Elected Officers of the Board

Sean Hanson	Trustee Board Chair
Lynne Tweed	Trustee Board Vice Chair
Christopher Day	Trustee Board Vice Chair
Sridhar Athreya	Honorary Treasurer
Harry James	Governance, Delivery & People Committee Chair

Leadership team

During the financial year 2020-2021

Sinéad Mc Brearty	Chief Executive Officer
Paul Lismore	Director of Finance and Operations
Katie Hepworth	Director of Income Generation
Faye McGuinness	Director of Programmes



Other charities and companies in the group:

Teacher Support Network, 40a Drayton Park, London N5 1EW
Teacher Support Network formerly promoted health and wellbeing and offered benevolence to teachers. The company and charity transferred its assets and undertaking to Education Support Partnership on 31 March 2015 and is currently dormant.

TBF Holdings Limited
TBF Holdings Ltd is a wholly owned subsidiary that manages the shareholdings of the charity in Worklife Support Limited. The principal office is at 40a Drayton Park, London, N5 1EW.

TBF Trading Limited - Currently dormant.

Worklife Support Limited (WLS Ltd)
WLS Ltd was a trading subsidiary of the charity delivering a range of health and wellbeing services to employers and their employees in education and in the third sector. The charity's shareholding in WLS Ltd was held by TBF Holdings Limited, a subsidiary of Education Support Partnership. Its activities merged with Education Support Partnership on 1 April 2016.

Professional Advisors

Bank: National Westminster Bank plc Chancery Lane and Holborn branch, 332 High Holborn, London WC1V 7PS

Auditor: Moore Kingston Smith, Devonshire House, 60 Goswell Road, London, EC1M 7AD

Clinical auditor services: Ben Amponsah, Apartment 39 Islington Wharf, Great Ancoats Street, Manchester, M4 6DH

Investment advisors: Ethical Investment, Third Floor, Formal House, 60 St George's Place, Cheltenham, GL50 3PN

Investment Manage: Quilter Cheviot, One Kingsway, London, WC2B 6AN

Education Support's registered office: Education Support, 40a Drayton Park, London, N5 1EW

Teacher at Drayton Park Primary © Simon Ellis

Objectives and Activities

Objectives

Our charity's purposes as set out in the Objectives section of the Articles of Association (Article 3) are:

- The relief of financial hardship, sickness, disability, ill-health (mental or physical) and the infirmities associated with old age for serving, former or retired workers from the education sector, and their dependents;
- The advancement of education; and
- Such other charitable purposes as the trustees may determine.

Our vision and mission

Mission

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

How we deliver public benefit

Everything we do is aimed at supporting and improving the wellbeing and mental health of those working in, and of those who have retired from education. This includes assisting them in managing their finances and going some way to relieving the associated pressures of financial hardship. We support the whole person: by that, we mean not just an individual in their professional capacity but in their personal life as well. In setting the business plan each year the trustees of Education Support have complied with the duty of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission, including *Running a Charity PB2*.

Summary of our principal activities

See pages 11-22.

Volunteers

Education Support did not run a volunteer programme in 2020-2021.

Structure, Governance and Management

Governance structure

The Board of Trustees

Trustees govern the activities of the charity in accordance with its Articles of Association. The charity is constituted as a Charitable Company Limited by Guarantee and has no share capital.

Governance Review

The Board of Trustees continue to assess its performance and skills. A full board effectiveness review was carried out during the year. Actions and findings from that are being incorporated into our use of the governance wheel toolkit.

As well as the Board of Trustees there are two sub-committees:

- Finance, Audit and Risk
- Governance, Delivery and People

Trustee selection methods

Trustees are recruited via an open recruitment process, and are selected on the basis of skills gaps and on their ability to contribute effectively to the governance of Education Support.

Remuneration policy

Staff salaries are agreed when the Board signs off the budget for the year.

How we make decisions

The Board of Trustees meets on a quarterly basis to review progress against key objectives.

The Board of Trustees makes all strategic decisions and delegates responsibility for the operational management and leadership of the charity to the Chief Executive (under the terms of the CEO delegated authority) who is supported by the Leadership Team.

Financial procedures set the financial limits for decision making at varying and appropriate levels from board level downwards.

The Board of Trustees organises itself into committees in order to explore particular areas in more depth and report back and make recommendations to the Board as a whole.

Induction and Training

A new induction process was implemented in 2019 and five new trustees took part. Feedback on the process was positive. Trustees have developed a training matrix and we use this to identify any specific needs/gaps. We aim to fill these gaps with training and guidance where necessary. We will review the induction pack as part of the recruitment of new trustees in 2021-22.

Fundraising Review

The majority of Education Support's fundraising is conducted by paid staff or by volunteers securing small sums of sponsorship on our behalf. We also work closely with carefully selected third party organisations who fundraise on our behalf, conducting telephone campaigns and operating our online lottery.

Education Support, and our third party fundraising partners comply with fundraising regulations and the Fundraising Regulator code of practice. Education Support and our third party suppliers are registered with the Fundraising Regulator, and pay the annual levy.

No areas of non-compliance have been identified relating to any of our fundraising activities.

There were no complaints registered relating to fundraising activities in 2020-21.

Investment policy

Quilter Cheviot acts as Investment Manager to Education Support. The investment objective is to invest holdings on a long-term basis to achieve capital appreciation and minimum income of 3 per cent per annum for distribution to the charity on a quarterly basis.

The charity adopts a socially responsible investment approach excluding investment in arms manufacture and distribution and promotion of pornography from its portfolio, and restricting tobacco investment. We support community investment, environment and green technology, and encourage investment in recycling and waste, safety and protection, training and educational activities and employment.

Investments are selected from a wide range of asset classes to allow for diversification and maximise performance with a reasonable or balanced level of risk.

The Committee meets annually with its Investment Manager to review performance of the fund and to determine future plans. An initial £4 million was invested in the fund in 2014 and a further £300k added during 2015-16. To support the trustees in decision-making we employed an independent Investment Advisor (Ethical Investments) at the end of 2018-19. Due to the disruption and uncertainty in the last year additional work in this area has been put back.

The investment portfolio gained £380k of its overall value during the financial year. The balanced approach adopted by Quilter Cheviot has benefited the charity by outperforming benchmarked indices such as *FTSE All Share*.

Due to improved financial performance there was no need to draw down any funds from the portfolio in 2020-21.

Since March 2020, markets have improved and the market value of the investments at 31 March 2021 is £3 million compared to £2.7 million as at 31 March 2020.

The trustees have considered the nature, disposition, marketability, security and valuation of the scheme's investments and consider them to be appropriate relative to the reasons for holding each class of investment. More details about investments are given in the notes to the financial statements.



Teacher at Drayton Park Primary © Simon Ellis

Financial Review

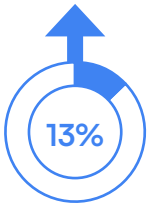
2020-21 began with a large amount of uncertainty due to the Covid-19 pandemic and we revised our financial targets in light of what we knew at the time and looked to manage the risks our income faced.

We revised income targets and looked to our supporters for donations as well restructuring our commercial team. We also managed to secure additional grant funding from DfE and the Welsh Government for projects to support those in need.

The response from supporters, the refocusing of our commercial team and the additional grant funding meant we had a positive year financially. This also reflected our commitment to manage costs effectively.

Total incoming resources for the year were £3.035 million (2019-20: £2.715 million) and total expenditure was £2.855 million, (2019-20: £2.997 million) giving an operating surplus of £180k (2019-20: deficit £262k) before gains/losses on investments. Education Support in 2020-21 generated a net surplus of £657k (2019-20: Deficit of £520k). The surplus this year shows good progress in our aim to make the organisation more financially stable.

Overall, income (excluding that from investments) was 13 per cent higher this year at £2.950 million.



In the 2020-21 financial year our voluntary income was £1.731 million, up £278k (19 per cent) - on 2019-20, mainly due to an increase in legacy income and individual donations. Our Christmas appeal and Covid-19 pandemic appeal combined raised £104k. Voluntary income made up 57 per cent of our total income. In 2021-22 we will continue to monitor and manage potential volatility in our voluntary income as we come out of the pandemic. We will continue our long-term strategy to diversify voluntary income sources.

Despite this being a very challenging year for our commercial team, income generated from paid-for services was £917k (2019-20: £1.118 million) and has finished the year strongly following the restructure. We hope to continue the strong performance into 2021-22.

In 2020-21 Education Support was approached by the English and Welsh governments to deliver new services

to support education staff during the pandemic. Income in this area was £302k and additional funding is already secured for 2021-22.

Education Support continues its focus on improving cost efficiency. Total resources expended by Education Support for the year amounted to £2.855 million, a reduction of £122k on 2019-20 (£2.977 million).

Reserves Policy

The trustees have set a reserves policy, which requires that:

- The reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future;
- Reserves are maintained at a level which ensures that Education Support's core activity can continue during a period of unforeseen difficulty;
- A proportion of reserves is maintained in readily realisable form.

The policy states that free reserves should be maintained at a level which is at least equivalent to six months' operational expenditure, having regard to its future business plan and likely funding streams. Based on the organisation's budget for 2021-22 this equates to £1.553 million. At 31 March 2021, the value of free reserves is £2.578 million.

Unrestricted reserves of the Group at 31 March 2021 are £4.356 million, which include fixed assets and designated funds of £1.778 million.

The underlying assets of the organisation have sufficient liquidity to enable the organisation to meet all of its commitments as they fall due, but we recognise that we are operating currently in an uncertain environment.

Restricted reserves represent funds provided by external organisations for a specific purpose. These funds are actively managed and utilised in accordance with the restrictions placed on these funds as advised to Education Support.

Free Reserves

It is recognised that the level of free reserves at 31 March 2021 is in excess of our policy minimum, however trustees recognised that the level of uncertainty around both voluntary and commercial income, the uncertainties that will remain throughout this year and beyond, and the increased levels of need for our services, require us to be able to react positively in the coming years.

Designated funds

The Development Fund represents the fund designated for the strategic development and growth of the charity.

In 2018-19 the board designated a Grants Fund of £350k, set aside to ensure that any short-term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring that funds are available should the need arise.

The trustees regularly review the level of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations. Trustees have the ability to re-designate reserves as they wish to meet the business needs of the organisation.

Risks and Uncertainties

Purpose and scope of the risk management policy

In the process of delivering its services, Education Support is subject to certain risks that affect its ability to operate, support its beneficiaries and staff in the education sector and protect its assets. These include risks to employees, service users, customers, financial risks, liability to others and risks to property. These risks are managed through an effective risk management policy that seeks to minimise, mitigate, or in certain cases, avoid these risks through appropriate management action.

The aim of the policy is for trustees and management within Education Support:

1. To understand as fully as possible the risks being faced or taken;
2. To take appropriate action to manage these risks where it is possible and cost effective to do so;
3. To minimise the risk that new initiatives adversely affect existing services;
4. To accept a higher level of uncertainty, if appropriate, when taking advantage of new opportunities.

The Senior Leadership Team is, through its day-to-day operational management of the charity, responsible for managing and controlling risk in line with the approved policy and framework agreed by the board. The impact of the Covid-19 pandemic was identified as a serious risk early in 2020-21 and the organisation moved to mitigate the impact as can be seen from the results.

Within Education Support, risks are categorised as follows:

- Governance
- Strategic — Financial
- Strategic — People and Culture
- Strategic — Research and Policy
- Strategic — Service Delivery
- Operational — Systems/ processes/premises
- Operational — ICT/Data
- Operational and strategic — Covid-19 pandemic

The most significant strategic risks are:

1. Impact of the Covid-19 pandemic/ resulting recessional events
2. Governance effectiveness/diversity
3. Financial capacity
4. Service delivery quality

The risk register is reviewed every six months by the trustees and the policy is reviewed annually.



Third party operational risk management

The safety and wellbeing of our service users is paramount and to that end, we ensure that our service centre takes risk management very seriously.

We continue to operate a robust quarterly audit program with our clinical auditor at our service centre in Ealing. You can read more about our audit process on page 22.

Our audits are designed to ensure that we are aware of risks to the Helpline and EAP service. These include operational risks but also risks which might impact upon the reputation of the services and the organisation and ultimately the users of our services. Mitigating actions are put in place to address any areas of potential concern.

Pension Liability

The charity participates in a multi-employer scheme, which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004, which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This actuarial valuation showed assets of £795 million, liabilities of £926 million and a deficit of £132 million. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid to the scheme as follows:

- In 2020-21 the charity contributed £73k as part of its obligations to fund this pension deficit. As at March 2021, the charity's liability for this deficit is £297k.
- This pension scheme is now closed to employees. The charity currently offers a Defined Contribution scheme to employees. The charity introduced auto-enrolment during 2017-18.

Statement of Trustees' Responsibilities

The trustees 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 and charity law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the group, the incoming resources and application of resources, including its income and expenditure, for the period. In preparing, those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Make judgments and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Going Concern

Whilst there has inevitably been an impact on the activities of the charity as a result of Covid 19, the organisation continues to generate income and meet its liabilities as they fall due. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future. They have not identified any material uncertainties likely to take place in the 12 months from the date these accounts were signed. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

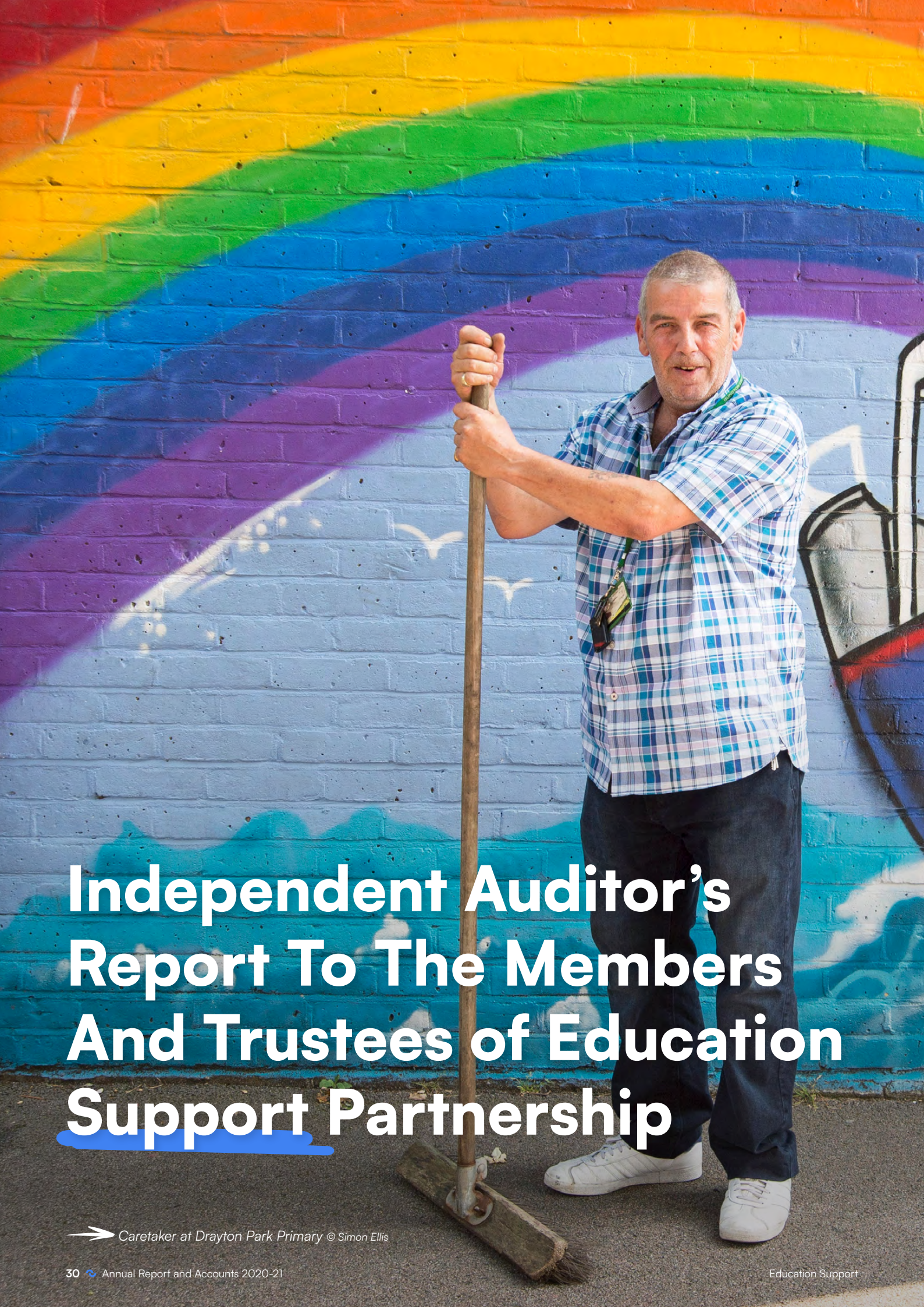
Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on: 07-09-2021 and signed on their behalf by:



Sean Hanson (Chair)



Independent Auditor's Report To The Members And Trustees of Education Support Partnership

Caretaker at Drayton Park Primary © *Simon Ellis*

Our Opinion

We have audited the financial statements of Education Support Partnership (the 'company') for the year ended 31 March 2021 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and 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 group's and the parent charitable company's affairs as at 31 March 2021 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for our 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, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

The information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and Trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- The parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to prepare the financial statements in accordance with
- The small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.



Teacher and pupils at Bristnall Hall Academy © Brian Benson

Responsibilities of Trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and parent 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 group or parent 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 the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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.

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

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

Our approach was as follows:

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

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's Trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

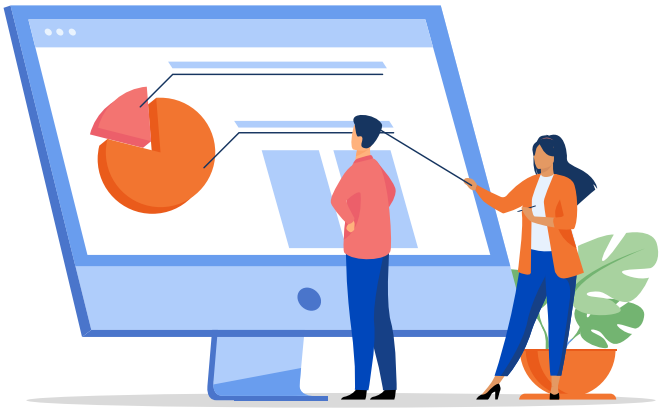
Moore Kingston Smith LLP

09-09-2021

Shivani Kothari (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP,
Statutory Auditor

Devonshire House, 60 Goswell Road, London, EC1M 7AD

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.



Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2021

	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total Year to 31 March 2021 (£)	Total Year to 31 March 2020 (£)
Income (Notes)					
Donations and legacies	1,619,435	-	-	**1,619,435**	1,421,608
Trusts and foundations	111,469	-	-	**111,469**	31,000
Government programmes	-	301,857	-	**301,857**	-
Paid for services	916,964	-	-	**916,964**	1,118,495
Policy and research	-	-		**-**	31,953
Investment income **(6)**	66,578	17,704	1,133	**85,415**	111,760
Total Income	**2,714,446**	**319,561**	**1,133**	**3,035,140**	**2,714,816**
Expenditure					
Raising Funds					
Cost of generating voluntary income **(5)**	494,429	-	-	**494,429**	427,491
Paid for services **(5)**	518,342	-	-	**518,342**	661,707
Investment management costs	25,677	-	-	**25,677**	32,606
	1,038,448	-	-	**1,038,448**	1,121,804
Charitable expenditure					
Counselling and mental health advice service **(5)**	602,629	340,323	-	**942,952**	558,034
Financial support services **(5)**	329,740	44,547	-	**374,287**	502,479
Communications, policy and research **(5)**	322,423	20,580	-	**343,003**	343,480
Information and online services **(5)**	102,421	6,537	-	**108,958**	136,134
Training and organisational development **(5)**	31,409	2,005	-	**33,414**	176,186
Strategy development **(5a)**	14,375	-	-	**14,375**	138,733
	1,402,997	413,992	-	**1,816,989**	1,855,046
Total Expenditure	**2,441,445**	**413,992**	**-**	**2,855,437**	**2,976,850**
Net Income/ (Expenditure)	273,001	(94,431)	1,133	**179,703**	(262,034)
Realised gains/(losses) on investments **(11)**	52,924	14,073	901	**67,898**	173,570
Unrealised gains/(losses) on investments **(11)**	243,205	64,672	4,140	**312,017**	(432,027)
Unrealised gains/(losses) on investment property **(11)**	97,500	-	-	**97,500**	
Transfers between funds	-	1,133	(1,133)	**-**	-
Net gains/(losses) on investments	393,629	79,878	3,908	477,415	(258,457)
	666,630	**(14,553)**	**5,041**	**657,118**	**(520,491)**
Net income/(expenditure) for the year	666,630	(14,553)	5,041	**657,118**	(520,491)
Transfers between funds	-	0		**-**	-
Net movement in funds	666,630	(14,553)	5,041	**657,118**	(520,491)
Funds at 1 April 2020 **(16)**	3,689,368	868,713	55,617	**4,613,698**	5,134,189
Funds at 31 March 2021 (17)	4,355,998	854,160	60,658	**5,270,816**	**4,613,698**

All incoming resources and resources expended derive from continuing activities. All recognised gains and loses are reflected through the Consolidated Statement of Financial Activities and no separate Statement of Total Recognised Gains and Losses has been presented. The notes on pages 34 to 48 form part of these financial statements.

Balance sheets as at 31 March 2021
Company registration number: 9311354

	at 31 March 2021 Group (£)	at 31 March 2021 Charity (£)	at 31 March 2020 Group (£)	at 31 March 2020 Charity (£)
Fixed assets (Notes)				
Tangible fixed assets **(10)**	1,136,219	1,136,219	1,149,849	1,149,849
Intangible fixed Assets **(10)**	-	-	-	-
Investments **(11)**	3,542,888	3,542,990	3,096,716	3,096,818
	4,679,107	4,679,209	4,246,565	4,246,667
Current assets				
Debtors **(12)**	291,232	291,230	466,443	466,441
Cash at bank and in hand	1,443,965	1,443,965	927,169	927,169
	1,735,197	1,735,195	1,393,612	1,393,610
Creditors: amounts fallling due within one year **(13)**	(921,244)	(921,344)	(747,463)	(747,563)
Net current assets	813,953	813,851	646,149	646,047
Pension provision **(14)**	(222,244)	(222,244)	(279,016)	(279,016)
Net assets	5,270,816	5,270,816	4,613,698	4,613,698
Funds				
Endowment **(16a)**	60,658	60,658	55,617	55,617
Restricted **(16b)**	854,160	854,160	868,713	868,713
Unrestricted:				
General Fund **(16c)**	4,355,998	4,355,998	3,689,368	3,689,368
	4,355,998	4,355,998	3,689,368	3,689,368
Funds at 31 March 2021 (17)	5,270,816	5,270,816	4,613,698	4,613,698

As permitted by s408 Companies Act 2006, the company has not presented its own income and expenditure statement and related notes. The company's surplus for the year was £657,118 (19/20 FY: loss £520,491)

These financial statements have been prepared in accordance with the provisions applicable to the small companies regime.

These financial statements were approved by the Board of Trustees and authorised for issue on 07-09-2021 and signed on their behalf by:



Sean Hanson

Consolidated Cash Flow Statement for Year Ended 31 March 2021

	Year to 31 March 2021 (£)	Year to 31 March 2020 (£)
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net income/(expenditure) for the year as per the statement of financial activities	657,118	(520,491)
Adjustments for		
Depreciation and amortisation charges	13,630	16,556
Loss/(gain) on investments	(477,415)	258,457
Dividends, interest and rents from investments	(85,415)	(111,760)
(Increase)/decrease in debtors	175,211	(53,593)
Increase/(decrease) in creditors	117,009	(167,141)
Net cash provided by operating activities	400,138	(577,972)
Net cash flow provided by operating activities	400,138	(577,972)
Cash flows from investing activities		
Dividends, interest and rent from investments	85,415	111,760
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	-	-
Proceeds from sale of investments	435,542	994,880
Purchase of investments	(387,162)	(121,630)
Net cash provided by investing activities	133,795	985,010
Change in cash and cash equivalents in the reporting period	533,933	407,038
Cash and cash equivalents at the beginning of the reporting period	953,574	546,536
Cash and cash equivalents at the end of the reporting period	1,487,507	953,574
Analysis of cash and cash equivalents	**£**	**£**
Cash at bank and in hand	1,443,965	927,169
Cash held by broker	43,542	26,405
Total cash and cash equivalents	**1,487,507**	**953,574**

Notes to the financial statements for the year ended 31 March 2021

1. Company Information

Education Support Partnership is a private limited company incorporated in the United Kingdom on 14 November 2014, under Company Number 9311354.

The company's registered office is 40A Drayton Park, London N5 1EW.

2. Basis of Preparation

The charitable Group is a public benefit group for the purposes of FRS102 and therefore the charity also prepared its financial statements in accordance with Statement of Recommended Practices applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2016, and the Charities Act 2011.

The group financial statements consolidate the financial statements of Education Support Partnership and its entire subsidiary undertakings drawn up to 31 March each year.

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

Going Concern

Whilst there has inevitably been an impact on the activities of the charity as a result of Covid 19, the organisation continues to generate income and meet its liabilities as they fall due. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

3. Accounting policies

The following indicates the principal policies adopted:

(i) Income and expenditure

All items of income and expenditure are accounted for on an accruals basis. Where contracts are awarded in favour of the company for fixed terms, contract income and the direct costs associated with the contract are accrued evenly over the duration of the contract.

Income

The specific bases for accounting for income are described below.

- Donations are included in full in the statement of financial activities when received.
- For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made; or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified to the executor's intention to make a distribution.
- Trusts and foundation grants are recognised when entitlement to the grant is confirmed.
- Paid for services income is recognised when the services are delivered.
- Investment income is included in the Statement of Financial Activities in the year in which it is receivable.

(ii) Tangible assets

Tangible fixed assets are measured at cost less accumulated depreciation to date and any accumulated impairment losses. Depreciation is calculated to write down the cost less residual value of all tangible fixed assets over their expected useful lives, using the straight line method. The rates applicable are:

Computer equipment — 3 years

Furniture and fittings — 5 years

Our Head office leasehold is depreciated over the period of the lease (155 years) on a straight line basis. Refurbishment costs associated with the property are depreciated over 50 years on a straight line basis.

(iii) Intangible assets

Intangible assets are measured at cost less accumulated amortisation to date and any accumulated impairment losses. Amortisation is calculated to write down the cost less residual value of all intangible assets over their expected useful lives, using the straight line method. The rate applicable is:

Software — 3 years

(iv) Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

(v) Investments

Listed investments are included in the financial statements at bid value at the balance sheet date. Gains/losses on

disposal of investments and revaluation of investments are recognised in the year of gain or loss and are allocated to the funds to which the investments relate. Investments in subsidiaries are included in the financial statements at cost.

(vi) Debtors

Short term debtors are measured at transaction price, less any impairment.

(vii) Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

(viii) Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the company. All other leases are classified as operating leases. Rentals payable under operating leases are charged on a straight line basis over the lease term, unless the rental payments are structured to increase in line with general inflation, in which case the company recognises annual rent expense equal to amounts owed to the lessor.

(ix) Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied for its charitable purposes.

(x) Turnover

Turnover arises from the company's principal activities of providing support, assistance and training and consists of amounts invoiced net of VAT. All turnover arises in the U.K.

(xi) Expenditure allocation

Expenditure has been allocated to restricted and unrestricted funds by direct attribution where possible, or by the proportion of service usage reported and attributed to each fund.

(xii) Employee benefits

Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred. In line with FRS 102 accrued holiday has been included as an expense in the period in which the entitlement arose.

(xiii) Pensions

The charity has two pension schemes: a defined contribution scheme for current employees and a closed defined benefit scheme. The latter is a multi-employer scheme and is currently in deficit. The charity is paying contributions to eliminate the deficit in accordance with the deficit reduction plan.

The assets of the defined contribution scheme are held separately from those of the charity in independently administered funds. The pension cost charge represents contributions payable to the scheme contributions payable to the scheme in the year. The charity has no liability under the scheme other than the payment of those contributions.

(xiv) Funds

General funds are those that are available for use at the trustees' discretion in the furtherance of the charity's objectives. Designated funds are unrestricted funds set aside for unrestricted purposes and which would otherwise form part of general funds. Details of the nature and purpose of each fund are set out in note 16c.

Restricted funds are funds that are subject to restrictions imposed by donors and are applied in accordance with these restrictions. Details of the nature and purpose of each restricted fund are set out in note 16b.

The charity has one Endowment fund, the Cutler Trust. Income derives from the investment of the fund and is used to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

(xv) Support Costs

Support costs cover those funds which assist the running of the charity and mainly comprise of staff costs and overheads. These costs have been allocated between costs of raising funds and charitable expenditure.

4. Significant judgements and estimates

In preparing these financial statements, the trustees have made the following judgements:

- Legacy income is based on proof of entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.
- Investment Property is valued at open market value at the reporting date, less an adjustment to reflect the discount that would be applied to the sale value on the basis of an incumbent tenant.

The independent valuation survey was commissioned in 20/21FY and the adjusted value of investment property is reflected in the accounts.

Investments — Listed investments are valued at the quoted bid price at the reporting date.

Tangible Fixed Assets and Intangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually.

5. Expenditure for the year to 31 March 2021

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2021 (£)
Counselling and mental health advice service	-	57,668	856,028	29,256	942,952
Financial support	210,821	97,603	-	65,863	374,287
Communications, policy and research	-	132,211	110,990	99,802	343,003
Information and on-line services	-	57,144	-	51,814	108,958
Training and organisational development	-	-	33,414	-	33,414
Paid-for services	-	347,649	5,205	165,488	518,342
Cost of generating voluntary income	-	225,962	138,075	130,392	494,429
Total	210,821	918,237	1,143,712	542,615	2,815,385

5. Expenditure for the year to 31 March 2020

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2020 (£)
Counselling and mental health advice service	-	30,703	518,565	8,766	558,034
Financial support	312,300	103,423	-	86,756	502,479
Communications, policy and research	-	135,228	116,661	91,591	343,480
Information and on-line services	-	59,443	-	76,691	136,134
Training and organisational development	-	-	176,186	-	176,186
Paid-for services	-	398,067	25,907	237,733	661,707
Cost of generating voluntary income	-	234,970	53,395	139,126	427,491
Total	312,300	961,834	890,714	640,663	2,805,511

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Counselling and mental health advice services represent the costs of delivering Employee Assistance Programme, Free Helpline and Occupational Health Services. In addition we also deliver a range of services including online peer to peer support and telephone supervision through grants from English and Welsh governments. Financial Support costs relate to grants awarded to help people with financial emergencies and the burden of short term debt, to pay for essential unaffordable items and to help them stay in or get back to work. All grants are paid to individuals.

Communications and policy represents the expenditure associated with survey, research and statistical analysis in order to bring awareness of the challenges within the education sector.

Information and on-line service costs represent the expenditure associated with commissioning social media content, marketing and events to increase awareness and promote our services.

Training and organisational development costs represent the costs of delivering staff and leadership development programs, staff engagement surveys and wellbeing training.

Paid for services costs represent the costs of selling our commercial products and services.

Costs of generating voluntary income represent the costs of running and supporting our fundraising function.

5. Expenditure for the year to 31 March 2021 (continued)

Support costs include:	Support Costs March 2021 (£)	Support Costs March 2020 (£)
Office administration costs	80,946	122,096
Building administration costs	54,636	71,869
Organisational management	97,746	126,004
Human resources costs	110,550	67,289
Finance costs	66,696	75,892
Professional fees	4,304	12,783
Marketing and communications costs	1,732	34,064
IT costs	67,951	69,210
Governance costs	58,054	61,456
Total overheads	**542,615**	**640,663**

The decrease in office and building administration costs is mainly due to reduced office use during the year and reduction in office admininstration staff costs.

The decrease in Organisational management costs reflects the results of Senior Leadership reorganisation in 18/19 FY, which continued to 20/21 FY.

The increase in Human resources costs in the current year is due to recruitment costs incurred during the year.

The decrease in Finance costs in the current year is a result of lower investment management costs in the year.

Professional fees costs decline reflects less use of external professional advice during the year.

The decrease in marketing and communication costs is due to more costs being allocated directly to Communications, policy and research direct costs above.

5a. Strategy Development

Strategic development costs were paid to improve our infrastructure, knowledge and our income generation with funding provided by Trustees to make improvements to our IT infrastructure, develop our Research knowledge and review and test our donor programme.

The main components of strategic development are:

	£
Premises Review	5,828
Covid Response	3,087
Website Development	5,460
Total	14,375

5b. Governance Costs

Costs classified as governance relate to the general running of the charity and included operation of the Board of Trustees and those involved in addressing constitutional, audit and other statutory matters, and are made up of the following:

	March 2021 (£)	March 2020 (£)
Financial audit fees	19,543	20,364
Grants audit fees	8,000	-
Governance travel and subsistence	606	6,504
Governance meetings	-	48
Apportionment of staff costs	29,905	33,280
Professional and legal costs	-	1,260
Total	58,054	61,456

6. Investment Income

	General Funds (£)	Restricted Funds (£)	Year to March 2021 Total (£)	General Funds (£)	Restricted Funds (£)	Year to March 2020 Total (£)
Income from listed investments	66,008	18,837	84,845	65,440	44,587	110,027
Bank interest receivable	570	-	570	1,733	-	1,733
Total	66,578	18,837	85,415	67,173	44,587	111,760

7. Net outgoing resources for the year are stated after charging

	Year to March 2021 (£)	Year to March 2020 (£)
Depreciation	13,630	16,556
Auditor's remuneration: Audit fees (excluding VAT)	17,200	16,850

8. Employee information

Employee Costs	Year to March 2021 (£)	Year to March 2020 (£)
Wages and salaries	1,111,767	1,098,332
Social security costs	118,314	116,123
Pension costs	113,135	110,607
Redundancy payments within year	20,982	7,077
Redundancy payments in 20/21 FY relate to 3 staff members	**1,364,198**	**1,332,139**

The average number of employees during the period was:	Year to March 2021	Year to March 2020
Fundraising	4	4
Paid-for services	5	8
Financial support	2	2
Information and on-line services	2	1
Counselling and mental health services	1	-
Communications, policy and research	4	3
Administration	8	9
Total	**26**	**27**

	Year to March 2021	Year to March 2020
Key management personnel aggregate pay (including NI and pension)	**311,453**	**270,349**

During the year key management personnel comprised of:

- CEO
- Director of Finance and Operations
- Director of Income Generation
- Director of Programmes

Employee information The number of employees earning in excess of £60,000 per annum (including taxable benefits and pension contributions) was:	Year to March 2021	Year to March 2020
Over £100,000	1	1
£90,001 to £100,000	1	1
£80,000 to £90,000	1	-
£70,000 to £80,000	1	1

9. Trustees

	Year to March 2021 (£)	Year to March 2020 (£)
Trustees provide their services without remuneration. Total expenses reimbursed to the trustees (including amounts paid onbehalf of trustees) for travel, accommodation and subsistence	126	5,979
Number of trustees claiming expenses during the year	1	8

10. Tangible (TFA) and intangible fixed assets (IFA)

Group & Charity	**TFA -** Leasehold property inc. refurbishment (£)	**TFA -** Furniture, equipment fixtures and fittings (£)	**TFA -** Total (£)	**IFA -** Software (£)
Cost				
At 1 April 2020	1,314,276	195,693	1,509,969	65,236
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 March 2021	1,314,276	195,693	1,509,969	65,236
Accumulated depreciation				
At 1 April 2020	164,427	195,693	360,120	65,236
Charge for the year	13,630	-	13,630	-
Disposals	-	-	-	-
At 31 March 2021	178,057	195,693	373,750	65,236
Net book value				
At 31 March 2021	1,136,219	-	1,136,219	-
At 31 March 2020	1,149,849	-	1,149,849	-

11. Fixed asset investments

Summary

	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
Listed investments (a)	3,022,888	3,022,888	2,674,216	2,674,216
Unlisted investment (b)	-	102	-	102
Investment Property (c)	520,000	520,000	422,500	422,500
	3,542,888	3,542,990	3,096,716	3,096,818

(a) Listed Investments Group & Charity

	Unrestricted				Total	
	Fixed Interest (£)	Equities (£)	Overseas Equities (£)	Alternative Investments (£)	Year to March 2021 (£)	Year to March 2020 (£)
At 1 April 2020	693,779	742,007	655,229	556,792	2,647,807	3,779,514
Additions	57,040	58,566	213,233	58,323	387,162	121,630
Disposals	-	(58,186)	(262,931)	(114,425)	(435,542)	(994,880)
Realised gain/(loss)	-	67,898	-	-	67,898	173,570
Unrealised gain/(loss)	(4,492)	51,148	269,384	(4,023)	312,017	(432,027)
	746,327	861,433	874,915	496,667	2,979,342	2,647,807
Cash held by broker					43,546	26,409
At 31 March 2021	746,327	861,433	874,915	496,667	3,022,888	2,674,216
Historical cost					2,667,058	2,647,539

11. Fixed asset investments (continued)

Unrestricted fund investments consist of a portfolio of listed investments managed on the charity's behalf by professional fund managers. The following investments make up more than 5% of the total investment portfolio:

	% of total	Market Value (£)
United Kingdom (Government of) 4.25% Gilt Snr Bds	7.08	211,790
JPMorgan American Investment Trust	9.22	278,760

(b) Unlisted investments

	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
100% interest in TBF Holdings Limited (i) Incorporated in the United Kingdom, Company Number 4328710	-	100	-	100
100% interest in TBF Trading (No. 2) Limited (ii) Incorporated in the United Kingdom, Company Number 4162015	-	2	-	2
	-	102	-	102

(i) Education Support Partnership owns the entire share capital of TBF Holdings Limited, a company limited by shares and incorporated in England and Wales. TBF Holdings Limited was dormant during the year and the previous period.

(ii) Education Support Partnership owns the entire share capital of TBF Trading (No. 2) Limited, a company limited by shares and incorporated in England and Wales. The company was dormant during the year and the previous period.

(c) Investment Property

	at 31 March 2021 (£)	at 31 March 2020 (£)
Market value at 1st April 2020	422,500	422,500
Unrealised gain on valuation	97,500	-
Market value at 31st March 2021	520,000	422,500

In 20/21 FY we have commissioned independent valuation survey to value the investment property. Based on the report, the market value of the freehold property as at 24 May 2021 is £520,000.

This valuation reflects the current condition of the property, which is assumed to be poor. It also takes in to account the Life Tenancy and an adjustment has been made of -9%.

In light of the valuation, we have adjusted the accounts for 20/21 FY.

12. Debtors

	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
Trade debtors	119,525	119,525	142,480	142,480
Prepayments and accrued income	84,209	84,209	186,873	186,873
Legacy debtors	13,467	13,467	37,304	37,304
Other debtors	43,580	43,578	69,785	69,783
Welfare loans	30,451	30,451	30,001	30,001
	291,232	291,230	466,443	466,441

Legacy debtors relates to legacy income which was awarded before 31 March 2021 and had been accrued as required by FRS 102.

13. Creditors: amounts falling due within one year

	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
Amount due to subsidiary undertakings	-	100	-	100
Trade creditors	179,837	179,837	99,514	99,514
Taxation and social security costs	45,755	45,755	59,580	59,580
Pensions including pension fund deficit contribution plan	91,791	91,791	88,236	88,236
Accruals and deferred income including holiday pay	594,035	594,035	493,459	493,459
Other creditors	9,826	9,826	6,674	6,674
	921,244	921,344	747,463	747,563

13a. Deferred Income

Deferred income relates to paid-for services that are expected to be delivered over several months. Employee Assistance Programmes and Positive Workplace Programmes are delivered over 12 month period from the start of the contract. Headspace/Yourspace and training and development service deferrals are based on the duration of the individual contracts.

	March 21 (£)	March 20 (£)
Deferred Income b/f	412,409	381,628
Released in year	6,072,954	(4,639,769)
Deferred to next year	(6,007,595)	4,670,550
Deferred income c/f	477,768	412,409

14. Pension Provision

	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
Pensions including pension fund deficit contribution plan	222,244	222,244	279,016	279,016
	222,244	222,244	279,016	279,016

15. Pension Scheme

The company participates in a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 31 January 2025:
£11,243,000 per annum
(payable monthly and increasing by 3% each on 1st April)

Unless a concession has been agreed with the Trustees the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustees have asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025:
£12,945,440 per annum
(payable monthly and increasing by 3% each on 1st April)

From 1 April 2016 to 30 September 2028:
£54,560 per annum
(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present values of provision

	31 March 2021 (£)	31 March 2020 (£)	31 March 2019 (£)
Present value of provision	297,060	351,976	426,978

Reconciliation of opening and closing provisions

	Period Ending 31 March 21 (£)	Period Ending 31 March 20 (£)
Provision at start of period	351,976	426,978
Unwinding of the discount factor (interest expense)	7,909	5,402
Deficit contribution paid	(72,984)	(70,858)
Remeasurements - impact of any change in assumptions	10,159	(9,546)
Remeasurements - amendments to the contribution	-	-
Provision at end of period	297,060	351,976

Reconciliation of opening and closing provisions

	Period Ending 31 March 21 (£)	Period Ending 31 March 20 (£)
Interest expense	7,909	5,402
Remeasurements — impact of any change in assumptions	10,159	(9,546)
Remeasurements — amendments to the contribution	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

15. Pension Scheme (continued)

Assumptions

	31 March 2021 % per annum	31 March 2020 % per annum	31 March 2019 % per annum
Rate of discount	0.66	2.53	1.39

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

Deficit Contributions Schedule (Year ending)

	31 March 2021 (£)	31 March 2020 (£)	31 March 2019 (£)
Year 1	75,174	72,984	70,858
Year 2	77,429	75,174	72,984
Year 3	79,752	77,429	75,174
Year 4	68,453	79,752	77,429
Year 5	-	68,453	79,752
Year 6	-	-	68,453
Year 7	-	-	-
Year 8	-	-	-
Year 9	-	-	-
Year 10	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

Statement of Changes in Reserves

16a. Endowment fund

	Balance as at March 2020 (£)	Income (£)	Expenditure (£)	Gains/(loses) on Investments (£)	Transfers (£)	Balance as at March 2021 (£)
Cutler Trust	55,617	1,133		5,041	(1,133)	60,658

The Cutler Trust is a permanent endowment to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

16b. Restricted funds for the year to 31 March 2021

	Balance as at March 2020 (£)	Income (£)	Expenditure (£)	Gains/(loses) on Investments (£)	Transfers (£)	Balance as at March 2021 (£)
DFE programme	-	95,000	(95,000)	-	-	-
Welsh Government programme	-	206,857	(206,857)	-	-	-
Cutler Trust	4,314	88	(4,314)	391	1,133	1,612
Teach Well grant	12,910	263	-	1,170	-	14,343
G Hollows	5,159	105	-	468	-	5,732
Kent NAHT	4,364	89	-	396	-	4,849
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	6,136	125	-	556	-	6,817
Widows Fund	5,213	106	-	473	-	5,792
Alan Naylor legacy	7,107	145	-	644	-	7,896
CSIS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
Recourse Funds	823,506	16,783	(107,821)	74,647	-	807,115
	868,713	319,561	(413,992)	78,745	1,133	854,160

Restricted funds for the year to 31 March 2020

	Balance as at March 2020 (£)	Income (£)	Expenditure (£)	Gains/(loses) on Investments (£)	Transfers (£)	Balance as at March 2021 (£)
Cutler Trust	4,616	1,878	(1,868)	(312)		4,314
Teach Well grant	13,425	392	-	(907)	-	12,910
G Hollows	5,365	157	-	(363)	-	5,159
Kent NAHT	5,896	172	(1,306)	(398)	-	4,364
Scottish Teachers & Lecturers	2,744	80	(2,639)	(185)	-	-
NUT Development Workers Fund	6,381	186	-	(431)	-	6,136
Widows Fund	5,421	158	-	(366)	-	5,213
Alan Naylor legacy	7,244	212	141	(490)	-	7,107
CSIS Grant	4	-	-	-	-	4
Teacher Support Network Funds	296,362	8,661	(1,232,974)	(20,029)	947,980	-
Recourse Funds	1,118,654	32,691	(252,238)	(75,601)	-	823,506
	1,466,112	44,587	(1,490,884)	(99,082)	947,980	868,713

16b. Restricted funds (continued)

(a) Restricted funds arise from receipt of restricted grants, donations and legacies. Expenditure may only be charged against these funds provided it is in accordance with the restrictions imposed by various donors.

(b) The DFE programme grant was received from DFE to deliver a COVID-19 School Leader Wellbeing programme.

(c) A Welsh Government programme grant was received in 20/21 FY to deliver dedicated support to support the mental health and wellbeing education staff in Wales, with a particular focus on school leaders.

(d) Income arising from The Cutler Trust is applied to welfare grants towards the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

(e) The Teach Well grant was provided by NASUWT to undertake research and develop Teach Well tools.

(f) The Winter appeal donations derive from a campaign to supplement our welfare grants programme.

(g) The Wales WCVA project received a 3 year grant to promote and develop volunteering activities in Wales.

(h) G Hollows fund was created as a memorial to Graham Hollows to develop an online wellbeing tool.

(i) Kent NAHT Benevolent Fund was disbanded and residual funds transferred to distribute welfare grants to members, spouses and dependants of NAHT Kent and Kent Federation of Head Teachers Associations.

(j) Scottish Teachers and Lecturers fund was created on the dissolution of Teacher Support Scotland to fund services in Scotland.

(k) NUT Development Workers Fund is a grant provided by NUT to revive local operations and maintain the relationship with the NUT.

(l) Widows Fund was provided by the widow of a former teacher to support young widows with children.

(m) Alan Naylor legacy assists with residential care and housing support for our elderly beneficiaries.

(n) CSIS provided a grant to extend our welfare grants programme.

(o) Recourse funds transferred on merger to Education Support Partnership are restricted to the objects of Recourse.

(p) Teacher Support Network funds transferred on its merger to Education Support Partnership are restricted to the objects of Teacher Support Network. In 2019/20 Teacher Support Network restricted fund was fully spent.

16c. Unrestricted funds

*excl funds

Group	Balance at 31 March 20 (£)	Transfers (£)	Net movement in funds* (£)	Balance at 31 March 21 (£)
Unrestricted Funds	3,689,368	-	666,630	4,355,998
Comprise of: Designated Fund				
Fixed Assets	1,149,849	-	(13,630)	1,136,219
Development Fund	306,314	-	(14,375)	291,939
Grant Reserve	350,000	-	-	350,000
Free Reserves	1,883,205	-	694,635	2,577,840
	3,689,368	-	666,630	4,355,998

(a) The Tangible fixed asset fund represents the net book value of the charity's fixed assets.

(b) The Development Fund represents the fund designated for the strategic development and growth of the charity.

(c) The Grants Fund represents monies set aside to ensure that any short-term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring funds are available should the need arise.

17. Analysis of Group and Charity net assets between funds

2021	General Funds (£)	Endowment Funds (£)	Restricted Funds (£)	Designated Funds (£)	Total Funds (£)
Fixed assets	-	-	-	1,136,219	1,136,219
Investments	2,628,070	60,658	854,160	-	3,542,888
Current assets	1,093,258	-	-	641,939	1,735,197
Current liabilities	(921,244)	-	-	-	(921,244)
Long-term liabilities	(222,244)	-	-	-	(222,244)
Net assets at 31 March 2021	2,577,840	60,658	854,160	1,778,158	5,270,816

2020	General Funds (£)	Endowment Funds (£)	Restricted Funds (£)	Designated Funds (£)	Total Funds (£)
Fixed assets	-	-	-	1,149,849	1,149,849
Investments	2,172,386	55,617	868,713	-	3,096,716
Current assets	737,298	-	-	656,314	1,393,612
Current liabilities	(747,463)	-	-	-	(747,463)
Long-term liabilities	(279,016)	-	-	-	(279,016)
Net assets at 31 March 2020	1,883,205	55,617	868,713	1,806,163	4,613,698

Analysis of Charity net assets between funds

2021	General Funds (£)	Endowment Funds (£)	Restricted Funds (£)	Designated Funds (£)	Total Funds (£)
Fixed assets	-	-	-	1,136,219	1,136,219
Investments	2,628,172	60,658	854,160	-	3,542,990
Current assets	1,093,256	-	-	641,939	1,735,195
Current liabilities	(921,344)	-	-	-	(921,344)
Long-term liabilities	(222,244)	-	-	-	(222,244)
Net assets at 31 March 2021	2,577,840	60,658	854,160	1,778,158	5,270,816

2020	General Funds (£)	Endowment Funds (£)	Restricted Funds (£)	Designated Funds (£)	Total Funds (£)
Fixed assets	-	-	-	1,149,849	1,149,849
Investments	2,172,488	55,617	868,713	-	3,096,818
Current assets	737,296	-	-	656,314	1,393,610
Current liabilities	(747,563)	-	-	-	(747,563)
Long-term liabilities	(279,016)	-	-	-	(279,016)
Net assets at 31 March 2020	1,883,205	55,617	868,713	1,806,163	4,613,698

18. Operating lease commitments

At 31 March 2021 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

Plant and Machinery	31 March 2021 (£)	31 March 2020 (£)
Maturing within one year (equipment)	11,657	11,657
Maturing between one and five years (equipment)	12,628	24,285

19. Related party transactions

There were no identified related party transactions in 2020/21 (2019/20: none)

The total donations received from trustees in 2020/21 amounted to £1,226.70 from 4 trustees (3 trustees in prior year donated £990)

20. Financial Instruments

	31 March 2021 (£)	31 March 2020 (£)
Financial asset measured at fair value	520,000	422,500
Financial assets measured at amortised cost	248,587	431,626
Financial liabilities measured at amortised cost	875,489	687,883



Teacher at Drayton Park Primary © Simon Ellis

Front Cover Image:
Headteacher and pupils at Bristnall Hall Academy
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