



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 burnout¹. 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

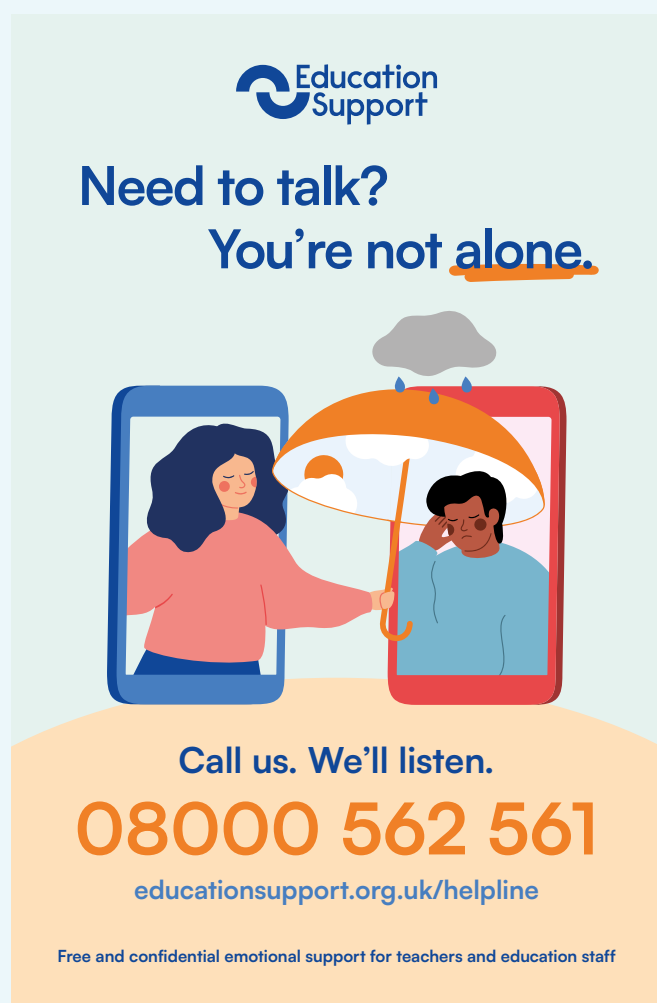
can't. In this way, we seek to make the greatest impact possible with the resources at our disposal.

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.

The graphic is a vertical rectangle with a light green background. At the top is the Education Support logo, which consists of a blue circular icon with a white swirl and the text 'Education Support' in blue. Below the logo, the text 'Need to talk?' is in a large, bold, dark blue font, followed by 'You're not alone.' in a slightly smaller, bold, dark blue font. The word 'alone' is underlined with a thick orange line. Below the text is an illustration of two people on video calls. On the left, a woman with dark hair and a pink top is inside a blue smartphone frame. On the right, a man with dark hair and a blue top is inside a red smartphone frame. They are both looking at each other. A large orange umbrella is positioned between them, with a grey cloud and raindrops above it. The background of the illustration is a light blue sky with a white sun. Below the illustration, the text 'Call us. We'll listen.' is in a bold, dark blue font. Below that, the phone number '08000 562 561' is in a large, bold, orange font. Below the phone number, the website 'educationsupport.org.uk/helpline' is in a smaller, blue font. At the bottom, the text 'Free and confidential emotional support for teachers and education staff' is in a small, dark blue font.

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

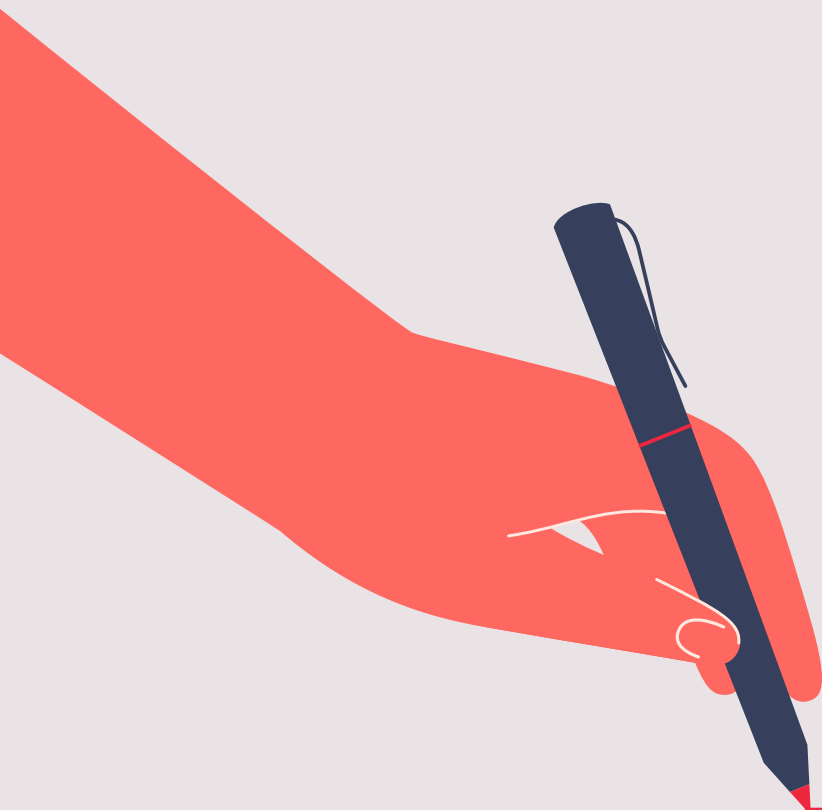


Objective 1: To be well known, credible and trusted across the education workforce

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.

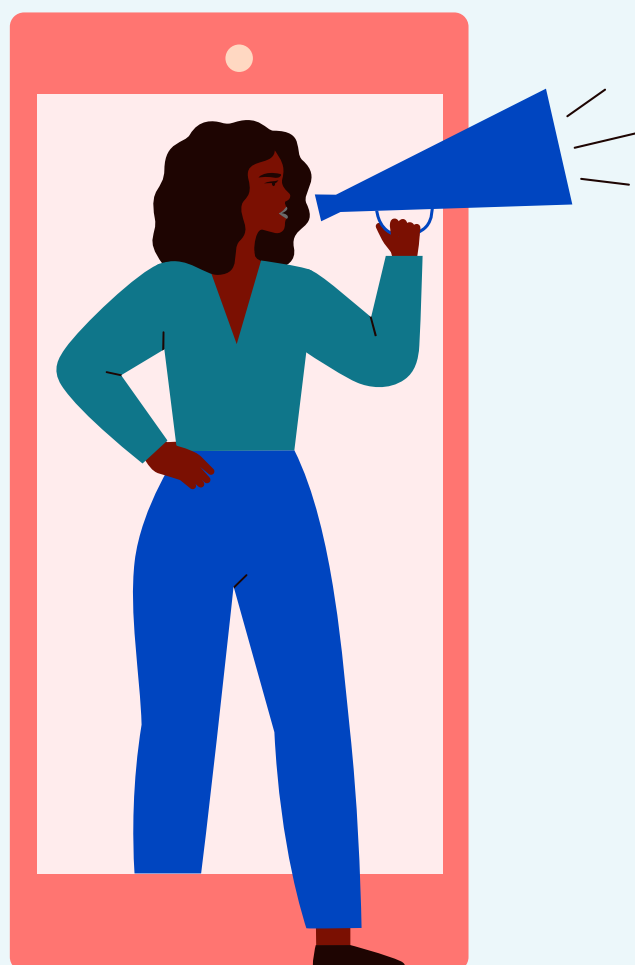
Our counselling helpline has directly supported 4,877 people this year, with almost one tenth of that number clinically assessed to be at risk of suicide. We are delighted to be able offer this critical service to educators at a time where public mental health support is not readily available. The evaluation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

Calls answered



Individuals supported



■ 2024-25 ■ 2023-24

“

Your helpline is a lifesaver. I have rung at vulnerable times and always felt supported and understood.”

”

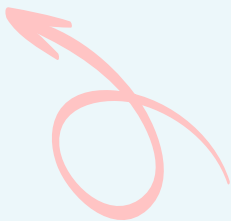
Helpline caller,
helpline evaluation

“

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



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:

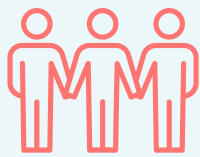


* Impact data taken from an independent evaluation of the helpline programme, completed in November 2024. Data taken from 91 survey responses.

Employee Assistance Programme (EAP)

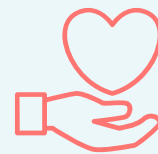
Our EAP continues to provide quality, confidential support for thousands of people working in the education sector.

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



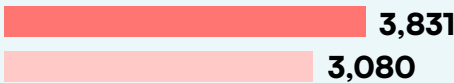
1,684

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

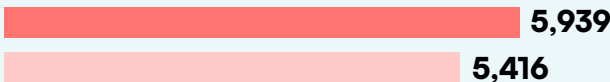
Our EAP offers access to high-quality in the moment counselling, face-to-face counselling and information to help staff with a range of personal and professional issues. The service provides independent, qualified support that is immediately available, in contrast to NHS mental health services. Our aim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



People supported



Calls answered



2024-25 2023-24



10.9% (417)

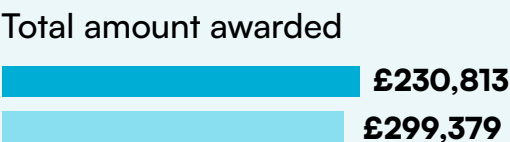
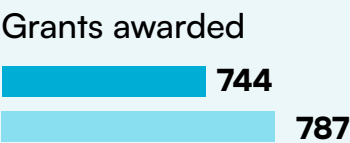
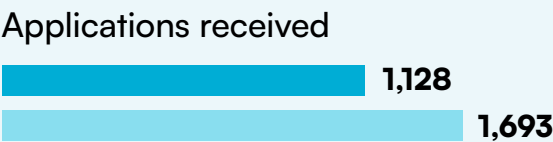
of the people supported by counselling via our EAP were clinically assessed as at risk of suicide compared to 11.5% the previous year

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



2024-25 2023-24

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.

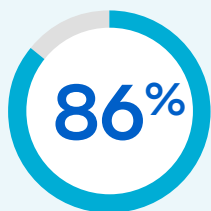
It is a priority for all at Education Support that we close the service well for our beneficiaries. As part of our winding down process we will communicate with all organisations that signpost to us, will signpost heavily to the other existing benevolence funds available to teachers and education staff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



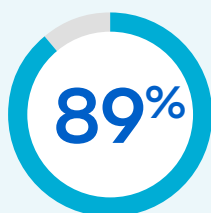
Service impact*



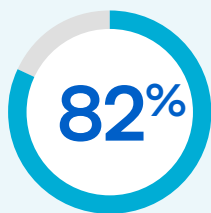
of education staff would recommend the grants service to others working in the education sector



of staff were satisfied with the amount awarded to them



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



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.

“

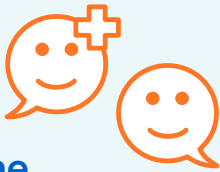
It was just really nice to know that there was genuine, legitimate support out there for people in my profession and people in my circumstance because I was reaching a point where I was feeling hopeless.

”

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

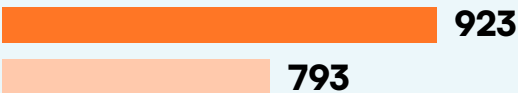
offered leaders the opportunity to reflect on their core purpose in the education of children and young people, and to explore issues they don't normally have the space to consider. This includes thinking about their own wellbeing and mental health.

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*

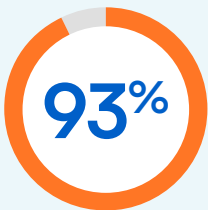
As a result of accessing Professional Supervision:



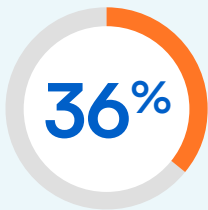
of leaders were better able to manage times of stress



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.

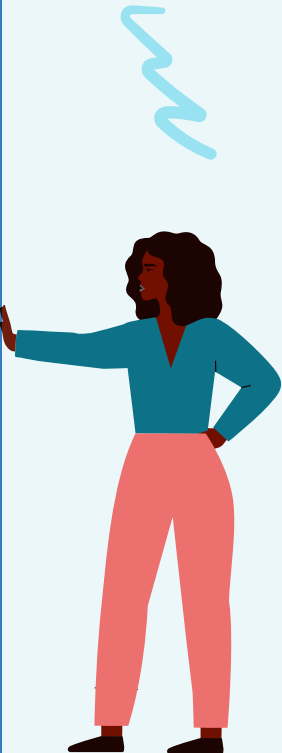
We also measured an increase in the proportion of principals reporting feeling fully connected to their sense of purpose following supervision. For school principals in Northern Ireland, 17% were less likely to leave their job as a result of accessing supervision.

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.

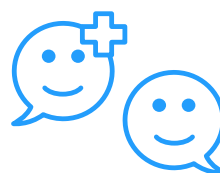
We supported:

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

“

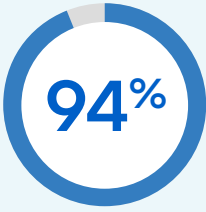
I am able to manage my stress better; I have found ways to truly relax and switch off from work related triggers, I have been able to find ways to separate my work and personal life. I have been able to resolve issues with my current roles and responsibilities. I have a plan to move forward into the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

Leader, Professional Supervision

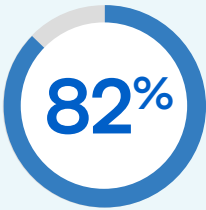
Service impact



of schools were satisfied with the staff advisory service



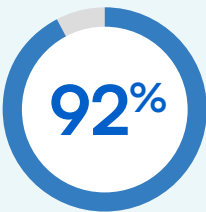
of leaders would very likely recommend Professional Supervision



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



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



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

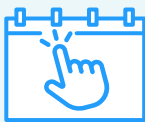
Over

40

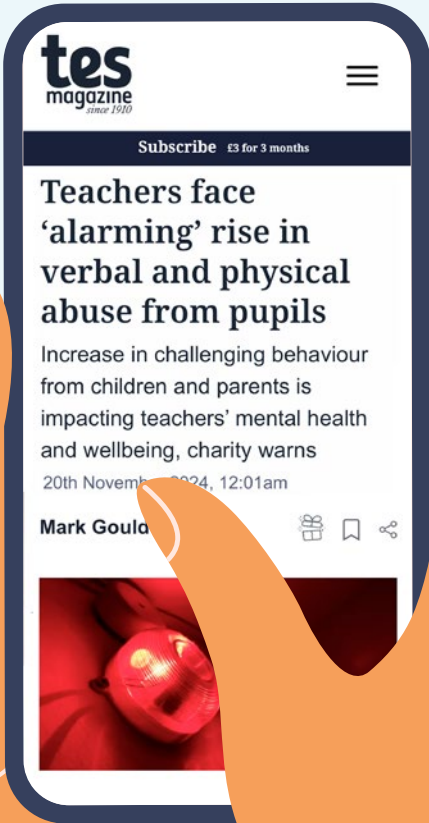


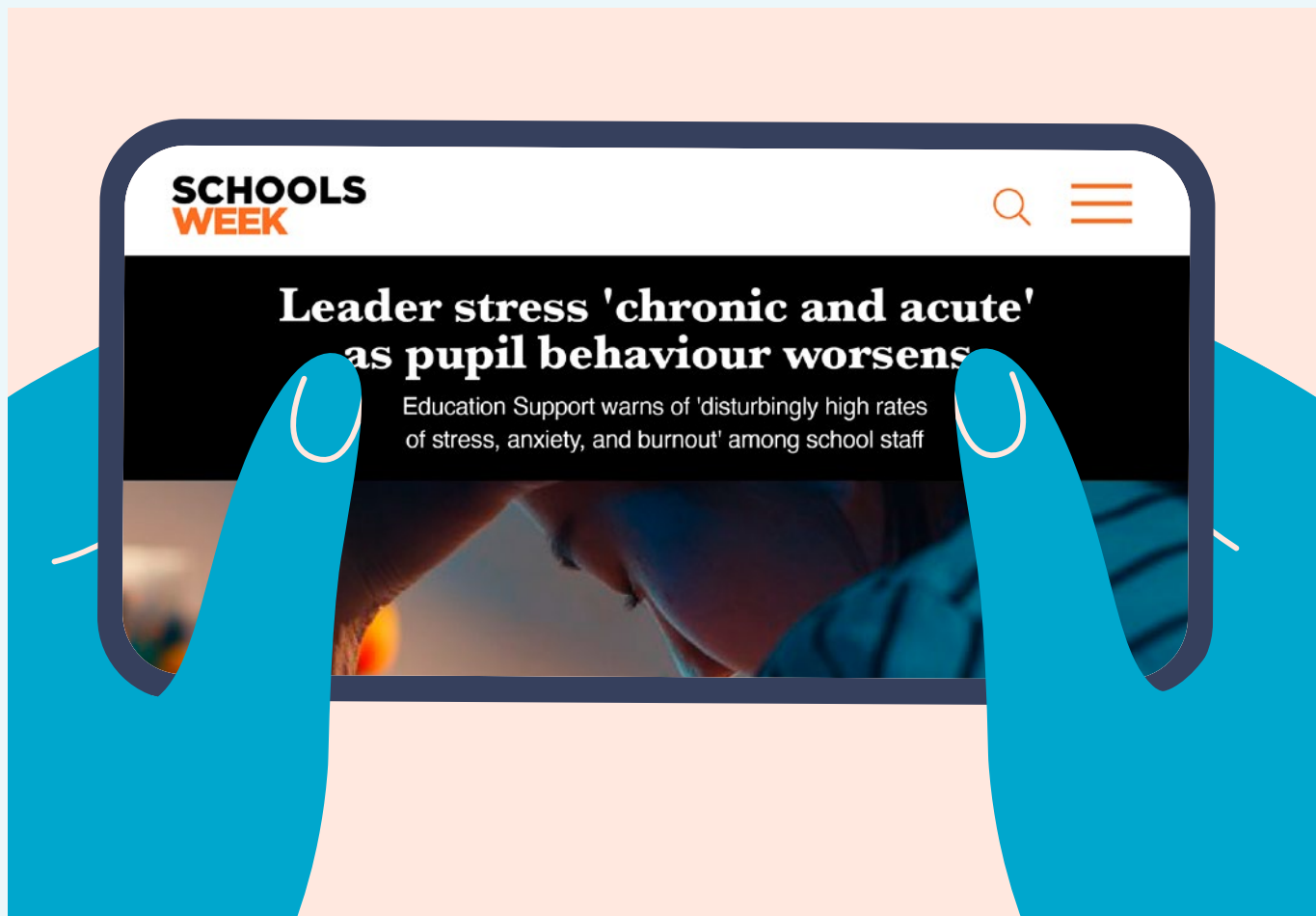
news pieces in national and sector media

2,886



people reached via our online events





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



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



2,956
views

Staff wellbeing
toolkit



1,399
views



A refreshed guide
to meditation
for teachers and
education staff



2,039
views

7 different types
of rest tool



1,858
views

Online events

Staying well in challenging times
Practical webinar

Tuesday 21 May
4pm





Faye McGuinness
Director of Programmes
Education Support

38 attendees
65 views

Had the call? How to protect your wellbeing during inspections

Wednesday 8 May
4pm





Gemma Scotcher
Director of Communications
and Public Affairs





Lee Walker
Headteacher


493 views

Rest up and reclaim your joy: reflecting on your academic year


Thursday 27 June
4pm


Gemma Scotcher
Director of Communications
and Public Affairs



Sheldon Stewart
SEND Teacher



Kemi Omijeh
Therapist and Clinical Supervisor






Gemma Thurston
Headteacher

38 attendees
429 views

Holding difficult classroom conversations: support for education staff

Wednesday 16 October, 4 pm

83 attendees
171 views

Online events

62
attendees
324
views

Building better parent- teacher relationships



Tuesday 26 November
4pm



Sinéad Mc Brearty
CEO of Education
Support (Chair)



Johnoi Josephs
Assistant principal
and co-founder of
Black Men Teach



Sarah Brown
Early years teacher



Adrian Rollins
Headteacher

235
attendees
1300
views

Supporting SEND success: strategies for staff wellbeing

Wednesday 29 January - 4pm



Staff Mental Health in Schools: Insights & Advice from Education Support



08.01.25
4pm



Erin Williams
Staff Wellbeing Advisor



Bethan Ware
@tenminuteteach



469
views

From school leadership to retirement:



How to prepare and protect
your wellbeing

Wednesday 26 February
4pm



Sinéad Mc Brearty
CEO of Education
Support (Chair)



John Gadd
Retired headteacher



Ralph W. Magee
Retired school
leader

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. ”

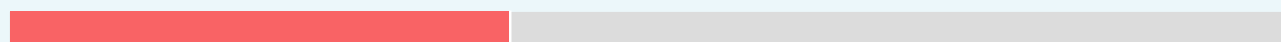
Sinéad Mc Brearty,
Chief Executive of Education Support

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)).

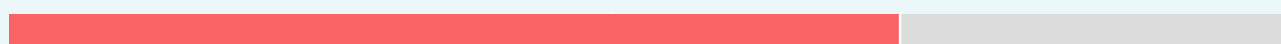
63% felt they experienced more incidents of challenging pupil and student behaviour



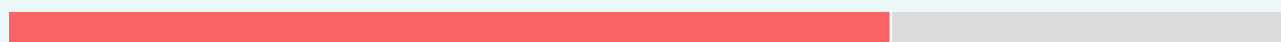
43% felt vexatious complaints from parents and guardians had increased (rising to 56% for senior leaders)



70% of staff who told us that challenging behaviours from parents and guardians had increased felt their mental health and wellbeing had been negatively affected by this



69% of staff who liaise with public bodies felt they offered little or no support to their pupils and students



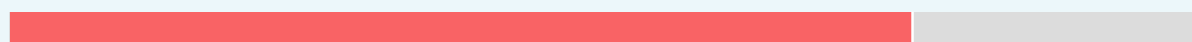
66% felt this negatively affected their mental health and wellbeing



66% felt it negatively affected their ability to switch off from work



71% felt it negatively affected their job satisfaction



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

“

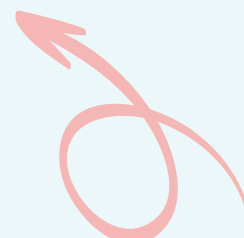
To ask the Secretary of State for Education, what steps she is taking to implement a staff retention strategy in (a) primary and (b) secondary schools.

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

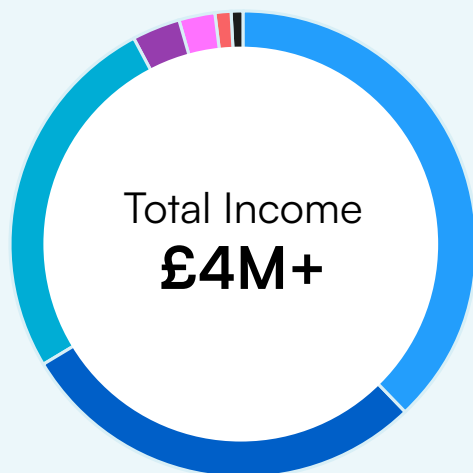
Our campaigning and influencing work reaches across all four nations of the UK. In January, proudly to host a Welsh stakeholder roundtable with Welsh Government, Welsh union leaders and sector representatives, focused on taking action to improve the wellbeing and job satisfaction of the school workforce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

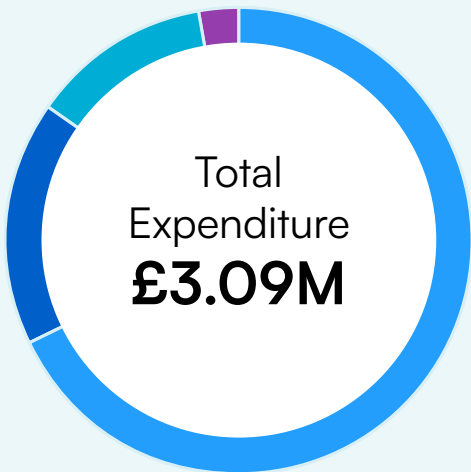
We couldn't do what we do without our supporters, partners and customers. Thanks to them, we raised **£1.6** million through fundraising including legacies in 2024/25.

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 addition 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 organisation 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 recessionary 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 exited 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:

- 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.
- 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 losses 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 exited 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
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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 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.

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
	Leasehold property including refurbishment (£)	Furniture, equipment, fixtures & fittings (£)	Total (£)	Software (£)
Cost				
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 \$75 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 unknown 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.



**The charity for everyone
working in education**

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