

KNOWLEDGE TO ACTION

England & Wales · Charity number 1167408

Details

Status Registered

Legal form CIO

Registered 2016-06-01

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

Contact

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Bolton
Greater Manchester
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Activities

Objects: TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 16 BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF: (A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(B) ADVANCING EDUCATION.

Activities: We work with educators, parents and local communities, providing resources, training and social action initiatives which help learners find a sense of purpose, belonging and responsibility and reach their full potential as contributing British citizens. These objectives are achieved through our character education initiative offering: resources, training for educators and social action campaigns.

Classification

- **How:** Provides Human Resources, Provides Services, Sponsors Or Undertakes Research
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-11-30	£130,444	£192,321	-	-
2023-11-30	£197,230	£168,918	-	-
2022-11-30	£162,874	£162,739	-	-
2021-11-30	£225,026	£214,109	-	-
2020-11-30	£203,362	£158,616	-	-

Trustees

Name	Role	Appointed
HAMNA ISMAILJEE	Chair	2016-05-26
MUNIRA BHAIYAT		2016-05-26
SALEHA LOKHAT		2016-05-26

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England & Wales - Charity number 1167408

Accounts

**KNOWLEDGE TO ACTION
TRUSTEES' REPORT AND UNAUDITED
ACCOUNTS FOR THE YEAR ENDED
30TH NOVEMBER 2024**

KNOWLEDGE TO ACTION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mrs Hamna Ismailjee Ms Munira Bhaiyat Mrs Saleha Lokhat
Charity number	1167408
Independent examiner	Rain Gaskell Limited 1024 Ground Floor Stockport Road Levenshulme Manchester M19 3WX UK

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KNOWLEDGE TO ACTION

TRUSTEES' REPORT

FOR THE YEAR ENDED 30TH NOVEMBER 2024

The trustees present their report and accounts for the year ended 30th November 2024.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity Knowledge to Action's constitution, the Charities Act 2011 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, Governance and Management

Knowledge to Action is a Charitable Incorporated Organisation established on 1st June 2016 and is governed by its constitution.

The trustees who served during the year were:

Mrs Hamna Ismailjee
Ms Munira Bhaiyat
Mrs Saleha Lokhat

The trustees have the power to appoint any person to be a trustee in accordance with the provisions of the Constitution. An appointed trustee holds office within the limits permitted by law.

The trustees may from time to time make such rules and regulations in their absolute discretion that they deem fit for the management of the institution and may at any time vary such rules and regulations.

The Charity's trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and Activities

As a national educational charity, Knowledge to Action specialises in transforming learners into confident and responsible leaders who benefit society. By developing essential character traits and life skills such as resilience, confidence, creativity and social responsibility in children and young people aged 5-16, we are able to support families and educators, particularly but not exclusively from disadvantaged BAME communities with access to affordable educational resources, training and services.

Our work plays a vital role in tackling societal and intergenerational problems such as: mental, emotional and physical health, low educational attainment, unemployment, criminality, poverty and social immobility.

We believe that greater access to character education and initiatives that encourage outdoor learning and develop life and leadership skills are essential for all learners, but particularly those from disadvantaged backgrounds. Our aim, therefore, is to transform the delivery of character education as well as students' accessibility to it, in order to tackle these pressing issues and nurture within learners a strong and purposeful sense of identity, belonging and responsibility.

In doing so, we are actively working to achieve the following objectives as set out in our governing document:

To act as a resource for young people up to the age of 16 by providing advice and assistance and organising educational programmes and other activities as a means of:

- a. Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b. Advancing education.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Summary of Main Activities

These objectives are achieved through our award-winning character and life skills educational initiative, offering the following five distinct products and services:

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30TH NOVEMBER 2024

Summary of Main Activities - continued

1. Age specific resources in print and digital format;
2. Training support to help build leadership capacity in parents and educators;
3. Outdoor learning experiences such as family retreats, youth residentials, campfire events, social action and volunteering projects etc;
4. Online learning portal; and
5. Consultancy service for parents, educational leaders and institutes.

Although our work prioritises disadvantaged BAME communities, we appeal to and provide access to diverse communities in the UK; helping children and young people from all backgrounds – regardless of faith, ethnicity, social and economic circumstances – find a sense of purpose, belonging and responsibility to reach their full potential as confident and responsible leaders.

Public Benefit

We review our objectives and activities each year. The review looks at what we have achieved and the outcomes of our work in the previous 12 months. The review helps us ensure our objectives and activities remain focused on our stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, we have considered how planned activities will contribute to the aims and objectives we have set.

Supporting the Education Sector and Tackling Inequalities

The financial year 2023–24 highlighted the widening educational inequalities across the UK. Schools in disadvantaged areas continued to face severe pressures, with limited budgets restricting their ability to provide opportunities beyond the statutory curriculum. While better-resourced schools could continue to invest in enrichment and leadership development, those in underfunded local authorities risked leaving pupils without access to essential personal development opportunities.

Knowledge to Action positioned itself as a key partner in addressing these inequalities. By securing **£40,000** of restricted funding, we were able to subsidise or fully cover the cost of our resources for **20** schools across the **10** most disadvantaged local authorities. This ensured that children in communities facing the greatest barriers could still access high-quality character and life skills education.

At the same time, we maintained strong relationships with schools able to purchase our curricula, with sales totalling **£40,371**. This dual approach, combining philanthropy with traded income, allowed us to continue broadening our reach while ensuring equity of access for schools most in need.

Donations, while lower than the previous year at **£68,140 (2023: £87,081)**, remained vital to sustaining our work. Gift Aid recovery of **£21,933** further strengthened our ability to respond to demand in underserved communities.

Overall income for the year was **£130,444 (2023: £197,230)**, and while this represented a reduction on the previous year, the success of our subsidised distribution model and targeted grant-making partnerships demonstrated a sustainable pathway forward.

Achievement and Performance

Despite the financial pressures, 2023-24 was a year of innovation and targeted impact:

1. Levelling Up Through Philanthropy – Subsidised distribution reached 20 new schools in disadvantaged local authorities, ensuring equity of access for pupils most at risk of being left behind.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30TH NOVEMBER 2024

Achievement and Performance - continued

2. Curriculum Sales with Purpose – Continued engagement with partner institutions provided an important income stream that directly supported wider subsidy efforts.
3. Free Social Action Toolkits – Over 100 schools and youth groups accessed downloadable toolkits, enabling young people to lead community-based projects and strengthen local networks.
4. Accessible Teacher Training – More than 100 teachers across three regions benefitted from our professional development programme, equipping them to embed character education in their classrooms
5. Digital CPD and Webtorials – Our online training expanded, offering schools cost-effective ways to meet Ofsted's increased focus on "personal development" while building staff confidence.

Financial Review

Key financial statements during 2023-24 included:

- Income: **£130,444 (2023: £197,230)** – donations **£68,140**, sales **£40,371**, Gift Aid **£21,933**.
- Expenditure: **£192,321 (2023: £168,918)**, reflecting programme delivery and increased travel costs (**£34,812, up from £19,457**) as we expanded teacher training and community events.
- Staff Costs: **£103,019 (2023: £92,026)**, covering a small but committed team of staff and consultants.
- Reserves: Year-end balance of **£6,164 (2023: £68,041)**, including **£9,293** restricted funds earmarked for future programme delivery.

Although the year closed with a deficit of **£61,877**, the strategic use of restricted funds demonstrated the charity's ability to target resources where they were most needed and sustain its mission in a challenging environment.

Reserve Policy

It is the policy of the charity to maintain unrestricted funds at a level which equate to approximately 6 months' unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs.

Future Plans

Looking ahead, Knowledge to Action will continue to focus on tackling inequalities in access to character and life skills education. Our priorities include:

- Expanding Subsidised Access – Partnering with more funders to ensure schools in disadvantaged regions continue to receive fully or partly subsidised resources.
- Strengthening Our Profile - Investing in marketing and communications to grow sales and philanthropic income while raising awareness of the importance of character education in addressing educational inequality.
- Strategic Partnerships - Collaborating with philanthropists, academics, and service providers to shape the national conversation on levelling up and strategic philanthropy.
- Sustainable Operations - Building on the transition to remote working, we will continue streamlining costs to maximise impact on beneficiaries.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30TH NOVEMBER 2024

Future Plans - continued

By combining a targeted approach to inequality with sustainable financial and operational practices, we aim to ensure that all children, regardless of background, can access the tools they need to thrive as confident, responsible leaders.

On behalf of the board of trustees



Ms Munira Bhaiyat

Trustee

Dated: 30th September 2025

KNOWLEDGE TO ACTION

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF KNOWLEDGE TO ACTION

I report on the accounts of the charity for the year ended 30th November 2024, which are set out on pages 6 to 11.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 130 of the 2011 Act; and
 - (ii) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act;have not been met; or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Zubair A Chaudhary, FCCA
Rain Gaskell Limited

1024 Ground Floor
Stockport Road
Levenshulme
Manchester
M19 3WX
UK

Dated: 30th September 2025

KNOWLEDGE TO ACTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30TH NOVEMBER 2024

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
<u>Incoming resources from generated funds</u>					
Donations and legacies	2	68,140	-	68,140	87,081
Incoming resources from charitable activities	3	371	40,000	40,371	72,484
Other incoming resources	4	21,933	-	21,933	37,665
Total incoming resources		90,444	40,000	130,444	197,230
<u>Resources expended</u>					
Charitable activities					
Direct cost	5	7,724	12,650	20,374	6,347
Archive and storage		11,581	-	11,581	10,839
Total charitable expenditure		19,305	12,650	31,955	17,186
Governance costs		142,309	18,057	160,366	151,732
Total resources expended		161,614	30,707	192,321	168,918
Net (expenditure)/income for the year/ Net movement in funds		(71,170)	9,293	(61,877)	28,312
Fund balances at 1 December 2023		68,041	-	68,041	39,729
Fund balances at 30 November 2024		(3,129)	9,293	6,164	68,041

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BALANCE SHEET

AS AT 30TH NOVEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	8		2,410		3,210
Current assets					
Stocks		44,239		61,735	
Debtors	9	1,204		1,569	
Cash at bank and in hand		24,289		63,457	
		<u>69,732</u>		<u>126,761</u>	
Creditors: amounts falling due within one year	10	<u>(65,978)</u>		<u>(61,930)</u>	
Net current assets			<u>3,754</u>		<u>64,831</u>
Total assets less current liabilities			<u>6,164</u>		<u>68,041</u>
Income funds					
Restricted funds			9,293		-
Unrestricted funds			<u>(3,129)</u>		<u>68,041</u>
			<u>6,164</u>		<u>68,041</u>

The accounts were approved by the Trustees on 30 September 2025



Ms Munira Bhaiyat
Trustee

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 30TH NOVEMBER 2024

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Charities Act 2011.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

2 Donations and legacies

	2024 £	2023 £
Donations and gifts	<u>68,140</u>	<u>87,081</u>

3 Incoming resources from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Sale of teaching material & consultancy income	<u>371</u>	<u>40,000</u>	<u>40,371</u>	<u>72,484</u>

4 Other incoming resources

	2024 £	2023 £
Gift Aid reclaimed	<u>21,933</u>	<u>37,665</u>

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NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30TH NOVEMBER 2024

5 Total resources expended	Staff costs £	Depreciation £	Other costs £	Grant funding £	Total 2024 £	Total 2023 £
Charitable activities						
Activities undertaken directly	-	-	12,650	-	12,650	-
Grant funding of activities	-	-	-	7,724	7,724	6,347
Total	-	-	12,650	7,724	20,374	6,347
Activities undertaken directly	-	-	11,581	-	11,581	10,839
	-	-	24,231	7,724	31,955	17,186
Governance costs	103,019	800	56,547	-	160,366	151,732
	103,019	800	80,778	7,724	192,321	168,918

6 Grants payable	2024 £	2023 £
	7,724	6,347

7 Employees

There were 3 employees during the year.

Employment costs	2024 £	2023 £
Wages and salaries	91,891	82,431
Social security costs	4,345	2,610
Other pension costs	6,783	6,985
	103,019	92,026

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NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30TH NOVEMBER 2024

8	Tangible fixed assets		
			Fixtures, fittings & equipment £
	Cost		
	At 1 December 2023 and at 30 November 2024		5,586
			<hr/>
	Depreciation		
	At 1 December 2023 and at 30 November 2024		3,176
			<hr/>
	Net book value		
	At 30 November 2024		2,410
			<hr/> <hr/>
	At 30 November 2023		3,210
			<hr/> <hr/>
9	Debtors	2024	2023
		£	£
	Trade debtors	1,169	1,534
	Other debtors	35	35
		<hr/>	<hr/>
		1,204	1,569
		<hr/> <hr/>	<hr/> <hr/>
10	Creditors: amounts falling due within one year	2024	2023
		£	£
	Trade creditors	4,534	3,464
	Other creditors	59,644	56,666
	Accruals	1,800	1,800
		<hr/>	<hr/>
		65,978	61,930
		<hr/> <hr/>	<hr/> <hr/>
11	Pension and other post-retirement benefit commitments		
	Defined contribution		
		2024	2023
		£	£
	Contributions payable by the company for the year	6,783	6,985
		<hr/> <hr/>	<hr/> <hr/>

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NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30TH NOVEMBER 2024

12 Analysis of net assets between funds

	£	£	Total £
Fund balances at 30 November 2024 are represented by:			
Tangible fixed assets	2,410	-	2,410
Current assets	69,732	-	69,732
Creditors: amounts falling due within one year	(65,978)	-	(65,978)
Restricted funds	(9,293)	9,293	
	<u>(3,129)</u>	<u>9,293</u>	<u>6,164</u>

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England & Wales - Charity number 1167408

Accounts

KNOWLEDGE TO ACTION
TRUSTEES REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 30 NOVEMBER 2023

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LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mrs Hamna Ismailjee
Ms Munira Bhaiyat
Mrs Saleha Lokhat

Charity number

1167408

Independent examiner

Rain Gaskell Limited
1024 Ground Floor
Stockport Road
Levenshulme
Manchester
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TRUSTEES REPORT

FOR THE YEAR ENDED 30 NOVEMBER 2023

The trustees present their report and accounts for the year ended 30 November 2023.

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Structure, Governance and Management

Knowledge to Action is a Charitable Incorporated Organisation established on 1st June 2016 and is governed by its constitution.

The trustees who served during the year were:

Mrs Hamna Ismailjee
Ms Munira Bhaiyat
Mrs Saleha Lokhat

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The Charity's trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and Activities

As a national educational charity, Knowledge to Action specialises in transforming learners into confident and responsible leaders who benefit society. By developing essential character traits and life skills such as resilience, confidence, creativity and social responsibility in children and young people aged 5-16, we are able to support families and educators, particularly but not exclusively from disadvantaged BAME communities with access to affordable educational resources, training and services.

Our work plays a vital role in tackling societal and intergenerational problems such as: mental, emotional and physical health, low educational attainment, unemployment, criminality, poverty and social immobility.

We believe that greater access to character education and initiatives that encourage outdoor learning and develop life and leadership skills are essential for all learners, but particularly those from disadvantaged backgrounds. Our aim, therefore, is to transform the delivery of character education as well as students' accessibility to it, in order to tackle these pressing issues and nurture within learners a strong and purposeful sense of identity, belonging and responsibility.

In doing so, we are actively working to achieve the following objectives as set out in our governing document:

To act as a resource for young people up to the age of 16 by providing advice and assistance and organising educational programmes and other activities as a means of:

- a. Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b. Advancing education.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Summary of Main Activities

These objectives are achieved through our award-winning character and life skills educational initiative, offering the following five distinct products and services:

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TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

Summary of Main Activities - continued

1. Age specific resources in print and digital format;
2. Training support to help build leadership capacity in parents and educators;
3. Outdoor learning experiences such as family retreats, youth residentials, campfire events, social action and volunteering projects etc;
4. Online learning portal; and
5. Consultancy service for parents, educational leaders and institutes.

Although our work prioritises disadvantaged BAME communities, we appeal to and provide access to diverse communities in the UK; helping children and young people from all backgrounds – regardless of faith, ethnicity, social and economic circumstances – find a sense of purpose, belonging and responsibility to reach their full potential as confident and responsible leaders.

Public Benefit

We review our objectives and activities each year. The review looks at what we have achieved and the outcomes of our work in the previous 12 months. The review helps us ensure our objectives and activities remain focused on our stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, we have considered how planned activities will contribute to the aims and objectives we have set.

Supporting the Education Sector through the Cost of Living Crisis

The financial reporting period of 2022-23 presented new challenges for Knowledge to Action, largely due to the cost of living crisis, which had a significant impact on the education sector in which we operate. Schools, particularly those in underfunded and hard-to-reach communities, were struggling to afford our resources amidst rising costs and continued funding cuts.

In response, we transitioned to a new philanthropic model, allowing us to secure funding to subsidise the cost of resources for these schools. This approach not only provided crucial support to the institutions in need but also invited students and schools to participate in social action campaigns. These campaigns encouraged students to give back to their communities, many of whom were also bearing the brunt of the cost of living crisis.

This model has proven to be highly effective in ensuring our resources continue to reach underserved communities, whilst also strengthening our profile as a charity. As a result, Knowledge to Action has gained increased visibility and recognition amongst UK-based funders and grant-making bodies, positioning us for sustained support in the years to come.

Our commitment to supporting these communities during a challenging time underscores the resilience and adaptability of our organisation as we continue to serve those most in need, while expanding our mission through innovative approaches.

Achievement and Performance

Despite the significant challenges posed by the cost of living crisis during 2022-23, Knowledge to Action demonstrated resilience and innovation in advancing its mission. The new philanthropic model which we introduced, has been instrumental in ensuring our resources reached those most in need. As a result, Knowledge to Action has continued to strengthen its impact within the education sector, reinforcing our commitment to supporting underserved communities amidst ongoing economic challenges.

Below is a summary of key achievements from the financial year 2022-23:

1. **Distribution of Subsidised Resources:** During this period, we successfully piloted a new model where through a successful grant application process, we were able to screen and select 20 new institutes within the 10 most disadvantaged local authorities, to receive free character development resources.

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

Achievement and Performance - continued

2. **Sales of Curricula:** We expanded our reach by selling our educational curricula to both new and existing partner institutes, which further enabled us to subsidise the cost of resources for schools struggling with funding.

3. **Development of Free Social Action Toolkits:** A key achievement of this year was the creation of social action toolkits, made available for free download to schools and youth groups, which helped facilitate the delivery of over 100 social action campaigns across various communities. These toolkits were instrumental in empowering young people to actively engage in their communities.

4. **A Series of Webtorials:** Knowledge to Action launched a series of "webtorials" specifically designed to empower educators and enrich them with the skills to deliver effective and transformative character education in the classroom and community.

5. **Teacher Training:** A new cohort of over 100 teachers in three regions benefited from our comprehensive teacher training program, enhancing their capacity to deliver effective and impactful character education to their students.

Financial Review

A summary of the financial results for the year is set out in the statement of financial activities on page 6 of the financial statements.

During this recovery period, Knowledge to Action generated a surplus of £28,312. The charity's principal funding is from donations, which totalled £87,081 (2022: £82,832) for the financial year ending November 2023.

The donations are primarily received from private and community donors. However, the trustee aim to scale up Knowledge to Action's services over the next three years and will be actively seeking new donors and grants from suitable trusts and foundations.

Sales from Knowledge to Action's existing and new resources raised £72,484 (2022: £80,042); and £37,665 from Gift Aid monies from HMRC during the period. Associated costs over this period totalled £17,186 (2022: £14,104).

Support costs constitute the bulk of expenditure at £168,918 (2022: £162,739), of which the following are the key cost categories contributing to this:

- Staff costs totalled £92,026 (2022: £97,606) which covered the salaries of a small team of full-time staff, consultants and volunteers.

- General travel costs totalled £19,457 (2022: £17,442) to meet the needs of staff and consultants working in and travelling to different cities. Travel costs picked up during this year due to an increased demand for teacher training and outdoor events.

Reserve Policy

It is the policy of the charity to maintain unrestricted funds at a level which equate to approximately 6 months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs.

Future Plans

As we reflect on the achievements of 2022-23, Knowledge to Action successfully navigated a challenging environment by adapting to the cost of living crisis and delivering critical resources to underserved communities.

In response to the financial pressures facing the education sector and charitable organisations alike, we undertook significant cost-cutting measures, including transitioning to a fully remote working model. This allowed us to reduce office and storage costs, streamlining our operations to focus resources where they were most needed.

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

Future Plans - continued

By implementing these efficiencies, we were able to allocate more of our budget towards subsidising resources for schools and youth groups, ensuring that even in a time of rising costs, we could continue to support those hardest hit.

Looking ahead to 2023-24, our focus is to expand our subsidised resource model by partnering with more UK-based charities that have dedicated budgets for funding character education.

To increase the sales of our resources, we plan to employ marketing and social media consultants to elevate our profile both online and in local communities.

We also aim to leverage our decade of experience in the charity sector by collaborating with UK-based philanthropists, academics, and other service providers, contributing to strategic philanthropy conversations and creating impactful research.

This forward-thinking approach will help us continue driving positive change in education while building sustainable growth for the future.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

On behalf of the board of trustees



.....
Ms Munira Bhaiyat

Trustee
Dated: 27 Sep 2024

KNOWLEDGE TO ACTION

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF KNOWLEDGE TO ACTION

I report on the accounts of the charity for the year ended 30 November 2023, which are set out on pages 6 to 10.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 130 of the 2011 Act; and
 - (ii) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act;have not been met; or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Zubair A Chaudhary, FCCA
Rain Gaskell Limited

1024 Ground Floor
Stockport Road
Levenshulme
Manchester
M19 3WX
UK

Dated:

KNOWLEDGE TO ACTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 NOVEMBER 2023

	Notes	2023 £	2022 £
<u>Incoming resources from generated funds</u>			
Donations and legacies	2	87,081	82,832
Incoming resources from charitable activities	3	72,484	80,042
Other incoming resources	4	37,665	-
		<hr/>	<hr/>
Total incoming resources		197,230	162,874
		<hr/>	<hr/>
<u>Resources expended</u>	5		
Charitable activities			
Direct cost		6,347	3,445
Archive and storage		10,839	10,659
		<hr/>	<hr/>
Total charitable expenditure		17,186	14,104
		<hr/>	<hr/>
Governance costs		151,732	148,635
		<hr/>	<hr/>
Total resources expended		168,918	162,739
		<hr/>	<hr/>
Net income for the year/ Net movement in funds		28,312	135
		<hr/>	<hr/>
Fund balances at 1 December 2022		39,729	39,594
		<hr/>	<hr/>
Fund balances at 30 November 2023		68,041	39,729
		<hr/> <hr/>	<hr/> <hr/>

KNOWLEDGE TO ACTION

BALANCE SHEET

AS AT 30 NOVEMBER 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	8		3,210		3,129
Current assets					
Stocks		61,735		69,944	
Debtors	9	1,569		17,598	
Cash at bank and in hand		63,457		114,581	
		<u>126,761</u>		<u>202,123</u>	
Creditors: amounts falling due within one year	10	<u>(61,930)</u>		<u>(165,523)</u>	
Net current assets			<u>64,831</u>		<u>36,600</u>
Total assets less current liabilities			<u>68,041</u>		<u>39,729</u>
Income funds					
Unrestricted funds			<u>68,041</u>		<u>39,729</u>
			<u>68,041</u>		<u>39,729</u>

The accounts were approved by the Trustees on 27 Sep 2024

M. Bhaiyat

.....
Ms Munira Bhaiyat
Trustee

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 30 NOVEMBER 2023

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Charities Act 2011.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

2 Donations and legacies

	2023	2022
	£	£
Donations and gifts	87,081	82,832

3 Incoming resources from charitable activities

	2023	2022
	£	£
Sale of teaching material & consultancy income	72,484	80,042

4 Other incoming resources

	2023	2022
	£	£
Gift Aid reclaimed	37,665	-

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 NOVEMBER 2023

5 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Grant funding £	Total 2023 £	Total 2022 £
Charitable activities						
Grant funding of activities	-	-	-	6,347	6,347	3,445
Activities undertaken directly	-	-	10,839	-	10,839	10,659
	-	-	10,839	6,347	17,186	14,104
Governance costs	92,026	1,068	58,638	-	151,732	148,635
	92,026	1,068	69,477	6,347	168,918	162,739

6 Grants payable

2023 £	2022 £
6,347	3,445

7 Employees

There were 3 employees during the year.

Employment costs

	2023 £	2022 £
Wages and salaries	82,431	85,215
Social security costs	2,610	4,466
Other pension costs	6,985	7,925
	92,026	97,606

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 NOVEMBER 2023

8	Tangible fixed assets		Fixtures, fittings & equipment £
	Cost		
	At 1 December 2022 and at 30 November 2023		5,586
	Depreciation		
	At 1 December 2022 and at 30 November 2023		2,376
	Net book value		
	At 30 November 2023		3,210
	At 30 November 2022		3,129
9	Debtors	2023	2022
		£	£
	Trade debtors	1,534	16,571
	Other debtors	35	731
	Prepayments and accrued income	-	296
		1,569	17,598
10	Creditors: amounts falling due within one year	2023	2022
		£	£
	Trade creditors	3,464	2,798
	Other creditors	56,666	149,194
	Accruals	1,800	13,531
		61,930	165,523
11	Pension and other post-retirement benefit commitments		
	Defined contribution		
		2023	2022
		£	£
	Contributions payable by the company for the year	6,985	7,925

KNOWLEDGE TO ACTION

England & Wales - Charity number 1167408

Accounts

KNOWLEDGE TO ACTION
TRUSTEES REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 30 NOVEMBER 2022

KNOWLEDGE TO ACTION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mrs Hamna Ismailjee
Ms Munira Bhaiyat
Mrs Saleha Lokhat

Charity number

1167408

Independent examiner

Rain Gaskell Limited
1024 Ground Floor
Stockport Road
Levenshulme
Manchester
M19 3WX
UK

KNOWLEDGE TO ACTION

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KNOWLEDGE TO ACTION

TRUSTEES REPORT

FOR THE YEAR ENDED 30 NOVEMBER 2022

The trustees present their report and accounts for the year ended 30 November 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity Knowledge to Action's constitution, the Charities Act 2011 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, Governance and Management

Knowledge to Action is a Charitable Incorporated Organisation established on 1st June 2016 and is governed by its constitution.

The trustees who served during the year were:

Mrs Hamna Ismailjee
Ms Munira Bhaiyat
Mrs Saleha Lokhat

The trustees have the power to appoint any person to be a trustee in accordance with the provisions of the Constitution. An appointed trustee holds office within the limits permitted by law.

The trustees may from time to time make such rules and regulations in their absolute discretion that they deem fit for the management of the institution and may at any time vary such rules and regulations.

The Charity's trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and Activities

As a national educational charity, Knowledge to Action specialises in transforming learners into confident and responsible leaders who benefit society. By developing essential character traits and life skills such as resilience, confidence, creativity and social responsibility in children and young people aged 5-16, we are able to support families and educators, particularly but not exclusively from disadvantaged BAME communities with access to affordable educational resources, training and services.

Our work plays a vital role in tackling societal and intergenerational problems such as: mental, emotional and physical health, low educational attainment, unemployment, criminality, poverty and social immobility.

We believe that greater access to character education and initiatives that encourage outdoor learning and develop life and leadership skills are essential for all learners, but particularly those from disadvantaged backgrounds. Our aim, therefore, is to transform the delivery of character education as well as students' accessibility to it, in order to tackle these pressing issues and nurture within learners a strong and purposeful sense of identity, belonging and responsibility.

In doing so, we are actively working to achieve the following objectives as set out in our governing document:

To act as a resource for young people up to the age of 16 by providing advice and assistance and organising educational programmes and other activities as a means of:

- a. Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b. Advancing education.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Summary of Main Activities

These objectives are achieved through our award-winning character and life skills educational initiative, offering the following five distinct products and services:

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2022

Summary of Main Activities - continued

1. Age specific resources in print and digital format;
2. Training support to help build leadership capacity in parents and educators;
3. Outdoor learning experiences such as family retreats, youth residentials, campfire events, social action and volunteering projects etc;
4. Online learning portal; and
5. Consultancy service for parents, educational leaders and institutes.

Although our work prioritises disadvantaged BAME communities, we appeal to and provide access to diverse communities in the UK; helping children and young people from all backgrounds – regardless of faith, ethnicity, social and economic circumstances – find a sense of purpose, belonging and responsibility to reach their full potential as confident and responsible leaders.

Public Benefit

We review our objectives and activities each year. The review looks at what we have achieved and the outcomes of our work in the previous 12 months. The review helps us ensure our objectives and activities remain focused on our stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, we have considered how planned activities will contribute to the aims and objectives we have set.

COVID-19 Recovery

The financial reporting period 2021-22 was a challenging year for Knowledge to Action. We, as an organisation as well as our partner institutes, sought to recover from the lingering impact of Covid-19 pandemic. Despite the easing of restrictions, donations had not yet reached pre-Covid levels, necessitating a significant shift in our focus towards generating income from sales of our resources and related training services to sustain our operations.

Income generated from consultancy services, both in the UK and globally contributed to our expansion efforts between 2021-22, with collaborations that generated output such as: free educational resources downloaded in over 50 countries, as well as a series of webinars for teachers and parents.

This financial year underscored the adaptability and dedication of Knowledge to Action as we navigated new and ongoing challenges related to recovery from the pandemic and a looming cost of living crisis. While we faced disruptions and financial constraints, our commitment to serving our community remained steadfast, and our efforts to support parents and educators throughout this challenging periods are a testament to our organisation's enduring mission and resilience.

Achievement and Performance

Despite the persistent uncertainty and disruptions brought about by the COVID-19 pandemic and subsequent recovery, the financial year 2021-22 was marked by a series of notable achievements for Knowledge to Action.

Having adapted our methods of delivery during the previous two financial years, we remained committed to our mission and were dedicated to serving our community with a range of innovative resources and services:

1. New Storybook for Character Development: During this period, we successfully developed the first in a new series of storybooks designed to nurture the character of young learners and encourage children and parents to explore and learn together within the outdoors. The storybook sold out in the UK and was a highly sought-after product for international partners.

2. Dissemination of Free High-Quality Resources: Working in partnership with a UK based charity, we were able to create and disseminate 6 highly transformative character development toolkits which were made available for free downloads as well as being printed and posted out to over 20 educational institutes and youth groups from underserved communities.

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2022

Achievement and Performance - continued

3. A Series of Videos and Tutorials: Knowledge to Action launched a series of webinars and "webtutorials" specifically designed for parents and educators during April-May 2022. These educational sessions were transformative, providing over 2000 parents and educators with valuable insights and tools to support children's holistic development.

The impact of our webinar series was significant, with keen interest stemming from various countries around the world who expressed their interest in receiving similar training for their educators. In response, we were able to expand our reach by delivering webinars to international audiences ranging from Australia to the USA.

4. Teacher Training: A cohort of over 100 teachers benefited from our comprehensive teacher training program, enhancing their capacity to deliver effective and impactful character education to their students.

5. Sales of Curricula: We expanded our reach by selling our educational curricula to both new and existing partner institutes.

6. Global Market Expansion: On the back of the success of our webinars and webtutorials, Knowledge to Action made significant strides by entering global markets, providing consultancy services around leadership and curriculum development to educational institutions worldwide.

Despite the ongoing challenges posed during this financial reporting period, we continued to serve hundreds of parents and teachers and benefit thousands of learners, with our suite of printed and digital resources, virtual learning initiatives, outdoor events, and activities.

Financial Review

A summary of the financial results for the year is set out in the statement of financial activities on page 6 of the financial statements.

During this recovery period, Knowledge to Action generated a surplus of £135. The charity's principal funding is from donations, which totalled £82,832 (2021: £126,718) for the financial year ending November 2022.

The donations are primarily received from private and community donors. However, the trustee aim to scale up Knowledge to Action's services over the next three years and will be actively seeking new donors and grants from suitable trusts and foundations.

Sales from Knowledge to Action's existing and new resources raised £80,042 (2021: £98,308); a modest increase on the previous year. Associated costs over this period totalled £14,104 (2021: £26,216).

Support costs constitute the bulk of expenditure at £162,739 (2021: £214,109), of which the following are the key cost categories contributing to this:

- Staff costs totalled £97,606 (2021: £102,011) which covered the salaries of a small team of full-time staff, consultants and volunteers.

- General travel costs totalled £17,442 (2021: £12,173) to meet the needs of staff and consultants working in and travelling to different cities. Travel costs picked up during this year due to an increased demand for teacher training and outdoor events.

Reserve Policy

It is the policy of the charity to maintain unrestricted funds at a level which equate to approximately 6 months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs.

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2022

Future Plans

The end of this financial year brings with the prospects of a looming cost of living crisis that has created a sense of urgency for those operating within the education sector (charities and educational institutes) to continue innovating in order to move from a position of survival to strength and growth.

For the foreseeable future, the charity has decided to focus on securing partnership and funding from several national partners in order to further subsidise the cost of Knowledge to Action's resources and services for its end users. Additional funding streams will be generated through international consultancy work which will provide opportunities for Knowledge to Action to make further inroads into overseas markets and regenerate profits for the sake of research projects and new resources. In the short terms, whilst sales of resources are expected to take more time to pick up; the charity will continue to secure additional funding through grants and community donations.

Knowledge to Action will look to reduce further costs in the upcoming years by streamlining our storage and office space as well as by moving to a fully remote working model. This will significantly impact our expenditure and allow the charity to increase its reserves.

Knowledge to Action is committed to making character and life skills education accessible - both online and in person - to more young people within Britain's most disadvantaged towns and cities. We will use this opportunity to continue with our research and development and will look to scale up our services by developing a business model fit for the post-Covid-19 world.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

On behalf of the board of trustees



Ms Munira Bhaiyat

Trustee

Dated: 20 October 2023

KNOWLEDGE TO ACTION

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF KNOWLEDGE TO ACTION

I report on the accounts of the charity for the year ended 30 November 2022, which are set out on pages 6 to 10.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 130 of the 2011 Act; and
 - (ii) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act;have not been met; or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Zubair A Chaudhary, FCCA
Rain Gaskell Limited

1024 Ground Floor
Stockport Road
Levenshulme
Manchester
M19 3WX
UK

Dated: 20 October 2023

KNOWLEDGE TO ACTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 NOVEMBER 2022

	Notes	2022 £	2021 £
<u>Incoming resources from generated funds</u>			
Donations and legacies	2	82,832	126,718
Incoming resources from charitable activities	3	80,042	98,308
		<hr/>	<hr/>
Total incoming resources		162,874	225,026
		<hr/>	<hr/>
<u>Resources expended</u>	4		
Charitable activities			
Direct cost		3,445	16,002
Archive and storage		10,659	10,214
		<hr/>	<hr/>
Total charitable expenditure		14,104	26,216
		<hr/>	<hr/>
Governance costs		148,635	187,893
		<hr/>	<hr/>
Total resources expended		162,739	214,109
		<hr/>	<hr/>
Net income for the year/ Net movement in funds		135	10,917
		<hr/>	<hr/>
Fund balances at 1 December 2021		39,594	28,677
		<hr/>	<hr/>
Fund balances at 30 November 2022		39,729	39,594
		<hr/> <hr/>	<hr/> <hr/>

KNOWLEDGE TO ACTION

BALANCE SHEET

AS AT 30 NOVEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	7		3,129		1,118
Current assets					
Stocks		69,944		33,582	
Debtors	8	17,598		4,945	
Cash at bank and in hand		114,581		162,436	
		<u>202,123</u>		<u>200,963</u>	
Creditors: amounts falling due within one year	9	<u>(165,523)</u>		<u>(162,487)</u>	
Net current assets			<u>36,600</u>		<u>38,476</u>
Total assets less current liabilities			<u>39,729</u>		<u>39,594</u>
Income funds					
Unrestricted funds			<u>39,729</u>		<u>39,594</u>
			<u>39,729</u>		<u>39,594</u>

Oct 20, 2023

The accounts were approved by the Trustees on



.....
Ms Munira Bhaiyat
Trustee

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 30 NOVEMBER 2022

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Charities Act 2011.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

2 Donations and legacies

	2022 £	2021 £
Donations and gifts	<u>82,832</u>	<u>126,718</u>

3 Incoming resources from charitable activities

	2022 £	2021 £
Sale of teaching material & consultancy income	<u>80,042</u>	<u>98,308</u>

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 NOVEMBER 2022

4 Total resources expended	Staff costs £	Other costs £	Grant funding £	Total 2022 £	Total 2021 £
Charitable activities					
Grant funding of activities	-	-	3,445	3,445	16,002
Activities undertaken directly	-	10,659	-	10,659	10,214
	-	10,659	3,445	14,104	26,216
Governance costs	97,606	51,029	-	148,635	187,893
	97,606	61,688	3,445	162,739	214,109

5 Grants payable	2022 £	2021 £
	3,445	16,002

6 Employees

There were 5 employees during the year.

Employment costs	2022 £	2021 £
Wages and salaries	85,215	90,222
Social security costs	4,466	4,371
Other pension costs	7,925	7,418
	97,606	102,011

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 NOVEMBER 2022

7	Tangible fixed assets		
			Fixtures, fittings & equipment £
	Cost		
	At 1 December 2021 and at 30 November 2022		4,437
			<hr/>
	Depreciation		
	At 1 December 2021 and at 30 November 2022		1,308
			<hr/>
	Net book value		
	At 30 November 2022		3,129
			<hr/> <hr/>
	At 30 November 2021		1,118
			<hr/> <hr/>
8	Debtors	2022	2021
		£	£
	Trade debtors	16,571	359
	Other debtors	731	3,595
	Prepayments and accrued income	296	991
		<hr/>	<hr/>
		17,598	4,945
		<hr/> <hr/>	<hr/> <hr/>
9	Creditors: amounts falling due within one year	2022	2021
		£	£
	Trade creditors	2,798	-
	Other creditors	149,194	148,540
	Accruals	13,531	13,947
		<hr/>	<hr/>
		165,523	162,487
		<hr/> <hr/>	<hr/> <hr/>
10	Pension and other post-retirement benefit commitments		
	Defined contribution		
		2022	2021
		£	£
	Contributions payable by the company for the year	7,925	7,418
		<hr/>	<hr/>

KNOWLEDGE TO ACTION

England & Wales - Charity number 1167408

Accounts

KNOWLEDGE TO ACTION
TRUSTEES REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 30 NOVEMBER 2021

KNOWLEDGE TO ACTION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mrs Hamna Ismailjee
Ms Munira Bhaiyat
Mrs Saleha Lokhat

Charity number

1167408

Independent examiner

Rain Gaskell Limited
1024 Ground Floor
Stockport Road
Levenshulme
Manchester
M19 3WX
UK

KNOWLEDGE TO ACTION

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KNOWLEDGE TO ACTION

TRUSTEES REPORT

FOR THE YEAR ENDED 30 NOVEMBER 2021

The trustees present their report and accounts for the year ended 30 November 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity Knowledge to Action's constitution, the Charities Act 2011 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, Governance and Management

Knowledge to Action is a Charitable Unincorporated Organisation established on 1st June 2016 and is governed by its constitution.

The trustees who served during the year were:

Mrs Hamna Ismailjee
Ms Munira Bhaiyat
Mrs Saleha Lokhat

The trustees have the power to appoint any person to be a trustee in accordance with the provisions of the Constitution. An appointed trustee holds office within the limits permitted by law.

The trustees may from time to time make such rules and regulations in their absolute discretion that they deem fit for the management of the institution and may at any time vary such rules and regulations.

The Charity's trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and Activities

As a national educational charity, Knowledge to Action specialises in transforming learners into confident and responsible leaders who benefit society. By developing essential character traits and life skills such as resilience, confidence, creativity and social responsibility in children and young people aged 5-16, we are able to support families and educators, particularly but not exclusively from disadvantaged BAME communities with access to affordable educational products and services.

Our work plays a vital role in tackling societal and intergenerational problems such as: poor mental, emotional and physical health, low educational attainment, unemployment, criminality, poverty and social immobility.

We believe that greater access to character education and initiatives that encourage outdoor learning and develop life and leadership skills are essential for all learners, but particularly those from disadvantaged backgrounds. Our aim, therefore, is to transform the delivery of character education as well as students' accessibility to it, in order to tackle these pressing issues and nurture within learners a strong and purposeful identity.

In doing so, we are actively working to achieve the following objectives as set out in our governing document:

To act as a resource for young people up to the age of 16 by providing advice and assistance and organising educational programmes and other activities as a means of:

- a. Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b. Advancing education.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2021

Summary of Main Activities

These objectives are achieved through our award-winning character and life skills educational initiative, offering the following five distinct products and services:

1. Age specific resources in print and digital format;
2. Training support to help build leadership capacity in parents and educators;
3. Outdoor learning experiences such as family retreats, youth residentials, campfire events, social action and volunteering projects etc;
4. Online learning portal; and
5. Consultancy service for parents, educational leaders and institutes.

Although our work prioritises disadvantaged BAME communities, we appeal to and provide access to diverse communities in the UK; helping children and young people from all backgrounds – regardless of faith, ethnicity, social and economic circumstances – find a sense of purpose, belonging and responsibility to reach their full potential as confident and responsible leaders.

Public Benefit

We review our objectives and activities each year. The review looks at what we have achieved and the outcomes of our work in the previous 12 months. The review helps us ensure our objectives and activities remain focused on our stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, we have considered how planned activities will contribute to the aims and objectives we have set.

COVID-19 Disruptions

Much of this financial year was severely affected by the uncertainty that stemmed from a series of lockdowns and social restrictions. Knowledge to Action's strategic priorities and planned activities were massively disrupted and normal activity was slowed down.

With the help of a network of volunteers, our priorities were to support parents and educators with a free online service and digital resources until social restrictions were uplifted and schools returned back to normality.

Achievement and Performance

Despite the uncertainty and disruptions, the pandemic brought, we continued to serve hundreds of parents and teachers with our suite of printed and digital resources, virtual learning initiatives, video-based learning and activities. We were able to run two successful camps, over 300 children registered online for the Easter camp whilst over 220 children and adults attended our Summer Family Retreat in Wales once social distancing restrictions were lifted in July 2021.

As schools returned to normality in September, sales of our resources slowly picked up but there were clear signs of the negative impact of COVID-19 on many of our partner institutes.

Financial Review

A summary of the financial results for the year is set out in the statement of financial activities on page 6 of the financial statements.

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2021

Financial Review - continued

Knowledge to Action is financially self-sufficient and has generated a surplus of £10,917 during the year despite the immediate impact of COVID-19 on regular income streams and donors. The charity's principal funding is from donations, which totalled £126,718 (2020: £109,786) for the financial year ending November 2021. The donations are primarily received from private and community donors. However, the trustees aim to scale up Knowledge to Action's services over the next three years and will be actively seeking new donors and grants from suitable trusts and foundations.

Sales from Knowledge to Action's new suite of resources coupled with its online learning services, raised £98,308 (2020: £63,576). Associated costs over this period totalled £26,216 (2020: £11,948).

Support costs constitute the bulk of expenditure at £214,109 (2020: £158,616), of which the following are the key cost categories contributing to this:

- Staff costs totalled £102,011 (2020: £104,355) as a result of staff being retained during the global pandemic and the employment of volunteers to meet the increasing demands from parents and educators during the enforced lockdown and periods of remote learning.
- General travel costs totalled £12,173 (2020: £5,224) to meet the needs of staff and consultants working in and travelling to different cities. Travel costs during the year are considerably low as travelling was reduced because of COVID-19.

Reserve Policy

It is the policy of the charity to maintain unrestricted funds at a level which equate to approximately 6 months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs.

Future Plans

As the financial year comes to an end, the effect of the global pandemic is still far from over and causing great economic and social uncertainty for future planning over the short to medium term.

For the foreseeable future, the charity has decided to focus on providing fewer services to meet the pressing needs of its beneficiaries and streamline all its operational activity and minimise staffing costs as much as possible. In the short term, whilst sales of resources is expected to take time to pick up; the charity will continue to secure additional funding through community donations and grants.

As parents and the education sector adapt to major changes from the effects of the global pandemic, Knowledge to Action is committed to making character and life skills education accessible – both online and in person – to more young people living within Britain's most disadvantaged towns and cities. We will use this opportunity to research, develop and expand our online services and digital resources.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2021

On behalf of the board of trustees



Ms Munira Bhaiyat

Trustee

Dated: 27 September 2022

KNOWLEDGE TO ACTION

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF KNOWLEDGE TO ACTION

I report on the accounts of the charity for the year ended 30 November 2021, which are set out on pages 6 to 11.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

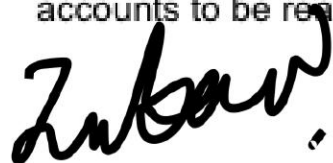
Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 130 of the 2011 Act; and
 - (ii) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act;have not been met; or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Zubair A Chaudhary, FCCA
Rain Gaskell Limited

1024 Ground Floor
Stockport Road
Levenshulme
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M19 3WX
UK

Dated: 27 September 2022

KNOWLEDGE TO ACTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 NOVEMBER 2021

	Notes	2021 £	2020 £
<u>Incoming resources from generated funds</u>			
Donations and legacies	2	126,718	109,786
Incoming resources from charitable activities	3	98,308	63,576
Other incoming resources	4	-	30,000
		<hr/>	<hr/>
Total incoming resources		225,026	203,362
		<hr/>	<hr/>
<u>Resources expended</u>	5		
Charitable activities			
Direct cost		16,002	885
Archive and storage		10,214	11,063
		<hr/>	<hr/>
Total charitable expenditure		26,216	11,948
		<hr/>	<hr/>
Governance costs		187,893	146,668
		<hr/>	<hr/>
Total resources expended		214,109	158,616
		<hr/>	<hr/>
Net income for the year/ Net movement in funds		10,917	44,746
		<hr/>	<hr/>
Fund balances at 1 December 2020		28,677	(16,069)
		<hr/>	<hr/>
Fund balances at 30 November 2021		39,594	28,677
		<hr/> <hr/>	<hr/> <hr/>

KNOWLEDGE TO ACTION

BALANCE SHEET

AS AT 30 NOVEMBER 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	8		1,118		433
Current assets					
Stocks		33,582		27,452	
Debtors	9	4,945		1,111	
Cash at bank and in hand		162,436		174,422	
		<u>200,963</u>		<u>202,985</u>	
Creditors: amounts falling due within one year	10	<u>(162,487)</u>		<u>(174,741)</u>	
Net current assets			38,476		28,244
Total assets less current liabilities			<u>39,594</u>		<u>28,677</u>
Income funds					
Unrestricted funds			39,594		28,677
			<u>39,594</u>		<u>28,677</u>

The accounts were approved by the Trustees on Sep 30, 2022



.....
Ms Munira Bhaiyat
Trustee

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 30 NOVEMBER 2021

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Charities Act 2011.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

2 Donations and legacies

	2021 £	2020 £
Donations and gifts	<u>126,718</u>	<u>109,786</u>

3 Incoming resources from charitable activities

	2021 £	2020 £
Sale of teaching material	<u>98,308</u>	<u>63,576</u>

4 Other incoming resources

	Total 2021 £	Total 2020 £
Gift Aid reclaimed	<u>-</u>	<u>30,000</u>

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 NOVEMBER 2021

5 Total resources expended	Staff costs £	Depreciation £	Other costs £	Grant funding £	Total 2021 £	Total 2020 £
Charitable activities						
Grant funding of activities	-	-	-	16,002	16,002	885
Activities undertaken directly	-	-	10,214	-	10,214	11,063
	-	-	10,214	16,002	26,216	11,948
Governance costs	102,011	373	85,509	-	187,893	146,668
	102,011	373	95,723	16,002	214,109	158,616

6 Grants payable	2021 £	2020 £
	16,002	885

7 Employees

There were 5 employees during the year.

Employment costs	2021 £	2020 £
Wages and salaries	90,222	91,126
Social security costs	4,371	5,225
Other pension costs	7,418	8,004
	102,011	104,355

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 NOVEMBER 2021

8	Tangible fixed assets		
			Fixtures, fittings & equipment £
	Cost		
	At 1 December 2020		1,368
	Additions		1,058
	At 30 November 2021		2,426
	Depreciation		
	At 1 December 2020 and at 30 November 2021		1,308
	Net book value		
	At 30 November 2021		1,118
	At 30 November 2020		433
9	Debtors	2021	2020
		£	£
	Trade debtors	359	781
	Other debtors	3,595	34
	Prepayments and accrued income	991	296
		4,945	1,111
10	Creditors: amounts falling due within one year	2021	2020
		£	£
	Trade creditors	-	2,169
	Other creditors	148,540	159,041
	Accruals	13,947	13,531
		162,487	174,741

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 NOVEMBER 2021

11 Pension and other post-retirement benefit commitments
Defined contribution

	2021	2020
	£	£
Contributions payable by the company for the year	7,418	8,004
	<u>7,418</u>	<u>8,004</u>

KNOWLEDGE TO ACTION

England & Wales - Charity number 1167408

Accounts

KNOWLEDGE TO ACTION
TRUSTEES REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 30 NOVEMBER 2020

KNOWLEDGE TO ACTION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mrs Hamna Ismailjee
Ms Munira Bhaiyat
Mrs Saleha Lokhat

Charity number

1167408

Independent examiner

Rain Gaskell Limited
1024 Ground Floor
Stockport Road
Levenshulme
Manchester
M19 3WX
UK

KNOWLEDGE TO ACTION

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Independent examiner's report	5
Statement of financial activities	6
Balance sheet	7
Notes to the accounts	8 - 10

KNOWLEDGE TO ACTION

TRUSTEES REPORT

FOR THE YEAR ENDED 30 NOVEMBER 2020

The trustees present their report and accounts for the year ended 30th November 2020.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity Knowledge to Action's constitution, the Charities Act 2011 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, Governance and Management

The charity Knowledge to Action is a Charitable Unincorporated Organisation established on 1st June 2016 and is governed by its constitution.

The trustees who served during the year were:

Mrs Hamna Ismailjee
Ms Munira Bhaiyat
Mrs Saleha Lokhat

The trustees have the power to appoint any person to be a trustee in accordance with the provisions of the Constitution. An appointed trustee holds office within the limits permitted by law.

The trustees may from time to time make such rules and regulations in their absolute discretion that they deem fit for the management of the institution and may at any time vary such rules and regulations.

The Charity trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and Activities

As a national educational charity, Knowledge to Action specialises in transforming learners into confident and responsible leaders who benefit society. By developing essential character traits and life skills such as resilience, confidence, creativity and social responsibility in children and young people aged 5-16, we are able to support families and educators, particularly but not exclusively from disadvantaged BAME communities with access to affordable educational products and services.

Our work plays a vital role in tackling societal and intergenerational problems such as: poor mental, emotional and physical health, low educational attainment, unemployment, criminality, poverty and social immobility.

We believe that greater access to character education and initiatives that encourage outdoor learning and develop life and leadership skills are essential for all learners, but particularly those from disadvantaged backgrounds. Our aim, therefore, is to transform the delivery of character education as well as students' accessibility to it, in order to tackle these pressing issues and nurture within learners a strong and purposeful identity.

In doing so, we are actively working to achieve the following objectives as set out in our governing document:

To act as a resource for young people up to the age of 16 by providing advice and assistance and organising educational programmes and other activities as a means of:

- Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- Advancing education.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2020

Summary of Main Activities

These objectives are achieved through our award-winning character and life skills educational initiative, offering the following five distinct products and services:

1. Age specific resources in print and digital format;
2. Training support to help build leadership capacity in parents and educators;
3. Outdoor learning experiences such as family retreats, youth residentials, campfire events, social action and volunteering projects etc;
4. Online learning portal; and
5. Consultancy service for parents, educational leaders and institutes.

Although our work prioritises disadvantaged BAME communities, we appeal to and provide access to diverse communities in the UK; helping children and young people from all backgrounds – regardless of faith, ethnicity, social and economic circumstances – find a sense of purpose, belonging and responsibility to reach their full potential as confident and responsible leaders.

Public Benefit

We review our objectives and activities each year. The review looks at what we have achieved and the outcomes of our work in the previous 12 months. The review helps us ensure our objectives and activities remain focused on our stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning our future activities. In particular, we have considered how planned activities will contribute to the aims and objectives we have set.

COVID-19 Disruptions

In the lead up to the first lockdown in March 2020, Knowledge to Action was able to launch a new suite of character-building story and activity books targeting the home educator market and, focusing on families with children aged 5-11. The charity had planned nationwide events to market and promote the new products; unfortunately, with the announcement of a global pandemic and the series of lockdowns that followed, our strategic priorities and planned activities were unexpectedly and massively disrupted.

As schools were forced to close, Knowledge to Action, as a front line national educational charity, experienced a record surge in demand and enquiries from desperate parents and educators in need of its intervention, services and resources. This provided the charity with a unique opportunity to not only reach and engage with new learners and parents from across the UK and around the world, but also enabled us to share our resources and raise brand and product awareness with the international community.

Our priorities, therefore, changed from marketing our existing and new suite of products and delivering face to face events to offering parents and educators with a free online service and digital resources with the help of a network of volunteers.

Achievement and Performance

Through our suite of printed and digital resources, virtual learning initiatives, video-based learning and activities, Knowledge to Action was able to expand its reach to thousands of learners, parents and educators in over 80 countries. Our digital resources and videos that were created and prepared in the wake of the lockdowns were downloaded and shared over 10,000 times on multiple forums and social media platforms.

Although we experienced a dip in the purchase of our resources from schools due to the forced closures, the direct community engagement with learners, parents and home educators at home increased ten-fold.

Evaluation studies conducted with learners, parents, and teachers alike during the lockdowns, confirm the outstanding responsiveness and customer service shown by Knowledge to Action during the global pandemic.

KNOWLEDGE TO ACTION

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2020

Financial Review

A summary of the financial results for the year is set out in the statement of financial activities on page 6 of the financial statements.

Knowledge to Action is financially self-sufficient and has generated a surplus of £58,278 during the year despite the immediate impact of COVID-19 on regular income streams and donors. The charity's principal funding is from donations, which totalled £109,786 (2019: £138,502) for the financial year ending November 2020. The donations are primarily received from private and community donors. However, the trustees aim to scale up Knowledge to Action's services over the next three years and will be actively seeking new donors and grants from suitable trusts and foundations.

Sales from Knowledge to Action's new suite of resources coupled with its online learning services, raised £63,576 (2019: £21,441). Associated costs over this period totalled £11,948 (2019: £17,587).

Support costs constitute the bulk of expenditure at £158,616 (2019: £187,866), of which the following are the key cost categories contributing to this:

- Staff costs totalled £104,355 (2019: £110,562) as a result of staff being retained during the global pandemic and the employment of volunteers to meet the increasing demands from parents and educators during the enforced lockdown and periods of remote learning.
- General travel costs totalled £5,224 (2019: £21,125) to meet the needs of staff and consultants working in and travelling to different cities. Travel costs during the year are considerably low as travelling was reduced because of COVID-19.

Reserve Policy

It is the policy of the charity to maintain unrestricted funds at a level which equate to approximately 6 months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs.

Future Plans

As the charity looks ahead to the future, the global pandemic is still far from over and causing great economic and social uncertainty and difficulty for future planning.

Until a return to normality, Knowledge to Action will continue to adapt its services and operations in light of the changing needs of its customer base. For the foreseeable future, the charity has decided to streamline all its operational activity, minimise staffing costs through the employment of volunteers and focus on providing fewer services to meet the pressing needs of its customers. Namely, we will use this opportunity to research, develop and expand our online services and resources for teenagers.

As parents and the education sector adapt to major changes from the effects of the global pandemic, Knowledge to Action is committed to making character and life skills education accessible – both online and in person – to more young people living within Britain's most disadvantaged towns and cities.

In the short term, the government's financial support scheme along with the sale of resources are expected to slow down; the charity must therefore look to secure additional funding through community donations and grants.

The above strategies and developments will be key to helping the charity grow and engage with more learners as we recover from the effects of the pandemic. We will focus on building capacity in more parents and educators, particularly in some of the most disadvantaged areas of the UK, empowering them to lead in the delivery of character and life skills education.

KNOWLEDGE TO ACTION

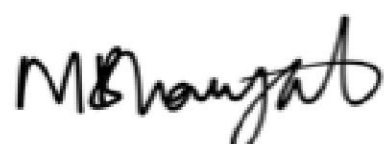
TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2020

Future Plans - continued

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

On behalf of the board of trustees



Ms Munira Bhaiyat

Trustee

Dated: 30 September 2021

KNOWLEDGE TO ACTION

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF KNOWLEDGE TO ACTION

I report on the accounts of the charity for the year ended 30 November 2020, which are set out on pages 6 to 10.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 130 of the 2011 Act; and
 - (ii) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act;have not been met; or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Zubair A Chaudhary, FCCA
Rain Gaskell Limited

1024 Ground Floor
Stockport Road
Levenshulme
Manchester
M19 3WX
UK

Dated: 30 September 2021

KNOWLEDGE TO ACTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 NOVEMBER 2020

	Notes	2020 £	2019 £
<u>Incoming resources from generated funds</u>			
Donations and legacies	2	109,786	138,502
Incoming resources from charitable activities	3	63,576	21,441
Other incoming resources	4	30,000	35,000
		<hr/>	<hr/>
Total incoming resources		203,362	194,943
		<hr/>	<hr/>
<u>Resources expended</u>	5		
Charitable activities			
Direct cost		885	5,935
Archive and storage		11,063	11,652
		<hr/>	<hr/>
Total charitable expenditure		11,948	17,587
		<hr/>	<hr/>
Governance costs		146,668	170,279
		<hr/>	<hr/>
Total resources expended		158,616	187,866
		<hr/>	<hr/>
Net income for the year/ Net movement in funds		44,746	7,077
		<hr/>	<hr/>
Fund balances at 1 December 2019		(16,069)	(23,146)
		<hr/>	<hr/>
Fund balances at 30 November 2020		28,677	(16,069)
		<hr/> <hr/>	<hr/> <hr/>

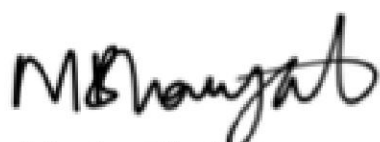
KNOWLEDGE TO ACTION

BALANCE SHEET

AS AT 30 NOVEMBER 2020

	Notes	2020 £	£	2019 £	£
Fixed assets					
Tangible assets	8		433		577
Current assets					
Stocks		27,452		27,452	
Debtors	9	1,111		11,994	
Cash at bank and in hand		174,422		31,479	
		<u>202,985</u>		<u>70,925</u>	
Creditors: amounts falling due within one year	10	<u>(174,741)</u>		<u>(87,571)</u>	
Net current assets/(liabilities)			<u>28,244</u>		<u>(16,646)</u>
Total assets less current liabilities			<u>28,677</u>		<u>(16,069)</u>
Income funds					
Unrestricted funds			<u>28,677</u>		<u>(16,069)</u>
			<u>28,677</u>		<u>(16,069)</u>

The accounts were approved by the Trustees on 30 September 2021



Ms Munira Bhaiyat
Trustee

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 30 NOVEMBER 2020

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Charities Act 2011.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

2 Donations and legacies

	2020 £	2019 £
Donations and gifts	<u>109,786</u>	<u>138,502</u>

3 Incoming resources from charitable activities

	2020 £	2019 £
Sale of teaching material	63,576	19,830
Other income	-	1,611
	<u>63,576</u>	<u>21,441</u>

4 Other incoming resources

	2020 £	2019 £
Gift Aid reclaimed	<u>30,000</u>	<u>35,000</u>

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 NOVEMBER 2020

5 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Grant funding £	Total 2020 £	Total 2019 £
Charitable activities						
Grant funding of activities	-	-	-	885	885	5,935
Activities undertaken directly	-	-	11,063	-	11,063	11,652
	-	-	11,063	885	11,948	17,587
Governance costs	104,355	144	42,169	-	146,668	170,279
	104,355	144	53,232	885	158,616	187,866

6 Grants payable

	2020 £	2019 £
	885	5,935

7 Employees

There were 5 employees during the year.

Employment costs	2020 £	2019 £
Wages and salaries	91,126	97,617
Social security costs	5,225	5,396
Other pension costs	8,004	7,549
	104,355	110,562

KNOWLEDGE TO ACTION

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 NOVEMBER 2020

8	Tangible fixed assets		
			Fixtures, fittings & equipment £
	Cost		
	At 1 December 2019 and at 30 November 2020		1,368
			<hr/>
	Depreciation		
	At 1 December 2019 and at 30 November 2020		935
			<hr/>
	Net book value		
	At 30 November 2020		433
			<hr/> <hr/>
	At 30 November 2019		577
			<hr/> <hr/>
9	Debtors	2020	2019
		£	£
	Trade debtors	781	11,662
	Other debtors	34	36
	Prepayments and accrued income	296	296
		<hr/>	<hr/>
		1,111	11,994
		<hr/> <hr/>	<hr/> <hr/>
10	Creditors: amounts falling due within one year	2020	2019
		£	£
	Trade creditors	2,169	22,392
	Other creditors	159,041	63,379
	Accruals	13,531	1,800
		<hr/>	<hr/>
		174,741	87,571
		<hr/> <hr/>	<hr/> <hr/>
11	Pension and other post-retirement benefit commitments		
	Defined contribution		
		2020	2019
		£	£
	Contributions payable by the company for the year	8,004	7,549
		<hr/> <hr/>	<hr/> <hr/>
