

ENGLISH+

England & Wales · Charity number 1169790

Details

Status Registered

Legal form CIO

Registered 2016-10-19

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

Contact

Address 110a Trinity Street
Norwich
NR2 2BJ

Phone 07909522998

Email trustees@englishplus.org.uk

Website www.englishplus.org.uk

Activities

Objects: In furtherance of Christian principles and in accordance with the statement of faith, the object of the CIO is the promotion of social inclusion for the public benefit of non-native residents in the united kingdom who are socially isolated on the grounds of their social or economic position, in particular but not exclusively refugees and those seeking asylum and sanctuary, by providing education and training in the English language and in vocational skills, supporting and relieving the needs of such individuals and assisting them to integrate into society and reduce isolation.

Activities: We are English Plus, a Christian charity that supports new communities in Norwich to learn English, form friendships and to make this city a home. We welcome anyone who finds themselves isolated by lack of English language including refugees and asylum seekers; beginners and advanced; young and old; all faiths and none.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Economic/community Development/employment
- **Who:** People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- Norfolk

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£156,500	£191,007	-	-
2023-12-31	£147,733	£144,354	-	-
2022-12-31	£192,756	£135,743	-	-
2021-12-31	£133,851	£109,557	-	-
2020-12-31	£137,493	£93,077	-	-

Trustees

Name	Role	Appointed
Dr ROGER TIMMS	Chair	2020-08-01
Hala Samir Marie Gabra		2022-01-25
Louise Reed		2026-04-29
Natasha Louise Cumberland		2019-04-01
Professor Alastair Grant		2024-02-07

Accounts

Registered in England
Charity No. 1169790

ENGLISH +

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024



ENGLISH +

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

CONTENTS

	Page
Trustees' report	2
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11
Notes to the financial statements	12

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2024

Reference and administrative information

Registered charity name	English +
Charity number	1169790
Company number	CE008317
Date of registration	19th October 2016
Registered address	110A Trinity Street Norwich NR2 2BJ
Trustees	Dr Roger Timms (Chair of Trustees) Natasha Louise Cumberland Priscilla Gavita (resigned 31 March 2025) Hala Samir Marie Gabra Professor Alastair Grant (appointed 7 February 2024) Claudia Mussi (appointed 1 July 2024)
Independent examiner	Price Bailey LLP Chartered Accountants Anglia House, 6 Central Avenue St Andrews Business Park Thorpe St Andrew Norwich NR7 0HR

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2024

Background

English+ gained charitable status in 2016 but had already been running for 5 years, providing free weekly English classes for people who were new to Norwich and struggling to adjust to life here due to their lack of English. Many of our students are asylum seekers and refugees who have additional needs relating to health, housing, employment and finances. The + (plus) comes from the work to help this same group of individuals with further support with issues that they are facing.

Aims and objectives

English+ is a Christian Charity committed to supporting people to become integrated into Norwich life. Many of our students are asylum seekers and refugees and our links with local churches, schools, educational establishments as well as other charities, voluntary organisations, partnerships and support networks makes us well placed to help individuals on their journeys to establish themselves here.

Headlines for 2024

This year we have reached over 480 students (400 in 2023), from a total of 54 nationalities with classes and pastoral support. We have continued to absorb the increase in student numbers (primarily due to expansion in the provision of Asylum hotels in Norwich, and the continued arrival of students from Hong Kong), into existing classes by increasing our number of tuition groups. Within the hotels many Asylum seekers can be moved on to different areas of the country and we have had to manage a constant turnover of students again this year, putting great demand on our beginner level tuition.

We have over 55 dedicated volunteers who support our team in delivering our services.

In 2024 we added a new weekly English class, and in total provided 343 hours of free English tuition, (328 in 2023). We gave free bus passes and supported with travel costs to ensure everyone in need could attend our classes, courses and activities.

Working with a dedicated teacher from the University of East Anglia, we offered an IELTS programme of learning giving 3 students the opportunity to take the exam to access Universities in the UK. This intensive programme offered 300 hours of additional tuition.

English+ offers a community - In addition to language tuition we have a variety of free enrichment activities, as weekly groups, or as special events throughout the year.

In 2024 staff and volunteers gave over 350 hours on client support, up from 290 hours in 2023. Help is given on issues ranging from housing, benefits, referrals for immigration, education, legal and health issues, helping with access to further education, work, training and volunteering.

At English+ we can see the impact on the lives of those who attend by their progress through the levels within our weekly language and conversation classes, and their attending other courses, activities, and outings. The broader picture though shows us students able to better integrate into our community, providing them with positive experiences and opportunities to fill their time whilst either waiting for decisions regarding their future status, or for those who have been given leave to remain, supporting them in building confidence and skills to gain employment.

Supporting students comes in many ways, it may be in helping them take huge steps, such as gaining their refugee status, or smaller steps, such as gaining the confidence to ask for things in shops. This is the privilege that being part of English+ gives to those involved whether paid, volunteer, supporter, or Trustee. Many students still come to visit classes many years after no longer needing our support, to bring others, their families or simply to keep in touch.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2024

Our services:

Our large number of experienced volunteer teachers means that we are well equipped to provide quality English classes to suit many different learning abilities. As a charity we are big enough to offer many levels of classes at teaching sessions to meet individuals' learning needs but are small enough that we know our students individually and can help with the specific needs they often bring as they navigate life in Norwich. Once we have built a relationship of trust, students know they can come to us for support even after they have left our classes to begin work or further study.

Learning English:

Although we offer free English classes to all in need, regardless of ability to pay, we do prioritise Asylum seeker and Refugee students as well as those we know to be very isolated. All classes are taught in small groups of 2 -10 students.

Mondays – we continue to offer a weekly online English language class, averaging 14 attendees, for those who for health reasons or distance are unable to travel. This class is also available to asylum seekers who have been moved to different parts of the UK, whilst they find their feet and access new classes.

Mondays - In June 2024 we added an additional face to face English language class, taught in 5 small groups. This has continued to grow with average attendees of 25 a class by the end of the year.

Wednesdays – We meet at Norwich Cathedral for our weekly Conversation group, continuing to see around 50 students, taught in small, friendly, informal groups. Students enjoy the opportunity to practice conversation, which helps build confidence and fluency for those learning to speak English.

Wednesdays Conversation Café – In 2022, with the support of the Norwich School, who host us, we established a group for Ukrainian students to meet to learn English, encouraging support networks and friendships. In 2024 we broadened this class to include other nationalities as many Ukrainians had returned home. The class averaged 12 weekly attendees in 2024.

Thursdays – our well-established Thursday English language class continues to grow. As in all face-to-face classes, we cater for beginner to advanced levels and teach in small informal groups. Weekly average class numbers for 2024 were 76 per class, but towards the end of the year we were regularly seeing over 100 attending each week.

Thursdays Chat & Play – Our Chat & Play group (established in 2022), provides supervised play for pre-school children, whilst the Mums are taught by teachers and volunteers to learn English. We continue to work closely with health professionals, such as midwives and counselling services, and arrange for visits to our classes offering advice and support. Students average 10 per session with around 13 children attending each week.

Enrichment activities:

Bishop's Garden Party – In June 2024 Bishop Graham kindly offered his garden so we could host an open day event, welcoming current and older students and their families, as well as the general public. We worked with local organisations to provide a family fun day of music, arts and crafts, and the opportunity to learn circus skills and sample cakes from around the world! Over 500 people attended on the day, enjoying the beautiful gardens in such peaceful settings.

Museums Group - We continued to work closely with the Norfolk Museums Service throughout 2024, offering both a WhatsApp group for more able students to enjoy to a virtual insight into the history of Norwich, and monthly outings during term-time to our amazing museums for a variety of exhibitions, on light, paintings and Marmite! Students were able to learn about historic Christmas traditions and make their own Christmas crackers. Many students also enjoyed helping in the annual 'deep clean' at the Strangers Hall Museum.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2024

Sailing on the Broads - Partnering with Norwich School and The Nancy Oldfield Trust we have been able to again make three visits to the Broads in 2024. Not only have people loved learning to sail and canoe but also it was great for physical and mental health, giving opportunities that otherwise they could not have afforded. It was good to see people visibly relax as they spend time in nature.

Arts and Crafts – Many service users continue to attend the weekly Arts and Craft group at Holy Trinity Church, which is open to all. We also worked with a local Norfolk artist to offer English+ students a Wet Felting Course, and a number of Art sessions throughout the year.

Food & Feast – Partnering with the WEA in Refugee week, some of our service users cooked food from their home countries for the Feast celebration at the end of the programme of events.

Summer Programme – In 2024 we again put on a summer programme of outings and activities throughout the holidays. A total of 148 individuals (95 adults and 53 children) enjoyed the programme, with days out at Cromer beach, the Horstead Centre and the Dinosaur Park. Working with the Norwich School we created end of term celebrations, replicating a typical English fete with games and activities for the students to enjoy in the Cathedral cloisters. The outings were very successful and provided appeal to all age groups. Families were able to meet up again and new friendships were formed. The summer programme enabled students and families to enjoy experiences in Norwich and Norfolk, which they could otherwise not have afforded.

Support in the Community:

In 2024 we have reached over 480 students, from a total of 54 nationalities with classes and pastoral support. (Up from 2023 figures of approximately 400 students).

Hardship fund - The Trustees are aware of the financial hardship experienced by many English+ clients, which has been compounded by recent cost of living increases. Asylum seekers struggle to survive on the £49.18 weekly allowance for food, clothing, travel, phone, toiletries etc. If an Asylum seeker is given accommodation with full board, they are given £8.86 a week for all the above, excluding food. Once given refugee status, there are new challenges – to find a place to live, to try and find work, and to understand any benefits available. We have over the past few years expanded our Hardship fund to support English+ students and their families during difficult stages in their lives. The fund helps with buying groceries, household bills, travel, internet access, phone data, tablets and computers, and so on. More recently we have been supporting students with respite accommodation when they find themselves homeless. In 2024 the Hardship fund paid out almost £9k plus £10k in supermarket vouchers to students (in 2023 the fund gave £8.4k)

Birthday Cakes - working with the charity Free Cakes for Kids (Norwich) we annually deliver around 80 bespoke birthday cakes to children, who have been thrilled to have their birthdays remembered.

Easter – We provided a selection of Easter Eggs and chocolate bunnies for families with children. Small gifts of chocolates, flowers and toiletries were also given to adults in need.

Christmas – In 2024, we gave over £1,700 of supermarket vouchers, from our Hardship fund to those in need at Christmas. This was partially funded from donors giving to our Christmas appeal. We also gave boxes of biscuits to every student, and Christmas chocolate for those families with children. The voucher recipients were asylum seekers, refugees and others that we knew were in difficult situations. With the support of a local church, we were able to offer 'Bags of Kindness,' containing toys, books and sweets to children at our Chat & Play group and other families in need.

Keeping warm - Working with Norfolk Knitters and Stitchers we have been able to provide families with some wonderful blankets and other practical knitted items.

Dentaid – In 2024 our dental sponsors, a local charity, the Bishop's Refugee fund and Norwich City Council Asylum Dispersal grant supported our work with the charity Dentaid, giving emergency dental treatment to asylum seekers and refugees in the Norwich area. We worked with New Routes, Bridge+, Red Cross, Norfolk County Council Asylum Support Team, and other local charities to

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2024

identify those students most in need to receive treatment offered in 7 days of appointments over 3 visits. Expenditure was £13,500 and a total of 66 students (38 in 2023), were treated, ranging from extractions, fillings and fixing broken teeth.

Welcome Wheels – we are proud to work with local charity Welcome Wheels and Bicycle Links in referring our clients who would benefit from receiving second hand refurbished bikes.

Rucksacks - New asylum seekers arriving at houses in Norwich are given Welcome Rucksacks through the local Justice and Peace group. We have continued to work with them and support this project throughout 2024.

Volunteering:

Our wonderful team of volunteers have supported us throughout the year with regular teaching commitments, mentoring and other general pastoral care. We continue to retain a core number of over 55 active volunteer teachers and assistants to deliver our services each week. We recruit volunteers from all walks of life but ensure classes are led by those with teaching qualifications. All volunteers are formally recruited, with references and DBS checks when appropriate, and are required to read and adhere to governance and regulatory requirements as in place at English+.

Support and funding:

Partnership is an important part of the vision of English+, working with local and national organisations to provide collaborations around health, immigration, education and well-being with Bridge+, New Routes, Norwich International Youth Project, the Red Cross, UEA, the Workers Education Association, and City College Norwich amongst others. We have other key relationships within the charity sector, such as with the Norwich Justice and Peace Group, Norwich Foodbank and The Besom to help meet the needs of clients.

We continue to work with the Norwich School, helping to raise awareness of the difficulties faced by Asylum seekers and refugees. Their students volunteer to support in classes, co-hosting end of term events and we also receive financial support from their fund raising.

We also work with the People from Abroad team (PFAT) who refer clients to us for English tuition. English+ has historically also been instrumental in setting up, and remains involved with, Norwich City of Sanctuary, and INN (Integration Network Norwich) which we coordinate.

Since 2015 English+ has been partially funded by the Big Lottery, and this continued in 2024, making up approximately 15% of funds (17% in 2023). In addition, English+ also receives funds from Churches and trusts, local businesses, and individual donors, both as regular monthly and one-off donations. Our website has allowed existing and prospective donors to better understand the work we do. We continue to develop our strategy of broadening our financial support to ensure we can meet the increasing demand for our services, and we continue to talk with prospective donors and make funding applications. There is a financial statement attached to this report, together with an independent examination of our 2024 accounts.

Postscript – in January 2025, we were advised that English+ would receive a further 3 years of Big Lottery funding.

Structure, governance & management:

English+ is a Charitable Incorporated Organisation, governed by its CIO Foundation Constitution

Trustees - The work of English+ is overseen by a board of Trustees, who meet 4-5 times a year. The trustees have responsibility for the governance of the charity and continue to manage and update policies to help and guide the workers and volunteers. In selecting individuals for appointment as Charity Trustees, there is regard for the skills, knowledge and experience needed for effective administration of the CIO. English+ is an employer with relevant employment policies in place. All Trustees have a passion to see the marginalised and isolated enabled to fully integrate into society.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2024

Staffing - English+ is coordinated and managed on a day-to-day basis by our Charity Director Rosie Sexton. Rosie had the vision and drive to set up English+ in response to the needs she recognised for integration and support of those living in Norwich isolated by their lack of English language. In total there are 7 part time workers at English+. Catriona and Becky coordinate the teaching and resources, Rebeca manages our Chat & Play group, and Abbey our Conversation café group at Norwich School. Sarah offers student support with pastoral care and in 2024 continued with our successful Dentaaid project for students, liaising with other service providers. Nicky manages the financial, regulatory and operational aspects of the charity. All staff support with classes, courses and activities throughout the year.

This core team meet regularly to support each other, discuss issues, plan future developments, and review ongoing projects. Over 55 other individuals give their time and expertise to help this team in teaching, mentoring, and befriending. Some of the individuals who come as clients return as volunteers, some on a weekly basis and others for specific events.

Risk Assessment - The Trustees have reviewed the major risks to the organisation and do not consider any significant matters of concern. Although we continue to see the cost-of-living crisis adversely affect the lives of many of our students, from a financial perspective we continue to receive generous support from our donors. The Trustees regularly monitor safeguarding policies and procedures to ensure they are following current best practice, and that these reflect what is happening on the ground. We continue to regularly review and update all our policies and our risk register, including ensuring that we are GDPR compliant.

Public benefit - The Trustees have had regard to the Charity Commission's guidance on public benefit and confirm English+ promotes social inclusion for the public benefit by offering free English language tuition to those who are marginalised and isolated due to their lack of English. Through our language classes, life skill courses and programme of social activities we enable students to become more confident to participate and therefore integrate into the local community and make Norwich their home.

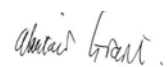
Going concern - The Trustees are confident that English+ will remain a going concern. Our decision at the Trustee meeting in April 2024, to increase our holding reserves to £25k, finances a 3 month period in which, if needed, the charity can apply for to receive further funding.

In 2024 the Trustees agreed to pause in actively seeking funding, due to the amount of money held in the current account as working capital. Income received for 2024 was £157K, which was 12% up from 2023. However, our regular monthly donations remain healthy, annually £36.5k, a 6% uplift from 2023. In 2025 we already have seen success in securing funding of nearly £50k (£21k of which has been banked) as at end March 2025. On 24 June 2025 our bank balance totals £114,147. The Trustees remain confident that English+ will continue as an ongoing concern for 12 months from the date of approving these financial statements.

Financial review - The trustees are satisfied with the year-end financial position of the Charity and believe it will have adequate resources to meet its future plans and financial obligations. Income received in the year totalled £156,500 (2023: £139,152). Expenditure was for 2024 was £191,007 (2023: £144,319). Closing funds at 31 December 2024 totalled £96,069, which includes designated reserves of of £Nil and restricted reserves surplus of £289.

09 Sep 2025

This report was circulated to all the trustees and accepted unanimously on



Professor Alastair Grant (Sep 9, 2025,
Professor Alastair Grant (Trustee)

ENGLISH +
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ENGLISH +
FOR THE YEAR ENDED 31 DECEMBER 2024

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which are set out on pages 9 to 20.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Aaron Widdows ACA FCCA
Price Bailey LLP, Chartered Accountants
Anglia House, 6 Central Avenue
St Andrews Business Park
Thorpe St Andrew
Norwich, Norfolk
NR7 0HR

Date: 10 September 2025

ENGLISH +

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Restricted Funds 2024 £	Designated Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Restated Total Funds 2023 £
INCOME						
Donations and grants	2	55,673	15,672	84,650	155,995	138,977
Investment income	3	-	-	505	505	175
TOTAL INCOME		<u>55,673</u>	<u>15,672</u>	<u>85,155</u>	<u>156,500</u>	<u>139,152</u>
EXPENDITURE						
Expenditure on charitable activities	4	(60,022)	(18,832)	(112,153)	(191,007)	(144,319)
TOTAL EXPENDITURE		<u>(60,022)</u>	<u>(18,832)</u>	<u>(112,153)</u>	<u>(191,007)</u>	<u>(144,319)</u>
NET INCOME BEING NET MOVEMENT IN FUNDS FOR THE YEAR		(4,349)	(3,160)	(26,998)	(34,507)	(5,167)
Transfers		2,957	(8,397)	5,440	-	-
Total funds at 1 January	11	1,681	11,557	117,338	130,576	135,743
TOTAL FUNDS 31 DECEMBER	11	<u>289</u>	<u>-</u>	<u>95,780</u>	<u>96,069</u>	<u>130,576</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The notes on pages 11 to 20 form part of these financial statements.

ENGLISH +

BALANCE SHEET

AT 31 DECEMBER 2024

		2024	2023
CURRENT ASSETS	Notes	£	£
Debtors: Amounts due within one year	8	3,618	3,100
Cash at bank and in hand		<u>98,043</u>	<u>153,056</u>
		101,661	156,156
Creditors: Amounts due within one year	9	(5,592)	(25,580)
TOTAL ASSETS LESS		<u> </u>	<u> </u>
TOTAL LIABILITIES		<u>96,069</u>	<u>130,576</u>
 Restricted funds	11	289	1,681
Designated funds	11	-	11,557
Unrestricted funds	11	95,780	117,338
TOTAL FUNDS		<u>96,069</u>	<u>130,576</u>

09 Sep 2025

The financial statements were approved by the Trustees on and are signed on their behalf by:

Alastair Grant

Professor Alastair Grant (Sep 9, 2025)

The notes on pages 11 to 20 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1 ACCOUNTING POLICIES

General information

English+ is a Charitable Incorporated Organisation, registered in the United Kingdom under the Charities Act 2011. The registered office is 110A Trinity Street, Norwich, NR2 2BJ.

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

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) effective 1 January 2019), and the Charities Act 2011.

The financial statements have been prepared to give us a “true and fair” view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a “true and fair view”. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from April 2005 which has since been withdrawn.

English+ meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The charity, being small in size, has used the exemption provided by Charities SORP (FRS 102) under which it is not required to include a cash flow statement as part of the financial statements.

Fund accounting

Unrestricted funds are those which are available for the general purposes of the Charity at the discretion of the Trustees.

Restricted funds are those which have been received for undertaking an activity specified by the donor.

Designated funds are those which are directed by the Charity for a specific purpose.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1 ACCOUNTING POLICIES (continued)

Going Concern

The Trustees are confident English+ will remain a going concern. Although it was not until the second half of 2024 that we began to actively seek funding again, the income received for 2024 was 12% above that received in 2023. As of 24th June 2025, our bank balance totals £114,117. The Trustees remain confident that English+ will continue as an ongoing concern for 12 months from the date of approving these financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income is generated through donations, grants and other sources.

Income from investments are included when receivable.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- expenditure on charitable activities includes that which relates directly to fulfilling the charitable objectives of the Charity, as outlined in the Trustees' Report.

Allocation of support costs

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs have been allocated to expenditure on charitable activities.

Governance costs are included in support costs and relate to the direct running of the Charity, allowing it to operate and generate the information required for public accountability. They include the costs of accounts preparation and independent examination.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1 ACCOUNTING POLICIES (continued)

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Creditors are recognised when the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Cash at bank and in hand

Cash at bank and in hand includes cash held in bank accounts. There are no short term investments.

Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their at their settlement value as at the balance sheet date. All financial instruments of the charity are measured at cost.

Financial assets include trade debtors and accrued income (but exclude prepayments).

Financial liabilities include trade creditors and accruals but exclude social security and other taxes due.

Pensions

The Charity provides a defined contribution pension scheme, whereby the charity and its staff each fund the scheme, managed by a third party provider, the assets of which are held by the provider separately from the assets of the charity. The pension charge in the financial statements represents the amounts payable by the charity to the fund in respect of the period.

Corporation tax

The Charity is exempt from taxation in respect of income and capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to the charitable purposes.

Judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, which are described above, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from those estimates.

The Trustees do not consider that there are any critical judgements or sources of estimation uncertainty in the financial statements.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2 DONATIONS AND LEGACIES	Restricted 2024 £	Designated 2024 £	Unrestricted 2024 £	Total 2024 £
Donations	34,840	15,672	84,650	135,162
Grants	20,833	-	-	20,833
	<u>55,673</u>	<u>15,672</u>	<u>84,650</u>	<u>155,995</u>

	Restricted 2023 £	Designated 2023 £	Unrestricted 2023 £	As restated Total 2023 £
Donations	30,203	585	83,189	113,977
Grants	25,000	-	-	25,000
	<u>55,203</u>	<u>585</u>	<u>83,189</u>	<u>138,977</u>

The prior year restatement relates to the reclassification of bank interest totalling £175 to investment income from donations and legacies and reclassification of gift aid totalling £5,366 to donations and legacies from other income.

3 Investment income	Total 2024 £	As restated Total 2023 £
Bank interest	<u>505</u>	<u>175</u>

The prior year restatement relates to the reclassification of bank interest totalling £175 to investment income from donations and legacies.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

4 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Costs	Support Costs (Overheads)	Total
	2024	2024	2024
	£	£	£
The provision of English Language classes and help with integration for the BAME community in Norfolk	147,833	43,174	191,007

	Direct Costs	Support Costs (Overheads)	Total
	2023	2023	2023
	£	£	£
The provision of English Language classes and help with integration for the BAME community in Norfolk	108,736	35,583	144,319

In 2024 expenditure on charitable activities was £191,007 (2023: £144,319) of which £112,153 (2023: £79,704) was expenditure from unrestricted funds, £60,022 (2023: £56,233) was expenditure from restricted funds and £18,832 (2023: £8,382) was expenditure from designated funds.

5 SUPPORT COSTS

	2024	2023
	£	£
Wages	27,426	22,855
Admin support	12,328	8,370
Governance costs:		
Accountancy and Independent Examination	3,420	4,358
Total	43,174	35,583

Support costs have been allocated to charitable activities on the basis of actual use.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

6 STAFF COSTS

	2024	2023
	£	£
Staff costs were as follows:		
Wages and salaries	94,303	82,285
Employer NIC	3,058	1,684
Pension costs	2,774	2,566
	<u>100,135</u>	<u>86,535</u>

The average number of employees during the year was as follows:

	2024	2023
	No.	No.
Employees	<u>4</u>	<u>4</u>

The Charity considers there to have been no Key Management Personnel in the period other than the Trustees, therefore there was no remuneration paid to Key Management Personnel in the year (2023: Nil). No members of staff employed in the year earned over £60,000 (2023: Nil).

7 INDEPENDENT EXAMINER'S REMUNERATION

	2024	2023
	£	£
Independent examination fees	2,110	2,010
Fees payable to the Charity's Independent Examiner in respect of other services	1,310	1,830
	<u>3,420</u>	<u>3,840</u>

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

8 DEBTORS

	2024	2023
	£	£
Prepayments	748	550
Accrued income	2,870	2,550
	<u>3,618</u>	<u>3,100</u>

9 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Accruals	3,420	3,270
Deferred income	500	20,808
Other taxation and social security	1,672	1,324
Other creditors	-	178
	<u>5,592</u>	<u>25,580</u>

10 DEFERRED INCOME

	2024	2023
	£	£
Deferred income brought forward	20,808	12,333
Resources deferred during the year	500	20,808
Amounts released from previous years	(20,808)	(12,333)
	<u>500</u>	<u>20,808</u>

Deferred income relates to income received in advance for projects started after the year end.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

11 STATEMENT OF FUNDS
2024

	Brought forward	Income	Expenditure	Transfers	Carried forward
	£	£	£	£	£
UNRESTRICTED FUNDS					
General funds	117,338	85,155	(112,153)	5,440	95,780
RESTRICTED FUNDS					
Big Lottery Funding	1,584	20,833	(22,417)	-	-
Chat & Play	54	7,614	(7,845)	-	(177)
Summer Programme	-	1,500	(4,034)	3,000	466
NCC HK Student Funding	-	12,226	(12,226)	-	-
NCC Conversation Café	10	-	-	(10)	-
Jubilee Party Fund	33	-	-	(33)	-
Dental support (Septagon)	-	13,500	(13,500)	-	-
	1,681	55,673	(60,022)	2,957	289
DESIGNATED FUNDS					
Hardship Fund	532	5,672	(8,832)	2,628	-
NCC Hardship vouchers	-	10,000	(10,000)	-	-
Designated Running Costs	11,025	-	-	(11,025)	-
	11,557	15,672	(18,832)	(8,397)	-
Total	130,576	156,500	(191,007)	-	96,069
<u>2023</u>	Brought forward	Income	Expenditure	Transfers	Carried forward
	£	£	£	£	£
UNRESTRICTED FUNDS					
General funds	119,259	83,364	(79,704)	(5,581)	117,338
RESTRICTED FUNDS					
Big Lottery Funding	2,084	25,000	(25,500)	-	1,584
Chat & Play	-	5,328	(5,274)	-	54
Summer Programme	13	1,000	(1,485)	472	-
NCC HK Student Funding	-	10,040	(10,040)	-	-
NCC Conversation Café	-	2,560	(2,550)	-	10
Jubilee Party Fund	33	-	-	-	33
Events - Coronation Party	-	550	(659)	109	-
Dental support (Septagon)	-	8,000	(8,000)	-	-
Norwich Freeman's and Norwich Consolidated Charities	-	2,725	(2,725)	-	-
	2,130	55,203	(56,233)	581	1,681
DESIGNATED FUNDS					
Hardship Fund	3,329	585	(8,382)	5,000	532
Designated Running Costs	11,025	-	-	-	11,025
	14,354	585	(8,382)	5,000	11,557
Total	135,743	139,152	(144,319)	-	130,576

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

11 RESTRICTED FUNDS DETAIL

Big Lottery funding – In November 2021 we were successful in receiving a 3 year funding grant, as a delivery partner of New Routes and The Bridge+. Funding ended in October 2024, but we have been successful in a further application, with new funding due to start March 2025.

Chat & Play – established in 2022, this group for Mums with pre-school children to learn English, continues to flourish. We were successful in securing funding for 2024 from Norwich City Council Asylum Dispersal Grant.

Summer Programme – In 2024 the Bishops Refugee fund again helped to support our programme of outings and activities for students and their families.

NCC HK Student Funding – The government has made available funding for ESOL for people with HKBN(O) visa. The Hong Kong Welcome Programme is administered by local authorities, and in Norwich funding is given by Norfolk County Council (NCC). At English+ we work with NCC to provide lessons to eligible students.

NCC Conversation Café – In 2023, English+ received funding from Norfolk County Council Ukrainian fund to establish an additional class for teaching Ukrainian adults. In 2024 English+ continued to offer this class, funding it independently but making it available to all nationalities. We run this class in partnership with the Norwich School.

Jubilee Party fund – A local business kindly funded this event to celebrate the Queen's Jubilee. We hosted a tea party with souvenir gifts for our students.

Coronation Party – English+ was supported by a local business in funding a Coronation Day party in May 2023.

Dental Support – In 2024 we received funding from Norwich City Council Asylum Dispersal Grant and a local Trust to enable us to continue working with the charity Dentaaid to provide free emergency dental treatment to students in need.

Norwich Freeman's and Norwich Consolidated Charities – Funding was given 2023-24 for expanding our services by offering a new face to face class. In addition to further develop our teaching resources to offer a stand-alone teaching and resources manual. Remaining funding was spent in 2024.

DESIGNATED FUNDS DETAIL

Hardship Fund – Money is received both from individual and business donors for the purpose of helping students in need. We use the funds in a variety of ways – for example provision of food and general living costs, emergency housing costs, utilities, data top ups and devices and travel for medical appointments. This is primarily used for our existing students, but we also will take referrals from other local charities to support their clients too.

UNRESTRICTED FUNDS DETAIL

The unrestricted funds are available to be spent for any of the purposes of the charity.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

12 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2024 £	Designated Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £
Current assets	789	-	100,872	101,661
Creditors due within one year	(500)	-	(5,092)	(5,592)
	<u>289</u>	<u>-</u>	<u>95,780</u>	<u>96,069</u>
	Restricted Funds 2023 £	Designated Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £
Current assets	12,014	11,557	132,585	156,156
Creditors due within one year	(10,333)	-	(15,247)	(25,580)
	<u>1,681</u>	<u>11,557</u>	<u>117,338</u>	<u>130,576</u>

13 PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the schemes are held separately from those of the charity in independently administered funds. The total pension cost charge represents contributions payable by the charity to the funds and amounted to £2,774 (2023: £2,566). There were no amounts still payable by the charity as at the year end (2023: £178).

14 RELATED PARTIES

In their roles as Trustees, the Trustees give their time and expertise freely without any form of remuneration or other benefit in cash or kind and did not claim any expenses.

There were no other related party transactions (2023: none).

Accounts

Registered in England
Charity No. 1169790

ENGLISH +

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023



ENGLISH +

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

CONTENTS

	Page
Trustees' report	2
Independent examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11

The trustees present their report and financial statements for the year ended 31 December 2023.

Reference and administrative information

Registered charity name	English +
Charity number	1169790
Company number	CE008317
Date of registration	19th October 2016
Registered address	110A Trinity Street Norwich NR2 2BJ
Trustees	The Revd Canon Andrew Bryant (Chair of Trustees to 18 October 2023) Barbara Hazel Drake (resigned 18 July 2023) Natasha Louise Cumberland Dr Roger Timms (Chair of Trustees from 19 October 2023) Priscilla Gavita Hala Samir Marie Gabra Professor Alastair Grant (appointed 7 February 2024)
Independent examiner	Price Bailey LLP Chartered Accountants Anglia House, 6 Central Avenue St Andrews Business Park Thorpe St Andrew Norwich NR7 0HR

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2023

Background

English+ gained charitable status in 2016 but had already been running for 5 years, providing free weekly English classes for people who were new to Norwich and struggling to adjust to life here due to their lack of English. Many of our students are asylum seekers and refugees who have additional needs relating to health, housing, employment and finances. The + (plus) comes from the work to help this same group of individuals with further support with issues that they are facing.

Aims and objectives

English+ is a Christian Charity committed to supporting people to become integrated into Norwich life. Many of our students are asylum seekers and refugees and our links with local churches, schools, educational establishments as well as other charities, voluntary organisations, partnerships and support networks makes us well placed to help individuals on their journeys to establish themselves here.

Headlines for 2023

This year we have reached over 400 (2022: 340) students, from a total of 54 nationalities with classes and pastoral support. We have been able to absorb the increase in student numbers (primarily due to expansion in the provision of Asylum hotels in Norwich, and the continued arrival of students from Hong Kong), into existing classes by increasing our number of tuition groups. Within the hotels many Asylum seekers can be moved on to different areas of the country and we have had to manage a constant turnover of students this year, putting great demand on our beginner level tuition.

We have over 50 dedicated volunteers who support our team in delivering our services.

In 2023 we provided 328 (2022: 322) hours of free English tuition and gave free bus passes and travel support to ensure all students in need can attend classes and activities.

English+ offers community - In addition to language tuition we have a variety of free enrichment activities, as weekly groups, or as special events throughout the year.

In 2023 staff and volunteers gave over 290 hours on client support, up from 220 hours in 2022. Help is given on issues ranging from housing, benefits, referrals for immigration, education, legal and health issues, helping with access to further education, work, training and volunteering.

At English+ we can see the impact on the lives of those who attend by their progress through the levels within our weekly language and conversation classes, and their attending other courses, activities, and outings. The broader picture though shows us students able to better integrate into our community, providing them with positive experiences and opportunities to fill their time whilst either waiting for decisions regarding their future status, or for those who have been given leave to remain, supporting them in building confidence and skills to gain employment.

Supporting students comes in many ways, it may be in helping them take huge steps, such as gaining their refugee status, or smaller steps, such as gaining the confidence to ask for things in shops. This is the privilege that being part of English+ gives to those involved whether paid, volunteer, supporter, or Trustee. Many students still come to visit classes many years after no longer needing our support, to bring others, their families or simply to keep in touch.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2023

Our services:

Our large number of experienced volunteer teachers means that we are well equipped to provide quality English classes to suit many different learning abilities. As a charity we are big enough to offer many levels of classes at teaching sessions to meet individuals' learning needs but are small enough that we know our students individually and can help with the specific needs they often bring as they navigate life in Norwich. Once we have built a relationship of trust, students know they can come to us for support even after they have left our classes to begin work or further study.

Learning English:

Although we offer free English classes to all in need, regardless of ability to pay, we do prioritise Asylum seeker and Refugee students as well as those we know to be very isolated.

Mondays – we continue to offer a weekly online English language class for those who for health reasons or distance are unable to travel. Teaching groups online are smaller and total numbers for the class average 21. In 2024 we are planning an additional face to face Monday class at a new venue in Norwich.

Wednesdays – We meet at Norwich Cathedral for our weekly Conversation group, which averages a total of 52 students, taught in small groups of about 8 students. (In 2022 this class averaged 40). Students enjoy the opportunity to practice conversation, which helps build confidence and fluency for those learning to speak English.

Wednesdays Conversation Café - with the support of the Norwich School, who host us, we established a group for Ukrainian students who meet to learn English, which also encourages support networks and friendships. Towards the end of 2023 after initial funding finished, we broadened this class to offer to other nationalities. This has moved from an average of 10 students per class to 16 in early 2024.

Thursdays – our well-established Thursday English language class continues to grow. As in all 'in person' classes we cater for beginner to advanced levels and teach in small groups of 4-10 students. Total numbers for this class average 72 per class, compared to 60 in 2022.

Thursdays Chat & Play – In 2022 we established a separate weekly group for Mums with pre-school children to come and learn English in a safe environment. The Chat & Play group provides supervised play for pre-school children, whilst the Mums are taught by teachers and volunteers to learn English. We continue to work closely with health professionals, such as midwives and counselling services, and arrange for visits to our classes offering advice and support. Students average 10 per session with around 13 children attending each week.

Enrichment activities:

Museums Group - We continued to work closely with the Norfolk Museums Service throughout 2023, offering both a WhatsApp group for more able students to enjoy to a virtual insight into the history of Norwich, and monthly outings during term-time to the Castle Museum, Strangers Hall, Dragon Hall, the Theatre Royal, a walking tour of the old City walls and other places of interest.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2023

Sailing on the Broads - Partnering with Norwich School and The Nancy Oldfield Trust we have been able to have three visits to the Broads in 2023. Not only have people loved learning to sail and canoe but also it has been great for physical and mental health, giving opportunities that otherwise they could not have afforded. It was good to see people visibly relax as they spend time in nature.

Arts and Crafts – Many service users continue to attend the weekly Arts and Craft group at Holy Trinity Church, which is open to all. We also worked with the NEST project (Art in Norwich & Norfolk) to set up a short course in Willow weaving, with 8 English+ students in attendance.

Food & Feast – We partnered again with the Workers Educational Association (WEA) in Refugee week with some of our service users cooking food from their home countries for the Feast celebration at the end of the programme of events. This was well received by guests who numbered around 100.

Summer Programme – In 2023 we again put on a summer programme of outings and activities throughout the holidays. A total of 144 individuals (96 adults and 48 children) enjoyed the programme, with days out at Cromer beach, the Sainsbury Centre, the Catholic Cathedral and the Castle Museum. Working with the Norwich school we created end of term celebrations, replicating a typical English fete with games and activities for the students to enjoy in the Cathedral cloisters. The outings were very successful and provided appeal to all age groups. Families were able to meet up again and new friendships were formed. The summer programme enabled students and families to enjoy experiences in Norwich and Norfolk, which they could otherwise not have afforded.

Support in the Community:

In 2023 we have reached over 400 (2022: 340) students, from a total of 54 nationalities with classes and pastoral support.

Hardship fund - The Trustees are aware of the financial hardship experienced by many English+ clients, which has been compounded by the recent cost of living crisis. Asylum seekers struggle to survive on the £49.18 weekly allowance for food, clothing, travel, phone, toiletries etc. If an Asylum seeker is given accommodation with full board, they are given £8.86 a week for all of the above, excluding food. Once given refugee status, there are new challenges – to find a place to live, to try and find work, and to understand any benefits available. We have over the past few years expanded our Hardship fund to support English+ students and their families during difficult stages in their lives. The fund helps with buying groceries, household bills, travel, internet access, phone data, tablets and computers, and so on. More recently we have been supporting students with respite accommodation when they find themselves homeless. In 2023 the Hardship fund paid out £8.4k to students, a 23% uplift from 2022, when hardship expenditure was £6.8k.

Birthday Cakes - working with the charity Free Cakes for Kids (Norwich) we have delivered over 80 bespoke birthday cakes to children, who have been thrilled to have their birthdays remembered.

Easter – We provided a selection of Easter Eggs and chocolate bunnies for families with children. Small gifts of chocolates, flowers and toiletries were also given to adults in need.

Christmas – As the cost-of-living crisis continued to impact service users we decided to again give supermarket vouchers to those in need at Christmas. We gave out £3.5k of vouchers, partially

**TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2023**

funded from donors giving to our Christmas appeal. We also gave over 220 boxes of biscuits and Christmas chocolate for those families with children. The recipients were asylum seekers, refugees and others that we knew were in difficult situations. With the support of a local church, we were able to offer 'Bags of Kindness,' containing toys, books and sweets to children at our Chat & Play group and other families we knew to be in need.

Keeping warm - Working with Norfolk Knitters and Stitchers we have been able to provide families with some wonderful blankets and other practical knitted items.

Dentaid – In 2023 our dental sponsors, local charity Septagon and the Bishop's Refugee fund continued to support our work with Dentaid, giving emergency dental treatment to asylum seekers and refugees in the Norwich area. We worked with New Routes, Bridge+, Red Cross, Norfolk County Council Asylum Support Team, and other local charities to identify those students most in need to receive treatment offered in 4 days of appointments over 2 visits. Expenditure was just over £8,000 and a total of 38 students were treated, ranging from extractions, fillings and fixing broken teeth. We will continue this programme in 2024.

Welcome Wheels – we are proud to work with local charity Welcome Wheels and Bicycle Links in referring our clients who would benefit from receiving second hand refurbished bikes. Not only does it help with getting to English classes, but also gives students the freedom to explore Norwich, visit friends etc. We also have students who have volunteered their expertise to help with this project.

Rucksacks - New asylum seekers arriving at houses in Norwich are given Welcome Rucksacks through the local Justice and Peace group. We have continued to work with them and support this project throughout 2023.

Volunteering:

Our wonderful team of volunteers have supported us throughout the year with regular teaching commitments, mentoring and other general pastoral care. We continue to retain a core number of 50 volunteer teachers and assistants to deliver our services each week. We recruit volunteers from all walks of life but ensure classes are led by those with teaching qualifications. All volunteers are formally recruited, with references and DBS checks when appropriate, and are required to read and adhere to governance and regulatory requirements as in place at English+.

Support and funding:

Partnership is an important part of the vision of English+, working with local and national organisations to provide collaborations around health, immigration, education and well-being with Bridge+, New Routes, Norwich International Youth Project, the Red Cross, UEA, the Workers Education Association, and City College Norwich amongst others. We have other key relationships within the charity sector, such as with the Norwich Justice and Peace Group, Norwich Foodbank and The Besom to help meet the needs of clients.

We continue to work with several schools across the city to raise awareness of the difficulties faced by Asylum seekers and refugees. This has involved talking to students, welcoming student volunteers to support classes, co-hosting end of term events and receiving financial support from their fund raising. They have also donated items for addressing period poverty and household goods for people moving into new homes. We would like to send particular thanks to the Norwich School, Notre Dame High School and Norwich High School for Girls for their support in 2023.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2023

We also work with the People from Abroad team (PFAT) who refer clients to us for English tuition. English+ has historically also been instrumental in setting up, and remains involved with, Norwich City of Sanctuary, and INN (Integration Network Norwich) which we coordinate.

Since 2015 English+ has been partially funded by the Big Lottery, and this continued in 2023, making up approximately 18% of funds. In addition to the Big Lottery funding, English+ also receives funds from Churches and trusts, local businesses, and individual donors, both as regular monthly and one-off donations. Our website has allowed existing and prospective donors to better understand the work we do. We continue to develop our strategy of broadening our financial support to ensure we can meet the increasing demand for our services once Big Lottery funding ceases in October 2024, and we continue to talk with prospective donors and make funding applications. There is a financial statement attached to this report, together with an independent examination of our 2023 accounts.

Structure, governance & management:

English+ is a Charitable Incorporated Organisation governed by its CIO – Foundation Constitution.

Trustees - The work of English+ is overseen by a board of Trustees, who meet 4-5 times a year. The trustees have responsibility for the governance of the charity and continue to manage and update policies to help and guide the workers and volunteers. In selecting individuals for appointment as Charity Trustees, the Charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. English+ is an employer with relevant employment policies in place. All our trustees have a passion to see the marginalised and isolated enabled to fully integrate into society.

Staffing - English+ is coordinated and managed on a day-to-day basis by Rosie Sexton. Rosie had the vision and drive to set up English+ in response to the needs she recognised for integration and support of those living in Norwich isolated by their lack of English language. English+ employs three other part time workers. Lauren, (who we sadly said goodbye to in 2023) coordinated the teaching, supported the Norwich City of Sanctuary and worked with a local network of service providers to this sector as well as supporting clients. Sarah offers student support with pastoral care and in 2023 continued with our successful Dentaaid project for students, liaising with other service providers. Nicky manages the financial, regulatory and administrative aspects of the charity. We also have Catriona managing teaching resources for our conversation class as well as teaching at each session. Abbey manages the Conversation café group at Norwich School and also teaches in the Wednesday and Thursday classes. Finally, Rebeca runs our weekly Chat and Play group, teaching and supporting students and volunteers.

This core team meet regularly to support each other, discuss issues, plan future developments, and review ongoing projects. Over 50 other individuals give their time and expertise to help this team in teaching, mentoring, and befriending. Some of the individuals who come as clients return as volunteers, some on a weekly basis and others for specific events.

**TRUSTEES' REPORT
FOR THE YEAR ENDING 31 DECEMBER 2023**

Risk Assessment - The Trustees have reviewed the major risks to the organisation and do not consider any significant matters of concern. Although we continue to see the cost-of-living crisis adversely affect the lives of many of our students, from a financial perspective we continue to receive generous support from our donors. The Trustees regularly monitor safeguarding policies and procedures to ensure they are following current best practice, and that these reflect what is happening on the ground. We continue to regularly review and update all our policies and our risk register, including ensuring that we are GDPR compliant.

Public benefit - The Trustees have had regard to the Charity Commission's guidance on public benefit and confirm English+ promotes social inclusion for the public benefit by offering free English language tuition to those who are marginalised and isolated due to their lack of English. Through our language classes, life skill courses and programme of social activities we enable students to become more confident to participate and therefore integrate into the local community and make Norwich their home.

Going concern - The Trustees are confident that English+ will remain a going concern. We recognise that in 2023 we saw a reduction in funding, relative to 2022 which was 50% up from 2021. However, we did not actively seek funding in 2023 to redress the balance of the 2022 funding increase. In comparing funding received 2021 to 2023, there has been a 16.5% increase. On 25th April 2024 our bank balance totals £138,372. Our regular monthly donations remain healthy, with a 5% uplift from 2022. The Trustees remain confident that English+ will continue as an ongoing concern for 12 months from the date of approving these financial statements.

Financial review - The trustees are satisfied with the year-end financial position of the Charity and believe it will have adequate resources to meet its future plans and financial obligations. Income in the year totalled £139,152 (2022: £192,756, 2021: £126,502). Expenditure was for 2023 was £144,319 (2022: £139,559, 2021: £105,589). Closing funds totalled £130,576 (2022: £135,743) of which just under £2k (2022: £2k) is restricted.

Following our Trustee meeting of 24 April 2024 it was agreed to hold a designated fund of £50k as a reserve against running costs in the event the Charity finds itself without funding. This is calculated as 3 months to apply for and receive funding and should this fail a further 3 months to then close the Charity.

This report was circulated to all the trustees and approved unanimously on the 31 Jul 2024



Professor Alastair Grant (Jul 31, 2024,
1:21pm)

Professor Alastair Grant (Trustee)

ENGLISH +
INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF ENGLISH +
FOR THE YEAR ENDED 31 DECEMBER 2023

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2023 which are set out on pages 9 to 20

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Aaron Widdows ACA FCCA
Price Bailey LLP, Chartered Accountants

Anglia House, 6 Central Avenue
St Andrews Business Park
Thorpe St Andrew
Norwich, Norfolk
NR7 0HR

Date: 1 August 2024

ENGLISH +

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Restricted Funds 2023 £	Designated Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
INCOME						
Donations and grants	2	55,203	585	77,998	133,786	188,729
Other Income		-	-	5,366	5,366	4,027
TOTAL INCOME		<u>55,203</u>	<u>585</u>	<u>83,364</u>	<u>139,152</u>	<u>192,756</u>
EXPENDITURE						
Expenditure on charitable activities	3	(56,233)	(8,382)	(79,704)	(144,319)	(139,559)
TOTAL EXPENDITURE		<u>(56,233)</u>	<u>(8,382)</u>	<u>(79,704)</u>	<u>(144,319)</u>	<u>(139,559)</u>
NET INCOME BEING NET MOVEMENT IN FUNDS FOR THE YEAR		(1,030)	(7,797)	3,660	(5,167)	53,197
Transfers		581	5,000	(5,581)	-	-
Total funds at 1 January	10	2,130	14,354	119,259	135,743	82,546
TOTAL FUNDS 31 DECEMBER	10	<u>1,681</u>	<u>11,557</u>	<u>117,338</u>	<u>130,576</u>	<u>135,743</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The notes on pages 11 to 20 form part of these financial statements.

ENGLISH +

BALANCE SHEET

AT 31 DECEMBER 2023

		2023	2022
CURRENT ASSETS	Notes	£	£
Debtors: Amounts due within one year	7	3,100	3,241
Cash at bank and in hand		<u>153,056</u>	<u>149,678</u>
		156,156	152,919
Creditors: Amounts due within one year	8	(25,580)	(17,176)
NET CURRENT ASSETS		130,576	135,743
TOTAL ASSETS LESS		<u>130,576</u>	<u>135,743</u>
TOTAL LIABILITIES		<u>130,576</u>	<u>135,743</u>
Restricted funds	10	1,681	2,130
Designated funds	10	11,557	14,354
Unrestricted funds	10	117,338	119,259
TOTAL FUNDS		<u>130,576</u>	<u>135,743</u>

The financial statements were approved by the Trustees on ^{31 Jul 2024} and are signed on their behalf by:



.....
Professor Alastair Grant (Jul 31, 2024)
Professor Alastair Grant (Trustee)

The notes on pages 11 to 20 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1 ACCOUNTING POLICIES

General information

English+ is a Charitable Incorporated Organisation, registered in the United Kingdom under the Charities Act 2011. The registered office is 110A Trinity Street, Norwich, NR2 2BJ.

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

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) effective 1 January 2019), and the Charities Act 2011.

The financial statements have been prepared to give us a “true and fair” view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a “true and fair view”. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from April 2005 which has since been withdrawn.

English+ meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The charity, being small in size, has used the exemption provided by Charities SORP (FRS 102) under which it is not required to include a cash flow statement as part of the financial statements.

Fund accounting

Unrestricted funds are those which are available for the general purposes of the Charity at the discretion of the Trustees.

Restricted funds are those which have been received for undertaking an activity specified by the donor.

Designated funds are those which are directed by the Charity for a specific purpose.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1 ACCOUNTING POLICIES (continued)

Going Concern

The Trustees are confident that English+ will remain a going concern. We recognise that in 2023 we saw a reduction in funding, relative to 2022 which was 50% up from 2021. However, we did not actively seek funding in 2023 to redress the balance of the 2022 funding increase. In comparing funding received 2021 to 2023, there has been a 16.5% increase. On 13th June 2024 our bank balance totals £161,343. Our regular monthly donations remain healthy, with a 5% uplift from 2022. The Trustees remain confident that English+ will continue as an ongoing concern for 12 months from the date of approving these financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income is generated through donations, grants and other sources.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- expenditure on charitable activities includes that which relates directly to fulfilling the charitable objectives of the Charity, as outlined in the Trustees' Report.

Allocation of support costs

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs have been allocated to expenditure on charitable activities.

Governance costs are included in support costs and relate to the direct running of the Charity, allowing it to operate and generate the information required for public accountability. They include the costs of accounts preparation and independent examination.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1 ACCOUNTING POLICIES (continued)

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Creditors are recognised when the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Cash at bank and in hand

Cash at bank and in hand includes cash held in bank accounts. There are no short term investments.

Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their at their settlement value as at the balance sheet date. All financial instruments of the charity are measured at cost.

Financial assets include trade debtors and accrued income (but exclude prepayments).

Financial liabilities include trade creditors and accruals but exclude social security and other taxes due.

Pensions

The Charity provides a defined contribution pension scheme, whereby the charity and its staff each fund the scheme, managed by a third party provider, the assets of which are held by the provider separately from the assets of the charity. The pension charge in the financial statements represents the amounts payable by the charity to the fund in respect of the period.

Corporation tax

The Charity is exempt from taxation in respect of income and capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to the charitable purposes.

Judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, which are described above, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from those estimates.

The Trustees do not consider that there are any critical judgements or sources of estimation uncertainty in the financial statements.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2 DONATIONS AND LEGACIES	Restricted 2023 £	Designated 2023 £	Unrestricted 2023 £	Total 2023 £
Donations	30,203	585	77,998	108,786
Grants	25,000	-	-	25,000
	<u>55,203</u>	<u>585</u>	<u>77,998</u>	<u>133,786</u>
	Restricted 2022 £	Designated 2022 £	Unrestricted 2022 £	Total 2022 £
Donations	23,673	9,462	128,510	161,645
Grants	27,084	-	-	27,084
	<u>50,757</u>	<u>9,462</u>	<u>128,510</u>	<u>188,729</u>

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

3 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Costs	Support Costs (Overheads)	Total
	2023	2023	2023
	£	£	£
The provision of English Language classes and help with integration for the BAME community in Norfolk	108,736	35,583	144,319

	Direct Costs	Support Costs (Overheads)	Total
	2022	2022	2022
	£	£	£
The provision of English Language classes and help with integration for the BAME community in Norfolk	110,748	28,811	139,559

In 2023 expenditure on charitable activities was £144,319 (2022: £139,559) of which £79,704 (2022: £83,989) was expenditure from unrestricted funds, £56,233 (2022: £48,737) was expenditure from restricted funds and £8,382 (2022: £6,833) was expenditure from designated funds.

4 SUPPORT COSTS

	2023	2022
	£	£
Wages	22,855	19,365
Admin support	8,370	6,316
Governance costs:		
Accountancy and Independent Examination	4,358	3,130
Total	35,583	28,811

Support costs have been allocated to charitable activities on the basis of actual use.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

5 STAFF COSTS

	2023	2022
	£	£
Staff costs were as follows:		
Wages and salaries	82,285	82,032
Employer NIC	1,684	1,174
Pension costs	2,566	2,287
	<u>86,535</u>	<u>85,493</u>

The average number of employees during the year was as follows:

	2023	2022
	No.	No.
Employees	<u>4</u>	<u>4</u>

The Charity considers there to have been no Key Management Personnel in the period other than the Trustees, therefore there was no remuneration paid to Key Management Personnel in the year (2022: Nil). No members of staff employed in the year earned over £60,000 (2022: Nil).

6 INDEPENDENT EXAMINER'S REMUNERATION

	2023	2022
	£	£
Independent examination fees	2,010	1,595
Fees payable to the Charity's Independent Examiner in respect of other services	1,830	1,535
	<u>3,840</u>	<u>3,130</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

7 DEBTORS

	2023	2022
	£	£
Prepayments	550	586
Accrued income	2,550	2,655
	<u>3,100</u>	<u>3,241</u>

8 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Accruals	3,270	3,090
Deferred income	20,808	12,333
Other taxation and social security	1,324	1,753
Other creditors	178	-
	<u>25,580</u>	<u>17,176</u>

9 DEFERRED INCOME

	2023	2022
	£	£
Deferred income brought forward	12,333	9,930
Resources deferred during the year	20,808	12,333
Amounts released from previous years	(12,333)	(9,930)
	<u>20,808</u>	<u>12,333</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

**10 STATEMENT OF FUNDS
2023**

	Brought forward £	Income £	Expenditure £	Transfers £	Carried forward £
UNRESTRICTED FUNDS					
General funds	119,259	83,364	(79,704)	(5,581)	117,338
RESTRICTED FUNDS					
Big Lottery Funding	2,084	25,000	(25,500)	-	1,584
Awards for All	-	5,328	(5,274)	-	54
Summer Programme	13	1,000	(1,485)	472	-
NCC HK Student Funding	-	10,040	(10,040)	-	-
NCC Conversation Café	-	2,560	(2,550)	-	10
Jubilee Party Fund	33	-	-	-	33
Events - Coronation Party	-	550	(659)	109	-
Dental support (Septagon)	-	8,000	(8,000)	-	-
Norwich Freeman's and Norwich Consolidated Charities	-	2,725	(2,725)	-	-
	2,130	55,203	(56,233)	581	1,681
DESIGNATED FUNDS					
Hardship Fund	3,329	585	(8,382)	5,000	532
Designated Running Costs	11,025	-	-	-	11,025
	14,354	585	(8,382)	5,000	11,557
Total	135,743	139,152	(144,319)	-	130,576
<u>2022</u>	Brought forward £	Income £	Expenditure £	Transfers £	Carried forward £
UNRESTRICTED FUNDS					
General funds	70,821	132,537	(83,989)	(110)	119,259
RESTRICTED FUNDS					
Big Lottery Funding	-	27,084	(25,000)	-	2,084
Awards for All	-	4,930	(4,933)	3	-
Lewis Jarrett (Fast Class)	-	3,643	(3,643)	-	-
Summer Programme	-	2,422	(2,409)	-	13
Norfolk Community Foundation	-	7,500	(7,500)	-	-
Jubilee Party Fund	-	613	(580)	-	33
Events - Feast	-	565	(672)	107	-
Dental support (Septagon)	-	4,000	(4,000)	-	-
	-	50,757	(48,737)	110	2,130
DESIGNATED FUNDS					
Hardship Fund	700	9,462	(6,833)	-	3,329
Designated Running Costs	11,025	-	-	-	11,025
	11,725	9,462	(6,833)	-	14,354
Total	82,546	192,756	(139,559)	-	135,743

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

10 RESTRICTED FUNDS DETAIL

Big Lottery funding – In 2021 we were again successful in receiving a 3 year funding grant, beginning November 2021 as a delivery partner of New Routes and The Bridge+.

Awards for All – following on from a successful pilot in 2021, we received funding for our Chat & Play group which started in full in January 2022. The group targets new mothers no longer attending English classes and provides supervised play for children and a safe environment for mothers to learn English.

Chat & Play – established in 2022, this group for Mums with pre-school children to learn English, continues to flourish. We were successful in securing funding for 2023 from a local donor.

Fast Class – A local donor funded additional English lessons for the first 6 months of 2022. This assisted some students to progress ‘faster’ into employment.

Summer Programme – In 2023 the Bishops Refugee fund helped support our programme of outings and activities for students and their families.

Norfolk Community Foundation (NCF) – We applied for funds which NCF distributed on behalf central government cost of living support. To make distribution easier we purchased a variety of supermarket vouchers to give to students in need. All the fund was spent in 2022.

NCC HK Student Funding – The government has made available funding for ESOL for people with HKBN(O) visa. The Hong Kong Welcome Programme is administered by local authorities, and in Norwich funding is given by Norfolk County Council (NCC). At English+ we work with NCC to provide lessons to eligible students.

NCC Conversation Café – After a successful pilot in early 2023, English+ applied for to Norfolk County Council Ukrainian fund to continue this project. An additional class runs late afternoon for teaching Ukrainian adults and welcoming their children with a quiet space for play or homework. We run this class in partnership with the Norwich School.

Jubilee Party fund – A local business kindly funded this event to celebrate the Queen’s Jubilee. We hosted a tea party with souvenir gifts for our students.

Events (The Feast) – English+ supported students who cooked for the event to celebrate refugee week.

Events (Coronation Party) – English+ was supported by a local business in funding a Coronation day party in May 2023. This was an opportunity for students to experience and understand British culture.

Dental Support – In 2023 we continued to receive funding from local donor, Septagon Trust and also the Bishop’s Refugee fund. We worked with the charity Dentaaid to provide free emergency dental treatment to students in need.

Norwich Freeman’s and Norwich Consolidated Charities – Funding was given for expanding our services by offering a new face to face class. In addition to further develop our teaching resources to offer a stand-alone teaching and resources manual.

DESIGNATED FUNDS DETAIL

Hardship Fund – Money is received both from individual and business donors for the purpose of helping students in need. We use the funds in a variety of ways – for example provision of food and general living costs, emergency housing costs, utilities, data top ups and devices and travel for medical appointments. This is primarily used for our existing students but we also will take referrals from other local charities to support their clients too.

UNRESTRICTED FUNDS DETAIL

The unrestricted funds are available to be spent for any of the purposes of the charity.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2023 £	Designated Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £
Current assets	12,014	11,557	132,585	156,156
Creditors due within one year	(10,333)	-	(15,247)	(25,580)
	<u>1,681</u>	<u>11,557</u>	<u>117,338</u>	<u>130,576</u>
	Restricted Funds 2022 £	Designated Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £
Current assets	14,463	14,354	124,102	152,919
Creditors due within one year	(12,333)	-	(4,843)	(17,176)
	<u>2,130</u>	<u>14,354</u>	<u>119,259</u>	<u>135,743</u>

12 PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the schemes are held separately from those of the charity in independently administered funds. The total pension cost charge represents contributions payable by the charity to the funds and amounted to £2,566 (2022: £2,287). There were amounts still payable by the charity as at the year end of £178 (2022: £Nil).

13 RELATED PARTIES

In their roles as Trustees, the Trustees give their time and expertise freely without any form of remuneration or other benefit in cash or kind and did not claim any expenses.

There were no other related party transactions (2022: none).

Accounts

Registered in England
Charity No. 1169790

ENGLISH +

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022



ENGLISH +

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

CONTENTS

	Page
Trustees' report	2
Independent examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees present their report and financial statements for the year ended 31 December 2022.

Reference and administrative information

Registered charity name	English +
Charity number	1169790
Company number	CE008317
Date of registration	19th October 2016
Registered address	110A Trinity Street Norwich NR2 2BJ
Trustees	The Revd Canon Andrew Bryant (Chair of trustees) Barbara Hazel Drake Paul Henery (resigned 13 April 2021) Elizabeth Parfit (resigned 13 September 2021) Natasha Louise Cumberland Dr Roger Timms Priscilla Gavita Hala Samir Marie Gabra (appointed 25 January 2022)
Independent examiner	Price Bailey LLP Chartered Accountants Anglia House, 6 Central Avenue St Andrews Business Park Thorpe St Andrew Norwich NR7 0HR

**ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022**

Background

English+ gained charitable status in 2016 but had already been running for 5 years, providing free weekly English classes for people who were new to Norwich and struggling to adjust to life here due to their lack of English. Many of our students are asylum seekers and refugees who have additional needs relating to health, housing, employment and finances. The + (plus) comes from the work to help this same group of individuals with further support with issues that they are facing.

Aims and Objectives

At English+ we are a Christian Charity committed to supporting people to become integrated into Norwich life. Our links with local churches, schools, educational establishments as well as other charities, voluntary organisations, partnerships and support networks makes us well placed to help individuals on their journeys to establish themselves here. Many of our students are asylum seekers and refugees and in partnership and cooperation with other voluntary organisations and Churches, English+ strives to help this group and support them to integrate into the local community.

Headlines for 2022

This year we have reached over 340 students, from a total of 55 nationalities with classes and pastoral support. We have been able to absorb the increase in student numbers from Ukraine, Hong Kong and the growth of Asylum hotels in Norwich, into existing classes by increasing our number of tuition groups.

We have over 50 dedicated volunteers who support our team in delivering our services.

In 2022 we provided 322 hours of free English tuition and gave free bus passes and travel support to ensure all students in need can attend classes and activities.

English+ offers community - In addition to language tuition we have a variety of free enrichment activities, as weekly groups or as special events throughout the year.

In 2022 staff and volunteers gave over 220 hours in client support, on issues ranging from help with housing, benefits, referrals for immigration, education, legal and health issues, helping with access to further education, work, training and volunteering.

At English+ we can see the impact on the lives of those who attend by their progress through the levels within our weekly language and conversation classes, and their attending other courses, activities and outings. The broader picture though shows us students able to better integrate into our community, providing them with positive experiences and opportunities to fill their time whilst either waiting for decisions regarding their future status, or for those who have been given leave to remain, supporting them in building confidence and skills to gain employment. This last year has seen a large increase in our students successfully gaining employment, partly due to those arriving from Hong Kong and Ukraine having the right to work, but also existing students persevering with their language learning.

Supporting students comes in many ways, it may be in helping them take huge steps, such as gaining their refugee status, or smaller steps, such as gaining the confidence to ask for things in shops. This is the privilege that being part of English+ gives to those involved whether paid, volunteer, supporter or Trustee. Many students still come to visit classes many years after no longer needing our support, to bring others or simply to keep in touch.

**ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022**

Our Services:

Our large number of experienced volunteer teachers means that we are well equipped to provide quality English classes to suit many different learning abilities. As a charity we are big enough to offer many levels of classes at teaching sessions to meet individuals' learning needs, but are small enough that we know our students individually and can help with the specific needs they often bring as they navigate life in Norwich. Once we have built a relationship of trust, our students know they can come to us for support even after they have left our classes to begin work or further study.

Learning English:

Mondays – following on from the pandemic when we moved our classes online, we have continued to offer a weekly online English language class for those who for health reasons or distance are unable to travel. We continue to prioritise Asylum seeker and Refugee students as well as those known to be very isolated. Teaching groups online are smaller and for each session about 25 students in total attend.

Wednesdays – We meet at Norwich Cathedral for our weekly Conversation group, which averages a total of 40 students, taught in small groups of 4-8 students. This class offers more opportunities to practice conversation, helping build confidence and fluency for those learning to speak English.

Wednesdays Conversation Café - with the support of the Norwich School, who host us, we have established a group for Ukrainian students to meet to learn English and encourage support networks and friendships. Approximately 10 adults attend each week and as most of our Ukrainian students are women with children, an activities and homework club is offered.

Thursdays – our well-established Thursday English language class continues to grow. We again prioritise Asylum seekers and Refugees and cater for beginner to advanced levels. Students are taught in small groups of 4-10 and total numbers average over 60 per class.

Thursdays Chat & Play – Following on having babies, many students would stop attending class, so in January 2022 we established a separate weekly group for Mums with pre-school children to come and learn English in a safe environment. The Chat & Play group provides volunteers to supervise play, whilst the Mums are able to continue with their English lessons. We have established links with health professionals, and arrange visits to classes offering advice and support. Students average 10 per session with around 13 children attending each week.

Enrichment activities:

Museums Group - We continued to work closely with the Norfolk Museums Service throughout 2022, offering both a WhatsApp group for our more able students to enjoy to a virtual insight into the history of Norwich, and also monthly outings during term-time to the Castle Museum, Strangers Hall, The Forum and other places of interest. The Museums service also visited our conversation group in Refugee Week and worked with us to make Peg Dolls, based on those made by Polish Prisoners of war during World War 2, for an exhibition. We were also involved in filming for the Museum of Us TV series with the actor and presenter Tony Robinson.

Sailing on the Broads - Partnering with Norwich School and The Nancy Oldfield Trust we have been able to have three visits to the Broads in 2022. Not only have people loved learning to sail and canoe but also it has been great for physical and mental health, giving opportunities that otherwise they could not have afforded. It was good to see people visibly relax as they spend time in nature.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

Enrichment activities: (continued)

Driving Theory – in 2022 we offered two Driving Theory courses, each of 7 weeks starting in February and June. The courses were available to our higher ability students but tailored to those who don't have English as their first language. In February 19 students attended and in June there were 23 students on the course.

Arts and Crafts – the Norwich City Guild of Weavers, Spinners and Dyers continued with a Thursday afternoon group of 'creative craft and conversation,' for the first half of 2022. Activities included weaving, crocheting and many other crafting skills. Unfortunately, we were unable to secure their services for the second half of the year, but a Willow Weaving short course is planned for 2023.

Food & Feast – We partnered with the WEA in March 2022 to deliver a short 3 week cooking course, where recipes from home countries were shared. A total of 15 students attended. In refugee week the big Feast event in Norwich saw 5 of our students becoming professional chefs for the day, cooking up some wonderful food, whilst others joined in the celebrations, which were attended by over 100 guests.

Summer Programme – In 2022 we again put on a summer programme of outings and activities throughout the holidays. A total of 124 individuals (95 adults and 29 children) enjoyed the programme, with days out at Cromer beach and Gressenhall rural outdoor museum. We met up for a sports activity picnic day at Eaton Park, and visited the Cathedral and other places of local interest. We were also able to provide 39 children in 21 families with good quality activity toys. The outings were very successful and provided appeal to all age groups. Families were able to meet up again and new friendships were formed. The summer programme enabled students and families to enjoy experiences in Norwich and Norfolk, which they could otherwise not have afforded.

Support in the Community:

In 2022 we have reached over 340 students, from a total of 55 nationalities with classes and pastoral support.

Hardship fund - The Trustees are aware of the financial hardship experienced by most of our clients, which has been compounded by covid, and then the recent cost of living crisis. Asylum seekers struggle to survive on the £45.00 weekly allowance for food, clothing, travel, phone, toiletries etc. If an Asylum seeker is given accommodation with full board they are given £9.10 a week for all of the above, excluding food. Once given refugee status, there are new challenges – to find a place to live, to try and find work, and to understand any benefits available. We have over the past few years expanded our Hardship fund to support our students and their families during difficult stages in their lives. The fund helps with buying groceries, household bills, travel, internet access, phone data, tablets and computers, and so on. In 2022 the Hardship fund had £9.2k in donations, and paid out £6.8k.

Food Parcels – following on from supporting students in covid, we continued to deliver weekly food parcels to over 40 households in the first half of 2022. In the latter half of the year we moved to supporting households via our Hardship fund and also through our successful funding applications to pass on government funding (vouchers) to those in need.

Birthday Cakes - working with Free Cakes for Kids (Norwich) we have delivered over 80 bespoke birthday cakes to children, who have been thrilled to have their birthdays remembered.

Easter – We provided a selection of Easter Eggs and chocolate bunnies for families with children. Small gifts of chocolates, flowers and toiletries were also given to adults in need.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

Support in the Community: (continued)

Christmas – As the cost of living crisis continued we decided prior to Christmas to launch an appeal to fund supermarket vouchers to give to our students at Christmas. We successfully raised over £4.5k and were able to support 103 households with a voucher and also boxes of biscuits and chocolates for the children. The recipients were asylum seekers, refugees and others that we knew were in difficult situations. With the support of a local church we were able to offer 'Bags of Kindness,' containing toys, books and sweets to children at our Chat and Play group and also other families we knew to be in need.

Keeping warm - Working with Norfolk Knitters and Stitchers we have been able to provide families with some wonderful blankets and other practical knitted items.

Dentaid – In 2022 we were kindly funded by local charity Septagon with the specific purpose to deliver emergency dental aid to asylum seekers and refugees in the Norwich area. There is a great demand for emergency treatment, but a lack of NHS dentists available in the area, and so we teamed up with Dentaid to bring mobile dental units into Norwich. We worked with New Routes and Bridge+ charities to identify those students most in need and were able over 2 days to offer 20 individuals treatment in November 2022, ranging from extractions, fillings and fixing broken teeth. We have a further 6 days of treatment already booked for 2023.

Welcome Wheels – we are proud to work with local charity Welcome Wheels and Bicycle Links in referring our clients who would benefit from receiving second hand refurbished bikes. We also have students who have volunteered their expertise to help with this project.

Rucksacks - New asylum seekers arriving into houses in Norwich are given Welcome Rucksacks through the local Justice and Peace group. We continued to work with them and support this project throughout 2022.

Volunteering:

Our wonderful team of volunteers have supported us throughout the year with regular teaching commitments, food parcel deliveries, mentoring and other general pastoral care. We continue to retain a core number of volunteer teachers and in 2022 have seen numbers grow to over 50 assisting us to deliver our services each week. We recruit volunteers from all walks of life but ensure classes are led by those with teaching qualifications. All volunteers are formally recruited, with references and DBS checks when appropriate, and are required to read and adhere to governance and regulatory requirements as in place at English+.

Support and funding

Partnership is an important part of the vision of English+, working with local and national organisations to provide collaborations around health, immigration, education and well-being with Bridge+, New Routes, Norwich International Youth Project, the Red Cross, UEA, the Workers Education Association, and City College Norwich amongst others. We have other key relationships within the charity sector, such as with the Norwich Justice and Peace Group, Norwich Foodbank and The Besom to help meet the needs of clients.

We continue to work with several schools across the city to raise awareness of the difficulties faced by Asylum seekers and refugees. This has involved talking to students, welcoming student volunteers to support classes, co-hosting end of term events and receiving financial support from their fund raising. They have also donated items for addressing period poverty and household goods for people moving into new homes. We would like to send particular thanks to Norwich School, Notre Dame High School and Norwich High School for Girls for their support in 2022.

We also work with the People from Abroad team (PFAT) who refer clients to us for English tuition. English+ has historically also been instrumental in setting up, and remains involved with, Norwich City of Sanctuary, and INN (Integration Network Norwich) which we coordinate.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

Support and funding (continued):

Since 2015 English+ has been partially funded by the Big Lottery, and this continued in 2022, making up approximately 12% of funds. In addition to the Big Lottery funding, English+ also receives funds from Churches and trusts, local businesses and individual donors, both as regular monthly and one-off donations. Our website has allowed existing and prospective donors to better understand the work we do. We continue to develop our strategy of broadening our financial support to ensure we are able to meet the increasing demand for our services once Big Lottery funding ceases in October 2024, and we continue to talk with prospective donors and make funding applications. There is a financial statement attached to this report, together with an Independent examination of our 2022 accounts.

Structure, governance & management

Trustees - The work of English+ is overseen by a board of Trustees, who meet 4-5 times a year and ensure English+ is governed in line with its Constitution as set out 3rd May 2016. The trustees have responsibility for the governance of the charity and continue to manage and update policies to help and guide the workers and volunteers. English+ is an employer with relevant employment policies in place. In selecting individuals for appointment as Trustees, consideration is given to skills, knowledge and experience needed to complement existing Trustees. After approaching a potential Trustee, they will then meet with the Chair of Trustees, followed by an invitation to attend a meeting, to see if both sides are comfortable to take the appointment forward.

All our trustees have a passion to see the marginalised and isolated enabled to fully integrate into society.

Staffing - English+ is coordinated and managed on a day-to-day basis by Rosie Sexton. Rosie had the vision and drive to set up English+ in response to the needs she recognised for integration and support of those living in Norwich isolated by their lack of English language. English+ employs three other part time workers. Lauren coordinates the teaching, supports the Norwich City of Sanctuary and works with a local network of service providers to this sector as well as supporting clients. Sarah offers student support with pastoral care and in 2022 managed the DentaId project for students, liaising with other service providers. Nicky manages the financial, regulatory and administrative aspects of the charity. We also have Catriona managing teaching resources for our conversation class as well as teaching at each session. Finally, Rebeca runs our weekly Chat and Play group, teaching and supporting students and volunteers.

This core team meet regularly to support each other, discuss issues, plan future developments and review ongoing projects. Over 50 other individuals give their time and expertise to help this team in teaching, mentoring and befriending. Some of the individuals who come as clients return as volunteers, some on a weekly basis and others for specific events.

Risk Assessment - The Trustees have reviewed the major risks to the organisation and do not consider any significant matters of concern. Although the impact of Covid and more recently the cost of living crisis has adversely affected the lives of many of our students, from a financial perspective we continue to receive generous support from our donors. The Trustees regularly monitor safeguarding policies and procedures to ensure they are following current best practice, including a specific policy for working online. We continue to regularly review and update all our policies and our risk register, including ensuring that we are GDPR compliant.

Public benefit - The Trustees have had regard to the Charity Commission's guidance on public benefit and confirm English+ promotes social inclusion for the public benefit by offering free English language tuition to those who are marginalised and isolated due to their lack of English. Through our language classes, life skill courses and programme of social activities we enable students to become more confident to participate and therefore integrate into the local community and make Norwich their home.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

Going concern - The Trustees are confident that English+ will remain a going concern. In 2022 we have seen a rise in donations of over 50% on previous year, for the general support of the charity and its work, but feel it prudent to consider liabilities in a worst-case scenario. On 7th June 2023 our bank balance was £160,094. There has been minimal reduction in our regular monthly donations and the Trustees are therefore confident that English+ will continue as an ongoing concern 12 months from the date of approving these financial statements.

Financial review - The trustees are satisfied with the year-end financial position of the Charity and believe it will have adequate resources to meet its future plans and financial obligations. Income in the year totalled £192,756 (2021: £133,851), expenditure was £139,559 (2021: £109,557). Closing funds totalled £135,743 (2021: £82,546) of which £2,130 (2021: £nil) is restricted. A further £14,354 (£11,725) is held in a designated fund as a reserve against salary costs in the event the charity had to suddenly close.

Looking forward – Update as of May 2023. English+ continues to grow with demand for classes currently exceeding capacity. With this in mind and a continued healthy receipt of funds we are planning expansion of services as from September 2023.

This report was circulated to all the trustees and accepted unanimously on the 26 Jun 2023



Natasha Louise Cumberland (Jul 13, 2023, 4:12pm)
Natasha Louise Cumberland (Trustee)

ENGLISH +
INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF ENGLISH +
FOR THE YEAR ENDED 31 DECEMBER 2022

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages 9 to 20

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Helena Wilkinson FCA DChA
Price Bailey LLP, Chartered Accountants

Anglia House, 6 Central Avenue
St Andrews Business Park
Thorpe St Andrew
Norwich, Norfolk
NR7 0HR

Date: 13 July 2023.....

ENGLISH +

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Restricted Funds 2022 £	Designated Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
INCOME						
Donations and grants	2	50,757	9,462	128,510	188,729	127,650
Other Income		-	-	4,027	4,027	6,201
TOTAL INCOME		<u>50,757</u>	<u>9,462</u>	<u>132,537</u>	<u>192,756</u>	<u>133,851</u>
EXPENDITURE						
Expenditure on charitable activities	3	(48,737)	(6,833)	(83,989)	(139,559)	(109,557)
TOTAL EXPENDITURE		<u>(48,737)</u>	<u>(6,833)</u>	<u>(83,989)</u>	<u>(139,559)</u>	<u>(109,557)</u>
NET INCOME BEING NET MOVEMENT IN FUNDS FOR THE YEAR		2,020	2,629	48,548	53,197	24,294
Transfers		110	-	(110)	-	-
Total funds at 1 January	10	-	11,725	70,821	82,546	58,252
TOTAL FUNDS 31 DECEMBER	10	<u>2,130</u>	<u>14,354</u>	<u>119,259</u>	<u>135,743</u>	<u>82,546</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The notes on pages 11 to 20 form part of these financial statements.

ENGLISH +

BALANCE SHEET

AT 31 DECEMBER 2022

		2022	2021
CURRENT ASSETS	Notes	£	£
Debtors: Amounts due within one year	7	3,241	8,122
Cash at bank and in hand		<u>149,678</u>	<u>87,922</u>
		152,919	96,044
Creditors: Amounts due within one year	8	(17,176)	(13,498)
NET CURRENT ASSETS		<u>135,743</u>	<u>82,546</u>
TOTAL ASSETS LESS			
TOTAL LIABILITIES		<u><u>135,743</u></u>	<u><u>82,546</u></u>
Restricted funds	10	2,130	-
Designated funds	10	14,354	11,725
Unrestricted funds	10	119,259	70,821
TOTAL FUNDS		<u><u>135,743</u></u>	<u><u>82,546</u></u>

26 Jun 2023

The financial statements were approved by the Trustees on and are signed on their behalf by:



Natasha Louise Cumberland (Trustee)

The notes on pages 11 to 20 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 ACCOUNTING POLICIES

General information

English+ is a Charitable Incorporated Organisation, registered in the United Kingdom under the Charities Act 2011. The registered office is 110A Trinity Street, Norwich, NR2 2BJ.

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

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) effective 1 January 2019), and the Charities Act 2011.

The financial statements have been prepared to give us a “true and fair” view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a “true and fair view”. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from April 2005 which has since been withdrawn.

English+ meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The charity, being small in size, has used the exemption provided by Charities SORP (FRS 102) under which it is not required to include a cash flow statement as part of the financial statements.

Fund accounting

Unrestricted funds are those which are available for the general purposes of the Charity at the discretion of the Trustees.

Restricted funds are those which have been received for undertaking an activity specified by the donor.

Designated funds are those which are directed by the Charity for a specific purpose.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 ACCOUNTING POLICIES (continued)

Going Concern

The Trustees are confident that English+ will remain a going concern. In 2022 we have seen a rise in donations of over 50% on previous year, for the general support of the charity and its work, but feel it prudent to consider liabilities in a worst-case scenario. On 7th June 2023 our bank balance was £160,094. There has been minimal reduction in our regular monthly donations and the Trustees are therefore confident that English+ will continue as an ongoing concern 12 months from the date of approving these financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income is generated through donations, grants and other sources.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- expenditure on charitable activities includes that which relates directly to fulfilling the charitable objectives of the Charity, as outlined in the Trustees' Report.

Allocation of support costs

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs have been allocated to expenditure on charitable activities.

Governance costs are included in support costs and relate to the direct running of the Charity, allowing it to operate and generate the information required for public accountability. They include the costs of accounts preparation and independent examination.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 ACCOUNTING POLICIES (continued)

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Creditors are recognised when the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Cash at bank and in hand

Cash at bank and in hand includes cash held in bank accounts. There are no short term investments.

Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their fair value as at the balance sheet date. All financial instruments of the charity are measured at cost.

Financial assets include trade debtors and accrued income (but exclude prepayments).

Financial liabilities include trade creditors and accruals but exclude social security and other taxes due.

Pensions

The Charity provides a defined contribution pension scheme, whereby the charity and its staff each fund the scheme, managed by a third party provider, the assets of which are held by the provider separately from the assets of the charity. The pension charge in the financial statements represents the amounts payable by the charity to the fund in respect of the period.

Corporation tax

The Charity is exempt from taxation in respect of income and capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to the charitable purposes.

Judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, which are described above, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from those estimates.

The Trustees do not consider that there are any critical judgements or sources of estimation uncertainty in the financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2 DONATIONS AND LEGACIES	Restricted 2022 £	Designated 2022 £	Unrestricted 2022 £	Total 2022 £
Donations	23,673	9,462	128,510	161,645
Grants	27,084	-	-	27,084
	<u>50,757</u>	<u>9,462</u>	<u>128,510</u>	<u>188,729</u>
	Restricted 2021 £	Designated 2021 £	Unrestricted 2021 £	Total 2021 £
Donations	6,002	2,791	85,697	94,490
Grants	33,160	-	-	33,160
	<u>39,162</u>	<u>2,791</u>	<u>85,697</u>	<u>127,650</u>

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

3 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Costs	Support Costs (Overheads)	Total
	2022	2022	2022
	£	£	£
The provision of English Language classes and help with integration for the BAME community in Norfolk	<u>110,748</u>	<u>28,811</u>	<u>139,559</u>
	Direct Costs	Support Costs (Overheads)	Total
	2021	2021	2021
	£	£	£
The provision of English Language classes and help with integration for the BAME community in Norfolk	<u>84,567</u>	<u>24,990</u>	<u>109,557</u>

In 2022 expenditure on charitable activities was £139,559 (2021: £109,557) of which £83,989 (2021: £54,161) was expenditure from unrestricted funds, £48,737 (2021: £48,595) was expenditure from restricted funds and £6,833 (2021: £6,801) was expenditure from designated funds.

4 SUPPORT COSTS

	2022	2021
	£	£
Cost type		
Wages	19,365	15,683
Admin support	6,316	6,513
Governance costs:		
Accountancy and Independent Examination	3,130	2,794
Total	<u>28,811</u>	<u>24,990</u>

Support costs have been allocated to charitable activities on the basis of actual use.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

5 STAFF COSTS

	2022	2021
	£	£
Staff costs were as follows:		
Wages and salaries	82,032	57,430
Employer NIC	1,174	-
Pension costs	2,287	1,602
	<u>85,493</u>	<u>59,032</u>

The average number of employees during the year was as follows:

	2022	2021
	No.	No.
Employees	<u>4</u>	<u>3</u>

The Charity considers there to have been no Key Management Personnel in the period other than the Trustees, therefore there was no remuneration paid to Key Management Personnel in the year (2021: Nil). No members of staff employed in the year earned over £60,000. (2021: Nil)

6 INDEPENDENT EXAMINER'S REMUNERATION

	2022	2021
	£	£
Independent examination fees	1,595	1,734
Fees payable to the Charity's Independent Examiner in respect of other services	1,535	1,060
	<u>3,130</u>	<u>2,794</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

7 DEBTORS

	2022	2021
	£	£
Prepayments	586	307
Accrued income	2,655	7,815
	<u>3,241</u>	<u>8,122</u>

8 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Accruals	3,090	2,943
Deferred income	12,333	9,930
Other taxation and social security	1,753	625
	<u>17,176</u>	<u>13,498</u>

9 DEFERRED INCOME

	2022	2021
	£	£
Deferred income brought forward	9,930	13,845
Resources deferred during the year	12,333	9,930
Amounts released from previous years	(9,930)	(13,845)
	<u>12,333</u>	<u>9,930</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

10	STATEMENT OF FUNDS					
	<u>2022</u>	Brought forward	Income	Expenditure	Transfers	Carried forward
		£	£	£	£	£
	UNRESTRICTED FUNDS					
	General funds	<u>70,821</u>	<u>132,537</u>	<u>(83,989)</u>	<u>(110)</u>	<u>119,259</u>
	RESTRICTED FUNDS					
	Big Lottery Funding	-	27,084	(25,000)	-	2,084
	Awards for All	-	4,930	(4,933)	3	-
	Lewis Jarrett (Fast Class)	-	3,643	(3,643)	-	-
	Summer Programme	-	2,422	(2,409)	-	13
	Norfolk Community Foundation	-	7,500	(7,500)	-	-
	Jubilee Party Fund	-	613	(580)	-	33
	Events - Feast	-	565	(672)	107	-
	Dental support (Septagon)	-	4,000	(4,000)	-	-
		<u>-</u>	<u>50,757</u>	<u>(48,737)</u>	<u>110</u>	<u>2,130</u>
	DESIGNATED FUNDS					
	Hardship Fund	700	9,462	(6,833)	-	3,329
	Designated Running Costs	11,025	-	-	-	11,025
		<u>11,725</u>	<u>9,462</u>	<u>(6,833)</u>	<u>-</u>	<u>14,354</u>
	Total	<u>82,546</u>	<u>192,756</u>	<u>(139,559)</u>	<u>-</u>	<u>135,743</u>
	<u>2021</u>	Brought forward	Income	Expenditure	Transfers	Carried forward
		£	£	£	£	£
	UNRESTRICTED FUNDS					
	General funds	<u>44,109</u>	<u>91,898</u>	<u>(54,161)</u>	<u>(11,025)</u>	<u>70,821</u>
	RESTRICTED FUNDS					
	Big Lottery Funding	4,151	31,160	(35,311)	-	-
	KPE4	(313)	-	313	-	-
	Lewis Jarrett (Fast Class)	578	5,027	(5,605)	-	-
	Summer Programme	295	2,000	(2,295)	-	-
	Norfolk Community Foundation	904	-	(904)	-	-
	Big Lottery Uplift	3,147	-	(3,147)	-	-
	The Children's Society	671	-	(671)	-	-
	Events - Dippy	-	975	(975)	-	-
		<u>9,433</u>	<u>39,162</u>	<u>(48,595)</u>	<u>-</u>	<u>-</u>
	DESIGNATED FUNDS					
	Hardship Fund	4,710	2,791	(6,801)	-	700
	Designated Running Costs	-	-	-	11,025	11,025
		<u>4,710</u>	<u>2,791</u>	<u>(6,801)</u>	<u>11,025</u>	<u>11,725</u>
	Total	<u>58,252</u>	<u>133,851</u>	<u>(109,557)</u>	<u>-</u>	<u>82,546</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

10 RESTRICTED FUNDS DETAIL

Big Lottery funding – In 2021 we were again successful in receiving a 3 year funding grant, beginning November 2021 as a delivery partner of New Routes and The Bridge+.

Awards for All – following on from a successful pilot in 2021, we received funding for our Chat & Play group which started in full in January 2022. The group targets new mothers no longer attending English classes and provides supervised play for children and a safe environment for mothers to learn English.

KPE4 - to support funding core costs of English+, student travel, teaching resources, staff and volunteer costs and in addition funding a number of short courses for students, eg cookery, swimming and a new weekly conversation class.

Fast Class – A local donor funded additional English lessons for the first 6 months of 2022. This assisted some students to progress 'faster' into employment.

Summer Programme – In 2022 our programme was funded by the Norwich Diocese. We offered a variety of outings and activities to students and their families throughout the summer holidays.

Norfolk Community Foundation (NCF) – We applied for funds which NCF distributed on behalf central government cost of living support. To make distribution easier we purchased a variety of supermarket vouchers to give to students in need. All the fund was spent in 2022.

The Children's Society (2020)- to fund additional staff hours to enable the continuation of frontline services whilst building capacity to meet the many additional needs during this crisis situation.

Jubilee Party fund – A local business kindly funded this event to celebrate the Queen's Jubilee. We hosted a tea party with souvenir gifts for our students.

Events (The Feast) – English+ supported students who cooked for the event to celebrate refugee

Dental Support – A local charity Septagon kindly funded the mobile dental unit, run by Dentaaid, to visit Norwich to give free emergency dental treatment to our students in need.

DESIGNATED FUNDS DETAIL

Hardship Fund – Money is received both from individual and business donors for the purpose of helping students in need. We use the funds in a variety of ways – for example provision of food and general living costs, emergency housing costs, utilities, data top ups and devices and travel for medical appointments. This is primarily used for our existing students but we also will take referrals from other local charities to support their clients too.

UNRESTRICTED FUNDS DETAIL

The unrestricted funds are available to be spent for any of the purposes of the charity.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2022 £	Designated Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £
Current assets	14,463	14,354	124,102	152,919
Creditors due within one year	(12,333)	-	(4,843)	(17,176)
	<u>2,130</u>	<u>14,354</u>	<u>119,259</u>	<u>135,743</u>
	Restricted Funds 2021 £	Designated Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £
Current assets	-	21,655	74,389	96,044
Creditors due within one year	-	(9,930)	(3,568)	(13,498)
	<u>-</u>	<u>11,725</u>	<u>70,821</u>	<u>82,546</u>

12 PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the schemes are held separately from those of the charity in independently administered funds. The total pension cost charge represents contributions payable by the charity to the funds and amounted to £2,287 (2021: £1,602). No amounts are outstanding at year end (2021: £Nil).

13 RELATED PARTIES

In their roles as Trustees, the Trustees give their time and expertise freely without any form of remuneration or other benefit in cash or kind and did not claim any expenses.

There were no other related party transactions (2021: none).

Accounts

Registered in England
Charity No. 1169790

ENGLISH +

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021



ENGLISH +

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

CONTENTS

	Page
Trustees' report	2
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11
Notes to the financial statements	12

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

The trustees present their report and financial statements for the year ended 31 December 2021.

Reference and administrative information

Registered charity name	English +
Charity number	1169790
Company number	CE008317
Date of registration	19th October 2016
Registered address	110A Trinity Street Norwich NR2 2BJ
Trustees	The Revd Canon Andrew Byant (Chair of trustees) Barbara Drake Paul Henery (resigned 13/4/2021) Elizabeth Parfit (resigned 13/9/2021) Natasha Louise Cumberland Dr Roger Timms Scilla Gavita Hala Maire (appointed 25/1/2022)
Independent examiner	Price Bailey LLP Chartered Accountants Anglia House, 6 Central Avenue St Andrews Business Park Thorpe St Andrew Norwich NR7 0HR

**ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021**

Background

English+ gained charitable status in 2016 but had already been running for 5 years, providing free weekly English classes for people who were new to Norwich and struggling to adjust to life here due to their lack of English. Many of our students are asylum seekers and refugees who have additional needs relating to health, housing, employment and finances. The + (plus) comes from the work to help this same group of individuals with further support with issues that they are facing.

Aims and Objectives

At English+ we are committed to supporting people to become integrated into Norwich life. Our links with local churches, schools, educational establishments as well as other charities and support networks makes us well placed to support individuals on their journeys to establish themselves here.

Many of our students are asylum seekers and refugees and in partnership and cooperation with organisations such as the Red Cross, The People from Abroad team from Norfolk County Council, Churches and many more in the voluntary sector, English+ strives to help this group and support them to integrate into the local community.

Achievements and Performance

At English+ we can see the impact on the lives of those who attend by their progress through the levels within our weekly language and conversation classes, and their attending other courses, activities and outings. The broader picture though shows us students able to better integrate into our community, providing them with positive experiences and opportunities to fill their time whilst either waiting for decisions regarding their future status, or for those who have been given leave to remain, supporting them in building confidence and skills to gain employment.

However, the impact of the Covid pandemic over the last two years has been disproportionately harder on many of our students. It has been a very difficult time as people have lost jobs, struggled to buy basics, faced digital poverty (so unable to access online school or studies), experienced medical, immigration, housing and benefits issues, challenging at any time, let alone via phone calls or with limited English. People were often alone in houses for weeks, with no friends or family and no money to call family abroad.

In 2021 we continued to offer practical support to students and their families, helping with financial support for food and energy bills, and data top ups, as well as providing essential cleaning packs. Keeping in touch with families, online and with doorstep visits by both staff and our brilliant team of volunteers, has also helped ease loneliness. We worked with The Bridge Plus+ and New Routes, sharing visibility of our work and also more directly in the delivery of food parcels and Christmas boxes (see below). As well as supporting our existing families we have been welcoming many newcomers in 2021, among them a group from Hong Kong. In 2021 we saw more Syrian families using our services and slowly more Afghani families arriving.

English+ continues to work with churches across Norwich, and throughout the year continued our partnership with the Soul Foundation to deliver weekly food parcels. Although the number requiring these dropped in 2021, we were still delivering to around 40 households a week. These parcels have been so welcomed by many families suddenly experiencing the loss of work or income.

**ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021**

The pandemic changed how English+ operates, not just moving to online classes but in taking a proactive and holistic approach in providing support to our clients. Although in 2021, we got back to some face-to-face lessons, giving students the opportunity to ask for help, we continue to actively check on some clients, giving practical as well as emotional support. This can sometimes be supporting them in taking huge steps, such as gaining their refugee status, or smaller steps, such as gaining the confidence to ask for things in shops. This is the privilege that being part of English+ gives to those involved whether paid, volunteer, supporter or Trustee. Many students still come to visit classes many years after no longer needing our support, to bring others or simply keep in touch.

Our Services

Our large number of experienced volunteer teachers means that we are well equipped to provide quality English classes to suit many different learning abilities. As a charity we are big enough to offer many levels of classes at teaching sessions to meet individuals' learning needs, but are small enough that we know our students individually and can help with the specific needs they often bring as they navigate life in Norwich. Once we have built a relationship of trust, our students know they can come to us for support even after they have left our classes to begin work or further study.

English Language Classes – Initially in 2021 we continued offering our twice weekly language classes online, each running for 2 hours, with a 30 minute meet and greet period before lessons start. Many students used this as an opportunity to ask for help and this was also continued after the teaching period. We continued to prioritise Asylum seeker and refugee students as well as those known to be very isolated. Teaching groups online were smaller and for each session about 40 individuals attended. In June and July, prior to our summer break we had a small number of groups return to our Thursday face-to-face classes. Starting with only 6 students we built upon this weekly, whilst the larger online class continued. We all followed covid safe rules and the lessons proved a huge success. In the autumn term all Thursday attendees moved back into the classroom, and the few that were hesitant were welcomed at the Monday online class. By the end of the year our Thursday class had grown to around 60 individuals.

Conversation Class - We had an established conversation class, running for 2 hours on a Wednesday afternoon, which in 2020 moved online. Following the decision to take the Thursday group back into the classroom in June 2021, by mid-October we did the same with our Wednesday conversation class, taking it to a wonderful new venue in Norwich Cathedral, and moving it to mornings. The class offers more opportunities to practice conversation, helping build confidence and fluency for those learning to speak English. Numbers in this class average 30 or so students.

IELTS - is an International English Language Testing system, offering a standardised test of English language proficiency for non-native English language speakers. At English+ we continued to offer IELTS preparation courses throughout 2021, taught by a volunteer from the School of Education and Lifelong Learning at UEA. 7 English+ students have benefitted from these courses, receiving twice weekly online classes plus individual support and feedback sessions. This year English+ has also established a volunteering programme with Cambridge University students who are members of the Just Love network. This has involved partnering Cambridge students with English IELTS students to offer weekly individual speaking practice to help the students prepare for their exam. Of the English+ students on the programme, one is now training to become a nurse, two have applied for university courses starting Sept 2022 and two are exploring new work possibilities.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

Art and Craft: A Good Yarn – As classes have returned face to face, we were able in 2021 with the Norwich City Guild of Weavers, Spinners and Dyers to establish a Thursday afternoon group of 'creative craft and conversation,' which follows on in the church after our regular language class. This has been growing in popularity and we have 10-12 regular attendees. The group offers a wonderful opportunity for students to relax, bring along their own projects, practice and learn new crafts such as weaving, crocheting and many other skills, and of course to speak English!

During lockdown The Nest hosted an on line craft session making decorated leaves which were then part of an exhibition at The Forum. Later in the year there was an in-person Arts and Heritage workshop in St John's Maddermarket to explore creative arts in a historic setting.

Short courses – Due to the pandemic we were limited in what courses we could offer as we did not feel these could be successfully delivered online. However, we were able in the autumn to run a Driving Theory course face to face, attended by 13 students. Museums Group - We continue to work closely with the Norfolk Museums Service, and throughout the pandemic set up a WhatsApp group for our more able students to enjoy to a virtual insight into the history of Norwich, which also included an on-line Tudor cooking workshop. Building on this in 2021 we began monthly group outings in and around Norwich visiting Strangers Hall, The Crome Exhibition, The Castle, The Museum of Norwich and a tour of the underground medieval streets.

Sailing on the Broads - Partnering with Norwich School and The Nancy Oldfield Trust we have been able to have eight visits to the Broads in 2021. Not only have people loved learning to sail and canoe but also it has been great for physical and mental health, giving opportunities that otherwise they could not have afforded. It was good to see people visibly relax as they spend time in nature.

Chat & Play – In November 2021 we piloted a group primarily to support Asylum seeker and refugee mums with babies and toddlers. We found that once they became new mothers, most would stop attending our regular English classes. The Chat & Play group offers an alternative with volunteers providing supervised play, whilst the parents have English lessons prepared by the group organiser and supported by volunteers. The ultimate goal is to provide a support network, build language and confidence, and to create community vital to developing self-reliance and ultimately integration here in Norwich.

Care Packs: The start of 2021 was a very difficult time for many of our clients, with increased stresses and isolation due to the pandemic. Therefore, we organised, again in conjunction with local networks for churches and others such as The Sainsbury's Centre for Visual Arts, care packs and Easter activity packs. Our care packs focused on adults and included toiletries, chocolates and flowers, also for some financial help via our Hardship fund. Our Easter packs contained chocolate and activities for the children. Both packs were given out to around 50 individuals and households.

Summer Programme – In 2021 we were able to offer again a summer programme of outings and activities for the summer holidays. A total of 175 individuals (88 adults and 87 children) benefitted from activities during the summer programme. From a Picnic in the Park day, offering a range of fun games and sports for all ages to a day out at Cromer beach, where two coaches were needed to accommodate the demand. At Cromer the weather was beautiful and many families swam in the sea, a first for some. The visits were very successful and provided appeal to all age groups. Families were able to meet up again and new friendships were formed. The summer programme enabled students and families to enjoy experiences in Norwich and Norfolk, which they could otherwise not have afforded. In addition, for the second year we provided summer activity packs to our student families with children. The packs included a variety of activities encouraging outdoor play as well as arts, crafts and construction.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

Christmas Parcels – In 2021 we partnered with St Thomas Church Norwich (STN) to deliver 117 parcels to families and single households across Norwich. The recipients were asylum seekers, refugees and others that we knew were in difficult situations. Donations were received from Holy Trinity Church, St Thomas' Church, and the Norwich School which allowed us to create bespoke parcels for the recipient household and where appropriate included toys, books and games for children. For the adults food, toiletries, stationery and chocolates were included.

Working with Free Cakes for Kids (Norwich) we have delivered over 70 birthday cakes to children, who have been surprised and excited to have their birthdays remembered.

Working with Norfolk Knitters and Stitchers we have been able to provide families with some wonderful blankets and other practical knitted items.

Client support - In 2021 staff and volunteers have given over 261 hours in client support, which was down on the 400 hours given in 2020. We anticipated this reduction in 2021 as the number of weekly food deliveries lessened and people were able to get back into the community and also attend classes, so less of our students required weekly doorstep visits. In 2021 support was given on issues ranging from help with housing, benefits, referrals for immigration, education, legal and health issues, helping with access to further education, work, training and volunteering.

In 2021 we have reached over 288 students, from a total of 52 nationalities with classes and pastoral support.

Alongside the delivery of weekly food boxes to over 40 households in need we were also able to deliver STEM Science Magazines from the Cambridge Science Centre, County Council produced holiday Activity Packs, school learning and other packs as well and some Welcome Rucksacks to newly arrived asylum seekers.

Hardship fund - The Trustees are aware of the financial hardship caused to many of our clients through Covid and also the day to day struggles as an Asylum seeker to survive on the £39.63 weekly allowance for food, clothing, travel, phone, toiletries etc. Once given refugee status, there are new struggles to find a place to live, to try and find work, and to understand any benefits available. We have over the past few years expanded our Hardship fund to support our students and their families during difficult stages in their lives. The fund helps with buying groceries, household bills, internet access, phone data, tablets and computers, and so on. In 2021 the Hardship fund had £6,500 in donations, which included £3,500 remaining from 2020, and during 2021 we paid out £5,900. Donations for our Hardship fund in 2021 were under half that received in 2020, but we anticipated a reduction as the initial wave of support in 2020 relating to the pandemic was so generous, and also included donations from larger charities such as the Children's Society and Big Lottery.

In the wider community

In addition to working with churches, charities and community groups as mentioned above, English+ has been working to broaden its support base by hosting a celebratory event as well as establishing strong links within the community.

An evening with Dippy. In July English+ hosted an evening to celebrate 10 years of teaching English and offering friendship and support to those arriving in Norwich in such difficult circumstances. We were able to offer this at the Cathedral which was at the time hosting Dippy the Diplodocus on his UK tour! On our evening celebrations we welcomed donors, volunteers and most importantly some of our students and their families, who talked about what it was like to arrive in a new country with little understanding of the language. Many thanks to Bishop Graham who as well as hosting the event has also in 2021 become Patron of our charity.

Schools - We continue to work with several schools across the city to raise awareness of the difficulties faced by Asylum seekers and refugees. This has involved talking to students, though for most of the year this was moved online. We continue to be supported by the Norwich School with donations via their Amnesty group, involvement in a Jerusalema Dance event, as well as baking and move on and care package donations for our students throughout the year. Also, Notre Dame School kindly organised a sponsored walk and donated some of the proceeds to English+.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

Volunteering

Our wonderful team of volunteers have supported us throughout the year with regular teaching commitments, food parcel deliveries, mentoring and other general pastoral care. We continue to retain a core number of volunteer teachers many of whom have been happy to come back to face-to-face classes. Others have opted to continue online teaching with our Monday classes. Over the year we arranged regular online volunteer meetings to share information, resources and support. We continue to actively grow our numbers of new volunteers joining us, and in 2021 we had over 40 volunteers assisting us deliver our services each week.

Support and funding

Partnership is an important part of the vision of English+, working with local and national organisations to provide collaborations around health, immigration, education and well-being with Norwich International Youth Project, the Red Cross, the Workers Education Association and City College Norwich. Other relationships within the charity sector are equally important such as with the Norwich Justice and Peace Group, Norwich Foodbank and The Besom to help meet the needs of clients. We have partnered with local charities and schools on specific projects such as with Love Your Neighbour/St Thomas Church to provide Christmas Food Parcels for the asylum seekers and refugee families living in Norwich. We have also worked with UEA supporting refugee week activities where some of our students participated in cooking dishes from their home countries.

Since 2015 English+ has been partially funded by the Big Lottery as one of three organisations making up the Norwich Integration Partnership (NIP). The other two charities in the partnership are New Routes and The Bridge Plus+. The impact of this partnership has been a clearer pathway and a higher quality of support for refugees and asylum seekers in Norwich through greater cooperation leading to better outcomes for clients. At the end of 2021 we became a delivery partner of English classes and activities for the New Routes and The Bridge Plus+ partnership, allowing them to broaden their offering to clients. We also work with the People from Abroad team (PFAT) who refer clients to us for English tuition. English+ has historically also been instrumental in setting up, and remains involved with, Norwich City of Sanctuary, Welcome Wheels (a bicycle scheme for refugees in Norwich), and INN (Integration Network Norwich) which we coordinate.

In addition to the Big Lottery funding, English+ also receives funds from Churches and trusts, local businesses and individual donors, both as regular monthly and one-off donations. Our website has allowed existing and prospective donors to better understand the work we do. We continue to develop our strategy of broadening our financial support to ensure we are able to meet the increasing demand for our services once Big Lottery funding ceases in October 2024 and we continue to talk with prospective donors and make funding applications. There is a financial statement attached to this report, together with an Independent examination of our 2021 accounts.

Structure, governance & management

Trustees - The work of English+ is overseen by a board of Trustees, who meet 4-5 times a year. The trustees have responsibility for the governance of the charity and continue to manage and update policies to help and guide the workers and volunteers. English+ is an employer with relevant employment policies in place. The Trustees recognise the need to continually develop the skill set of the group and in 2021 we had Hala Maire join us (formally appointed in January 2022), and said goodbye with many thanks to Paul Henery and Liz Parfit who both stood down as Trustees. All our trustees have a passion to see the marginalised and isolated enabled to fully integrate into society.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

Staff and volunteers - English+ is coordinated and managed on a day-to-day basis by Rosie Sexton. Rosie had the vision and drive to set up English+ in response to the needs she recognised for integration and support of those living in Norwich isolated by their lack of English language. English+ employs two other part time workers, Lauren, who coordinates the teaching, supports the Norwich City of Sanctuary and works with a local network of service providers to this sector as well as supporting clients. Sarah then joined the team in 2019 to support in pastoral care as well as coordinating and liaising with other groups. Nicky is a part time paid contractor, managing the administration and financial aspects of English+. In 2021 Catriona joined the teaching staff as a paid contractor, managing the Wednesday conversation class and teaching at the Monday and Thursday language classes, specialising in teaching beginners to build confidence speaking. In November 2021 we welcomed back Rebeca who initiated, and now runs our weekly Chat and Play group. This core team meet regularly to support each other, discuss issues, plan future developments and review ongoing projects. Over 40 other individuals give their time and expertise to help this team in teaching, mentoring and befriending. Some of the individuals who come as clients return as volunteers for specific events.

Risk Assessment - The Trustees have reviewed the major risks to the organisation and do not consider any significant matters of concern. Although the impact of Covid has devastated the lives of many of our students, from a financial perspective we have been amazed by the generosity of donors who continue to support us during these difficult times. The Trustees regularly monitor safeguarding policies and procedures to ensure they are following current best practice, including a specific policy for working online. We continue to regularly review and update all our policies and our risk register, including ensuring that we are GDPR compliant.

Public benefit - The Trustees have had regard to the Charity Commission's guidance on public benefit and confirm English+ promotes social inclusion for the public benefit by offering free English language tuition to those who are marginalised and isolated due to their lack of English. Through our language classes, life skill courses and programme of social activities we enable students to become more confident to participate and therefore integrate into the local community and make Norwich their home.

Going concern – the Trustees are confident that English+ will remain a going concern despite the recent challenges of adapting to the Covid pandemic. In 2021 we continued to see a growth in individual donations for the general support of the charity and its work, which helped offset a short-term funding gap from Big Lottery. In Autumn 2021, (now as a delivery partner for New Routes and The Bridge+), we have secured Big Lottery funding until October 2024. This funding alone will give £25k for each of the next three years.

However, the Trustees feel it prudent to consider liabilities in a worst-case scenario. The charity has no contracts with outstanding liabilities, other than the redundancy of contracted staff, HMRC, pension and sundry creditors, which as of end of March 2022 totals £9.7k. At August 2022 our bank balance totals £136,847k and the Trustees feel confident that English+ will continue as an ongoing concern.

Financial review - The trustees are satisfied with the year-end financial position of the Charity and believe it will have adequate resources to meet its future plans and financial obligations. Income in the year totalled £113,851 (2020: £137,493), expenditure was £109,557 (2020: £111,037). Closing funds totalled £82,546 of which £Nil is restricted. A further £11,025 is held in a designated fund as a reserve against 3 months running costs in the event the charity had to suddenly close.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

Trustees' responsibilities statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was circulated to all the trustees and accepted unanimously on the 03 May 2022



Natasha Louise Cumberland (Sep 26,
2022, 5:57pm)
Natasha Louise Cumberland (Trustee)

ENGLISH +
INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF ENGLISH +
FOR THE YEAR ENDED 31 DECEMBER 2021

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2021 which are set out on pages 10 to 21

Responsibilities and basis of report

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

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

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- 4 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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



Helena Wilkinson FCA DChA
Price Bailey LLP, Chartered Accountants

Anglia House, 6 Central Avenue
St Andrews Business Park
Thorpe St Andrew
Norwich, Norfolk
NR7 0HR

Date: 27 September 2022

ENGLISH +

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Restricted Funds 2021 £	Designated Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME						
Donations and grants	2	39,162	2,791	85,697	127,650	133,461
Other Income		-	-	6,201	6,201	4,032
TOTAL INCOME		<u>39,162</u>	<u>2,791</u>	<u>91,898</u>	<u>133,851</u>	<u>137,493</u>
EXPENDITURE						
Expenditure on charitable activities	3	(48,595)	(6,801)	(54,161)	(109,557)	(111,037)
TOTAL EXPENDITURE		<u>(48,595)</u>	<u>(6,801)</u>	<u>(54,161)</u>	<u>(109,557)</u>	<u>111,037</u>
NET INCOME/(EXPENDITURE) AND NET MOVEMENT IN FUNDS FOR THE YEAR		(9,433)	(4,010)	37,737	24,294	26,456
Transfers		-	11,025	(11,025)	-	-
Total funds at 1 January	9	9,433	4,710	44,109	58,252	31,796
TOTAL FUNDS 31 DECEMBER	9	<u>-</u>	<u>11,725</u>	<u>70,821</u>	<u>82,546</u>	<u>58,252</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The notes on pages 12 to 21 form part of these financial statements.

ENGLISH +
BALANCE SHEET
AT 31 DECEMBER 2021

CURRENT ASSETS	Notes	£	2021 £	£	2020 £
Debtors: Amounts due within one year	7	8,122		7,819	
Cash at bank and in hand		<u>87,922</u>		<u>67,008</u>	
		96,044		74,827	
Creditors: Amounts due within one year	8	<u>(13,498)</u>		<u>(16,575)</u>	
NET CURRENT ASSETS			82,546		58,252
TOTAL ASSETS LESS					
TOTAL LIABILITIES			<u>82,546</u>		<u>58,252</u>
Restricted funds	9	-		9,433	
Designated funds	9	11,725		4,710	
Unrestricted funds	9	70,821		44,109	
TOTAL FUNDS			<u>82,546</u>		<u>58,252</u>

26 Sep 2022

The financial statements were approved by the Trustees on and are signed on their behalf by:



Natasha Louise Cumberland (Trustee)
2022, 5:57pm)

The notes on pages 12 to 21 form part of these financial statements.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1 ACCOUNTING POLICIES

General information

English + is a Charitable Incorporated Organisation, incorporated in the United Kingdom under the Charities Act 2011. The registered office is 110A Trinity Street, Norwich, NR2 2BJ.

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

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) effective 1 January 2019), and the Charities Act 2011.

The financial statements have been prepared to give us a "true and fair" view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a "true and fair view". This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from April 2005 which has since been withdrawn.

English + meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The charity, being small in size, has used the exemption provided by Charities SORP (FRS 102) under which it is not required to include a cash flow statement as part of the financial statements.

Fund accounting

Unrestricted funds are those which are available for the general purposes of the Charity at the discretion of the Trustees.

Restricted funds are those which have been received for undertaking an activity specified by the donor.

Designated funds are those which are directed by the Charity for a specific purpose.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1 ACCOUNTING POLICIES (continued)

Going Concern

The Trustees are confident that English+ will remain a going concern despite the challenges of adapting to the covid pandemic. In 2021 we have seen a rise in donations for the general support of the charity and its work, but feel it prudent to consider liabilities in a worst case scenario. On the 13th May 2022 our bank balance totals £110.2k. There has been no reduction in our regular donations and the Trustees are therefore confident that English+ will continue as an ongoing concern from 12 months from the date of approving these financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income is generated through donations, grants and other sources.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- expenditure on charitable activities includes that which relates directly to fulfilling the charitable objectives of the Charity, as outlined in the Trustees' Report.

Allocation of support costs

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs have been allocated to expenditure on charitable activities.

Governance costs are included in support costs and relate to the direct running of the Charity, allowing it to operate and generate the information required for public accountability. They include the costs of accounts preparation and independent examination.

ENGLISH +

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1 ACCOUNTING POLICIES (continued)

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Creditors are recognised when the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Cash at bank and in hand

Cash at bank and in hand includes cash held in bank accounts. There are no short term investments.

Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their fair value as at the balance sheet date. All financial instruments of the charity are measured at cost.

Financial assets include trade debtors and accrued income (but exclude prepayments).

Financial liabilities include trade creditors and accruals but exclude social security and other taxes due.

Pensions

The Charity provides a defined contribution pension scheme, whereby the charity and its staff each fund the scheme, managed by a third party provider, the assets of which are held by the provider separately from the assets of the charity. The pension charge in the financial statements represents the amounts payable by the charity to the fund in respect of the period.

Corporation tax

The Charity is exempt from taxation in respect of income and capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to the charitable purposes.

Judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, which are described above, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from those estimates.

The Trustees do not consider that there are any critical judgements or sources of estimation uncertainty in the financial statements.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2 DONATIONS AND LEGACIES	Restricted 2021 £	Designated 2021 £	Unrestricted 2021 £	Total 2021 £
Donations	6,002	2,791	85,697	94,490
Grants	33,161	-	-	33,161
	<u>39,162</u>	<u>2,791</u>	<u>85,697</u>	<u>127,650</u>
	Restricted 2020 £	Designated 2020 £	Unrestricted 2020 £	Total 2020 £
Donations	12,582	15,186	63,145	90,913
Grants	42,548	-	-	42,548
	<u>55,130</u>	<u>15,186</u>	<u>63,145</u>	<u>133,461</u>

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

3 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Costs	Support Costs (Overheads)	Total
	2021 £	2021 £	2021 £
The provision of English Language classes and help with integration for the BAME community in Norfolk	<u>84,567</u>	<u>24,990</u>	<u>109,557</u>
	Direct Costs	Support Costs (Overheads)	Total
	2020 £	2020 £	2020 £
The provision of English Language classes and help with integration for the BAME community in Norfolk	<u>90,664</u>	<u>20,373</u>	<u>111,037</u>

In 2021 expenditure on charitable activities was £109,557 (2020: £111,037) of which £54,161 (2020: £41,777) was expenditure from unrestricted funds, £48,595 (2020: £58,784) was expenditure from restricted funds and £6,801 (2020: £10,476) was expenditure from designated funds.

4 SUPPORT COSTS

	2021	2020
Cost type	£	£
Wages	15,683	7,826
Admin support	6,513	9,937
Governance costs:		
Accountancy and Independent Examination	2,794	2,610
Total	<u>24,990</u>	<u>20,373</u>

Support costs have been allocated to charitable activities on the basis of actual use.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

5 STAFF COSTS

	2021	2020
	£	£
Staff costs were as follows:		
Wages and salaries	57,430	51,160
Employer NIC	-	1,360
Other pension costs	1,602	1,450
	<u>59,032</u>	<u>53,970</u>

The average number of employees during the year was as follows:

	2021	2020
	No.	No.
Employees	<u>3</u>	<u>3</u>

The Charity considers there to have been no Key Management Personnel in the period other than the Trustees, therefore there was no remuneration paid in the year (2020: Nil). No members of staff employed in the year earned over £60,000. (2020: Nil)

6 INDEPENDENT EXAMINER'S REMUNERATION

	2021	2020
	£	£
Independent examination fees	1,734	1,620
Fees payable to the Charity's Independent Examiner in respect of other services	1,060	990
	<u>2,794</u>	<u>2,610</u>

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

7 DEBTORS

	2021	2020
	£	£
Prepayments	307	450
Accrued income	7,815	2,257
Other Debtors	-	5,112
	<u>8,122</u>	<u>7,819</u>

8 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Accruals	3,568	2,730
Deferred Income	9,930	13,845
	<u>13,498</u>	<u>16,575</u>

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

9 **STATEMENT OF FUNDS**
2021

	Brought forward £	Income £	Expenditure £	Transfers £	Carried forward £
UNRESTRICTED FUNDS					
General funds	44,109	91,898	(54,161)	(11,025)	70,821
RESTRICTED FUNDS					
Big Lottery Funding	4,151	31,161	(35,312)	-	-
KPE4	(313)	-	313	-	-
Lewis Jarrett (Fast Class)	578	5,027	(5,605)	-	-
Summer Programme	295	2,000	(2,295)	-	-
Emergency Hardship Fund	904	-	(904)	-	-
Big Lottery Uplift	3,147	-	(3,147)	-	-
The Children's Society	671	-	(671)	-	-
Events - Dippy	-	975	(975)	-	-
	9,433	39,162	(48,595)	-	-
DESIGNATED FUNDS					
Hardship Fund	4,710	2,791	(6,801)	-	700
Designated Running Costs	-	-	-	11,025	11,025
	4,710	2,791	(6,801)	11,025	11,725
Total	58,252	133,851	(109,557)	-	82,546

2020

	Brought forward £	Income £	Expenditure £	Transfers £	Carried forward £
UNRESTRICTED FUNDS					
General funds	18,709	67,177	(41,777)	-	44,109
RESTRICTED FUNDS					
Big Lottery Funding	(910)	28,801	(23,740)	-	4,151
Awards for All (A4A)	5,255	-	(5,255)	-	-
KPE4	4,773	-	(5,086)	-	(313)
Lewis Jarrett (Fast Class)	853	7,450	(7,725)	-	578
Summer Programme	295	-	-	-	295
Voluntary Norfolk (Broad)	1,527	-	(1,527)	-	-
Emergency Hardship Fund	1,294	-	(390)	-	904
Education Endowment Foundation	-	1,050	(1,050)	-	-
Big Lottery Uplift	-	12,697	(9,550)	-	3,147
Norfolk Community Foundation	-	1,000	(1,000)	-	-
The Children's Society	-	4,132	(3,461)	-	671
	13,087	55,130	(58,784)	-	9,433
DESIGNATED FUNDS					
CV-19 E+ Hardship	-	15,186	(10,476)	-	4,710
	-	15,186	(10,476)	-	4,710
Total	31,796	137,493	(111,037)	-	58,252

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

10 RESTRICTED FUNDS DETAIL

Big Lottery funding - In 2021 we received the final 7 months of funding for the NIP2 project. Towards the end of 2021 we were again successful in receiving a 3 year funding grant, beginning November, as a delivery partner of New Routes and The Bridge+.

Broads - to introduce students to the area and landscape they now find themselves living in. To increase understanding, awareness & access to the Broads by delivering a programme of educational trips, creative courses and regular volunteering opportunities.

Awards for All - Following on from a successful pilot, we received in December 2021 funding for our Chat & Play group, due to start in full January 2022. The group targets new mothers no longer attending English classes and provides supervised play and a safe environment for mothers to learn

KPE4 - to support funding core costs of English+, student travel, teaching resources, staff and volunteer costs and in addition funding a number of short courses for students, eg cookery, swimming and a new weekly conversation class.

Norfolk Community Foundation (Hardship support fund) - We were successful in gaining funds in December 2021, which we will use for our students in the first months of 2022. The funding will be used to purchase supermarket vouchers for those students and their families most in need.

The Children's Society (2020)- to fund additional staff hours to enable the continuation of frontline services whilst building capacity to meet the many additional needs during this crisis situation.

Education Endowment Foundation (2020) - to support funding of summer holiday activity packs for families from BAME communities to support extra-curricular learning. Supported over 80 children from 35 families.

Anne French Memorial Trust - kindly funded our **2021 Summer Programme**, where we offered a variety of outings and activities to students and their families throughout the summer holidays. A total of 175 individuals (88 adults and 87 children) benefited from this programme.

DESIGNATED FUNDS DETAIL

Hardship Fund - In 2021 we merged our previous general hardship fund with the Covid Hardship fund. Our donors wanted to give to those in need and funds were used in a variety of ways - for example provision of food and general living costs, emergency housing costs, utilities, data top ups and devices, and travel for medical appointments.

UNRESTRICTED FUNDS DETAIL

The unrestricted funds are available to be spent for any of the purposes of the charity.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2021 £	Designated Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £
Current assets	-	21,655	74,389	96,044
Creditors due within one year	-	(9,930)	(3,568)	(13,498)
	<u>-</u>	<u>11,725</u>	<u>70,821</u>	<u>82,546</u>
	Restricted Funds 2020 £	Designated Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £
Current assets	9,433	4,710	60,684	74,827
Creditors due within one year	-	-	(16,575)	(16,575)
	<u>9,433</u>	<u>4,710</u>	<u>44,109</u>	<u>58,252</u>

12 PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the schemes are held separately from those of the charity in independently administered funds. The total pension cost charge represents contributions payable by the charity to the funds and amounted to £1,602 (2020: £1,450). No amounts are outstanding at year end (2020: £Nil).

13 RELATED PARTIES

In their roles as Trustees, the Trustees give their time and expertise freely without any form of remuneration or other benefit in cash or kind and did not claim any expenses.

There were no other related party transactions (2020: none).

Accounts

Registered in England
Charity No. 1169790

ENGLISH +

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020



ENGLISH +

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

CONTENTS

	Page
Trustees' report	2
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11
Notes to the financial statements	12

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

The trustees present their report and financial statements for the year ended 31 December 2020.

Reference and administrative information

Registered charity name	English +
Charity number	1169790
Company number	CE008317
Date of registration	19th October 2016
Registered address	110A Trinity Street Norwich NR2 2BJ
Trustees	David Wormald (Chair) (Resigned January 2020) Barbara Drake (Chair from January 2020) Paul Henery Elizabeth Parfit Natasha Louise Cumberland The Revd Canon Andrew Byant (Appointed March 2020) Dr Roger Timms (Appointed March 2020) Scilla Gavita (Appointed March 2020)
Independent examiner	Price Bailey LLP Chartered Accountants Anglia House, 6 Central Avenue St Andrews Business Park Thorpe St Andrew Norwich NR7 0HR

**ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020**

Background

English+ gained charitable status in 2016 but had already been running for 5 years, providing free weekly English classes for people who were new to Norwich and struggling to adjust to life here due to their lack of English. Many of our students are asylum seekers and refugees who have additional needs relating to health, housing, employment and finances. The + (plus) comes from the work to help this same group of individuals with further support with issues that they are facing.

Aims and Objectives

At English+ we are committed to supporting people to become integrated into Norwich life. Our links with local churches, schools, educational establishments as well as other charities and support networks makes us well placed to support individuals on their journeys to establish themselves here.

Many of our students are asylum seekers and refugees and in cooperation with organisations such as the Red Cross, City Reach, Churches & other faith groups, and many more in the voluntary sector, English+ strives to help this group and facilitate their integration into the local community.

Achievements and Performance

The impact of English+ on the lives of those who attend has always been measured by their progress through the levels within the weekly language and conversation classes, and their attending other courses, activities and outings. The broader picture though shows us students able to better integrate into our community, providing them with positive experiences and opportunities to fill their time whilst either waiting for decisions regarding their future status, or for those who have been given leave to remain, support them in building confidence and skills to gain employment.

However in 2020 the impact of Covid has been disproportionately harder on many of our students. It has been a very difficult time as people have lost jobs, struggled to buy basics, faced digital poverty (so unable to access online school or studies), experienced medical, immigration, housing and benefits issues, challenging at any time, let alone via phone calls or with limited English. People are often alone in houses for weeks, with no friends or family and no money to call family abroad.

Back in March when the pandemic first hit, English+ was able to quickly adapt by moving classes to online learning, see full details below. However by late March it was also apparent that English+ would need to change its working model and focus more on the plus (+) side of supporting its students. We also recognised the need early on to work together with our partners Bridge+ and New Routes (NR), who together with English+ form the Norwich Integration Project (NIP), to ensure there was no duplication of efforts across our clients. Key to our success was to immediately create a shared list of vulnerable families / individuals and allocate which NIP partner would take 'lead support'. We then shared visibility around ongoing support – eg financial, food parcels, how to access benefits and so on.

Through our close work with churches across Norwich, English+ was able to partner with the Soul Foundation to set up a regular food parcel delivery service to over 115 households every week. Our NIP partner New Routes helped with hosting the delivery hub for us and our team of volunteers and staff made the weekly deliveries. We also worked with Gateway Vineyard Church for the initial 4 months to deliver weekly parcels to vulnerable families and individuals who were suddenly experiencing loss of work and income. This help has continued with cash support from English+ to those in need or awaiting benefits. Our students also needed help to access our online classes – both for data and devices. We have to date provided 13 devices with a further 5 due to be handed out early 2021. We support many clients on a regular basis to pay for accessing data.

**ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020**

The pandemic has changed how English+ operates, not just moving to online classes but in taking a proactive and holistic approach in providing support to our clients. Beforehand a client may have come to the class with a letter needing to understand the contents and support to address the issue as required. Now we are actively checking on our clients, adapting to their needs – giving practical as well as emotional support.

Supporting individuals as needed, sometimes to take huge steps, such as gaining their refugee status, or smaller steps, such as gaining the confidence to ask for things in shops, is the privilege that being part of English+ gives to those involved whether paid, volunteer, supporter or trustee. Many students still come to visit classes many years after no longer needing our support, to bring others or simply keep in touch.

English Language Classes - From January to March our twice weekly English classes ran during term time on a Monday at St Luke's and Thursday at Holy Trinity Church, totalling 4 hours of tuition. Up to 80 students attended each of these classes which were structured into small groups led by a qualified teacher. Our mid morning coffee breaks encouraged students to mix, make friends and develop support networks.

Since moving to online teaching from the end of March – we have been able to replicate the Monday and Thursday class timings. However teaching groups are smaller and overall attendees for each session are around 40 students. Although we no longer include a coffee break we do provide a 30 minute meet and greet period before lessons start. Many students use this as an opportunity to ask for help and this is also continued after the teaching period. We have prioritised offering online places to asylum seekers and refugees as well as those we know to be very isolated. We have been able to fund a part time sessional worker to temporarily increase our staffing levels, ensuring we offer continuity of support in lessons at this difficult time.

Conversation Classes - We had an established conversation class, running for 2 hours on a Wednesday afternoon, and in the autumn 2019 we added two further weekday conversation groups. Each group was at a different venue across the city, at St Thomas' Grove Walk, The King's Centre (with homework support for children) and NCBC Mousehold Hub. When moving the groups online, we lost volunteers and so had to centralise resources back to one larger conversation group with over 35 students attending. However, we continue to reach further into communities with existing students often encouraging new arrivals to join, helping to build confidence and fluency for those learning to speak English.

IELTS - In 2020 we were successful in partnering with a visiting fellow at UEA who provided an intensive IELTS preparation course to 4 English+ students hoping to study at University. Thanks to the fantastic teaching and assistance given in applying for pre-sessional summer English courses, 2 of the participants gained their required English level and were accepted onto their courses in 2020. The other 2 participants have applied to start university courses in Sept 2021 and with continued tutoring we are hopeful they too will be successful.

Art, Crafts and Conversation - This is a community Art and Craft session hosted by Holy Trinity Church where our students work creatively alongside anyone from the Norwich community, enjoying art lessons and learning a range of different craft activities, with instruction from skilled tutors. Since Covid, sadly this group has not met.

Short courses - At the beginning of the year we were able to run a swimming course (ladies only) which always proves popular. Unfortunately, students were unable to complete courses in Driving Theory and First Aid and other planned courses were also abandoned due to Covid. We approached funders who were happy for monies to be redirected to support students in other ways.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

Volunteering – We continued to work closely with the Broads Authority earlier in the year, with a small team of volunteer students helping with conservation and maintenance tasks at different sites on the Broads. This has been a great opportunity for students to work outside in our beautiful Norfolk countryside and we have had really positive feedback from those participating. Sadly this group was unable to continue due to Covid restrictions. However, with the Nancy Oldfield Trust and Norwich School we have had 3 boat trips on The Broads this autumn term. Not only have people loved learning to sail and canoe but also it has been great for physical and mental health, giving opportunities that otherwise they could not have afforded. It was good to see people visibly relax as they spend time in nature.

In addition, for the third year, we provided a number of volunteers to Norfolk Museums Service for the annual 'deep clean' of museum artefacts. Since March we have been unable to continue with our museum visits around Norfolk, but with the fantastic support of Norfolk Museums Service we have set up a WhatsApp group enabling student to have a virtual tour of Norwich and the immediate area, learning about its history. This group is active on a weekly basis.

This year it has been difficult to support students in finding either paid or voluntary employment. However we have encouraged our more able students to improve their employability through online learning, for example Care work qualifications.

Summer Programme – Unfortunately we were unable to organise our usual summer programme of outings and activities for the summer holidays. This was a great disappointment to many families who have come to rely on the event, experiencing days out in Norfolk which they could not otherwise have afforded. It is also a great opportunity for families to meet up again and new friendships to be formed.

Instead this year to support families English+ worked with St Thomas Norwich Church to create and distribute summer activity boxes for children who might be particularly isolated or vulnerable. The boxes contained a variety of activities tailored to the child's age, encouraging outdoor activities as well as arts, crafts and construction challenges. We delivered the boxes over a period of 2 weeks and took the time to talk with families 'on the doorstep' to explain about the activities in the boxes. This we believe led to a more collaborative approach of parents and children having fun together working through the activities.

We have had some lovely thank you messages from our families, saying how special they and the children felt to receive a gift, and what fun this had given them. For many families this was the highlight of their summer holidays and helped them feel a little less isolated.

Working with Free Cakes For Kids (Norwich) we have delivered over 80 birthday cakes to children, who have been surprised and excited to have their birthdays remembered.

Christmas Parcels - This Christmas we delivered 131 parcels to families and single households across Norwich. The recipients were asylum seekers, refugees and others that we knew were in difficult situations. Donations were received from Holy Trinity Church, St Thomas' Church, Gateway Vineyard Church, Norwich School and the Norfolk Knitters and Stitchers group. Parcels were created specifically for the recipient household and where appropriate included toys, books and games for children. For adults food, toiletries, chocolates and a small financial gift were included.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

Schools - We continue to work with several schools across the city to raise awareness of the difficulties faced by asylum seekers and refugees. This has involved talking to students, and meeting with charity groups, though for most of the year this was moved online. We continue to be supported by one local school with donations via their Amnesty group as well as baking and care package donations for our students throughout the year.

Teacher and Volunteer Training Events - Once classes moved online learning, sadly some of our existing volunteers found it difficult to adapt to the new technology and whilst some were happy to be 'on hold' until face to face classes returned, others took the opportunity to retire. However we retained a core number of volunteer teachers which then grew again with many new volunteers enjoying the flexibility of online teaching. Over the year we arranged regular online meetings to share best practice and support until we can meet again with more structured teaching workshops.

Interventions - In 2020 staff and volunteers have given over 400 hours in client support on issues ranging from help with housing, benefits, referrals for immigration, education, legal and health issues, helping with access to further education, work, training and volunteering. This is in addition to the part time post whose work already includes a large amount of pastoral care.

Our Services:

Our large number of experienced volunteer teachers means that we are well equipped to provide quality English classes to suit many different learning abilities. As a charity we are big enough to offer many levels of classes at teaching sessions to meet individuals' learning needs, but are small enough that we know our students individually and can help with the specific needs they often bring as they navigate life in Norwich. Once we have built a relationship of trust, our students know they can come to us for support even after they have left our classes to begin work or further study.

At the start of the year, structured English lessons were provided face to face in 5 different locations across the city. Since the pandemic struck we now provide classes online 3 days a week, delivered by volunteers who are qualified teachers in a mix of individual and group classes. Not all our students transferred to online learning but we ensure they are also supported with phone calls and visits. Our staff and volunteers have often got to know the whole family and tailor deliveries and visits to support our students as much as we can. In 2020 we have reached over 300 students, from a total of 58 nationalities with classes and pastoral support.

Who supports / funds us

Partnership is an important part of the vision of English+, working with local and national organisations to provide collaborations around health, immigration, education and well-being with City Reach Asylum Support Team, Norwich International Youth Project, the Red Cross, Adult Learning Services and City College Norwich. Other relationships within the charity sector are equally important such as with the Norwich Justice and Peace Group, City Saints in Action, and The Besom to help meet the needs of clients. We have partnered with local charities and schools on specific projects such as with St Thomas Trust and Norwich Food Bank to provide Christmas Food Parcels for the asylum seekers living in Norwich, and with Refugee Week activities.

Since 2015 English+ has been partially funded by the Big Lottery as one of three organisations making up the Norwich Integration Partnership (NIP). The other two charities in the partnership are New Routes and The Bridge Plus+. The impact of this partnership has been a clearer pathway and a higher quality of support for refugees and asylum seekers in Norwich through greater cooperation leading to better outcomes for clients.

At the outset of the pandemic we partnered with the Soul Foundation Church who was generous in providing a weekly delivery of food parcels which English+ volunteers along with the help of our NIP colleagues have distributed to those families and single households on our vulnerable list.

English+ has also been instrumental in setting up Norwich City of Sanctuary, Welcome Wheels (a bicycle scheme for refugees in Norwich), and INN (Integration Network Norwich) which we coordinate.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

In addition to the Big Lottery funding English+ also receives funds from Churches and trusts, local businesses and individual donors, both as regular monthly and one off donations. Our website has allowed existing and prospective donors to better understand the work we do.

We continue to develop our strategy of broadening our financial support to ensure we are able to meet the increasing demand for our services once Big Lottery funding ceases in July 2021 and we continue to talk with prospective donors and make funding applications.

There is a financial statement attached to this report, together with an Independent examination of our 2020 accounts.

Staff and volunteers

English+ is coordinated and managed on a day-to-day basis by Rosie Sexton. Rosie had the vision and drive to set up English+ in response to the needs she recognised for integration and support of those living in Norwich isolated by their lack of English language. English+ employs two other part time worker, Lauren, who coordinates the teaching, Chairs the Norwich City of Sanctuary and works with a local network of service providers to this sector as well as supporting clients. Sarah then joined the team in 2019 to support in pastoral care as well as coordinating and liaising with other groups. Nicky is a part time paid contractor, managing the administration and financial aspects of English+. This core team meet regularly to support each other, discuss issues, plan future developments and review ongoing projects. Over 40 other individuals give their time and expertise to help this team in teaching, mentoring and befriending. Some of the individuals who come as clients return as volunteers for specific events.

Structure, governance and management

The work of English+ is overseen by a board of trustees, who meet 4-5 times a year. The trustees have responsibility for the governance of the charity and have recently put in place a number of policies to help and guide the workers and volunteers. English+ is an employer with relevant employment policies in place. The trustees recognise the need to continually develop the skill set of the group and in 2020 we had an additional 3 trustees join. Sadly in January our Chair David Wormald resigned, replaced by Barbara Drake as an interim appointment for 2020. We continue to actively seek trustees with specific skills to aid the charity to further develop and grow. All the trustees have a passion to see the marginalised and isolated enabled to fully integrate into society.

Risk Assessment

The trustees have reviewed the major risks to the organisation and do not consider any significant matters of concern. Although the impact of Covid has devastated the lives of many of our students, from a financial perspective we have been amazed by the generosity of donors who continue to support us during these difficult times.

The trustees regularly monitor safeguarding policies and procedures to ensure they are following current best practice and this year making adjustment as our work moved primarily online. We continue to regularly review and update all our policies and our risk register, including ensuring that we are GDPR compliant.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

Public benefit

The Trustees have had regard to the Charity Commission's guidance on public benefit and confirm English+ promotes social inclusion for the public benefit by offering free English language tuition to those who are marginalised and isolated due to their lack of English. Through our language classes, life skill courses and programme of social activities we enable students to become more confident to participate and therefore integrate into the local community and make Norwich their home.

Going Concern

Following the outbreak of Covid-19, the Trustees and staff agreed to change the working practices for the charity to protect the safety and well-being of our staff and students until further notice. With effect from early March all classes, courses and face to face meetings were cancelled. We quickly then worked on establishing online classes from the end of that month. Classes were initially by invitation only, targeting those most vulnerable and isolated clients. The numbers of students we are able to host soon increased and each of the 3 classes now has between 35-40 attendees, taught in small groups of 5 -6 students.

The Trustees are also aware of the financial hardship caused to many of our clients through unemployment and delays in receiving benefits. Also having children at home full time, no longer receiving free school meals, and the need to continue their schooling created many problems. We created a hardship fund to support clients through this difficult time with food deliveries, internet access, phone data and so on. As of 31.12.20 the fund is at £4,710, supported by individual, business and church donations. This funding is ring-fenced and in addition to any income that E+ receives for general running costs throughout the year.

Finally, the Trustees are confident that English+ will remain a going concern despite the challenges of adapting to the covid pandemic. In 2020 we have seen a rise in donations for the general support of the charity and its work, but feel it prudent to consider liabilities in a worst case scenario. The charity has no contracts with outstanding liabilities, other than the redundancy of contracted staff, HMRC, pension and sundry creditors, which as of 31st March 2021 totals £8.5k. On this date our bank balance totals £99.7k. There has been no reduction in our regular donations and the Trustees are therefore confident that English+ will continue as an ongoing concern from 12 months from the date of approving these financial statements.

Financial Review

The trustees are satisfied with the year end financial position of the Charity and believe it will have adequate resources to meet its future plans and financial obligations. Income in the year totalled £137,493 (2019: £112,519), expenditure totalled £111,037 (2019: £93,077), closing funds totalled £58,252 (2019: £31,796) of which £9,433 is restricted (2019: £13,088), £4,710 is designated (2019: £Nil) and £44,109 unrestricted (2019: £18,708).

Reserves

Unrestricted Funds as at 31 December 2020 total £44,109.

English+'s policy is to hold £11k in reserves to cover liabilities (including redundancy costs) in the event the Charity has to close. However the Trustees acknowledge that the reserves held at year end 2020 are above the reserves policy and are a result of prudential financial planning to ensure the longevity of the Charity.

ENGLISH +
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

Trustees' responsibilities statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was circulated to all the trustees and accepted unanimously on the 13th April 2021.



Andy Bryant (Jun 11, 2021, 9:56am)

Andy Bryant
Chair of Trustees (replaced Barbara Drake as Chair on 26.01.2021)

ENGLISH +
INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF ENGLISH +
FOR THE YEAR ENDED 31 DECEMBER 2020

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2020 which are set out on pages 10 to 21

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Helena Wilkinson FCA DChA
Price Bailey LLP, Chartered Accountants

Anglia House, 6 Central Avenue
St Andrews Business Park
Thorpe St Andrew
Norwich, Norfolk
NR7 0HR

Date: 14 June 2021

ENGLISH +

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Restricted Funds 2020 £	Designated Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
INCOME						
Donations and grants	2	55,130	15,186	63,145	133,461	79,816
Income from Charitable activities:	3	-	-	-	-	31,514
Other Income		-	-	4,032	4,032	1,189
TOTAL INCOME		<u>55,130</u>	<u>15,186</u>	<u>67,177</u>	<u>137,493</u>	<u>112,519</u>
EXPENDITURE						
Expenditure on charitable activities:	4	58,784	10,476	41,777	111,037	93,077
TOTAL EXPENDITURE		<u>58,784</u>	<u>10,476</u>	<u>41,777</u>	<u>111,037</u>	<u>93,077</u>
NET (EXPENDITURE)/INCOME AND NET MOVEMENT IN FUNDS FOR THE YEAR		(3,654)	4,710	25,400	26,456	19,442
Total funds at 1 January	11	13,087	-	18,709	31,796	12,354
TOTAL FUNDS 31 DECEMBER	11	<u>9,433</u>	<u>4,710</u>	<u>44,109</u>	<u>58,252</u>	<u>31,796</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The notes on pages 10 to 21 form part of these financial statements.

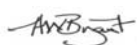
ENGLISH +

BALANCE SHEET
AT 31 DECEMBER 2020

			2020	2019
CURRENT ASSETS	Notes	£	£	£
Debtors: Amounts due within one year	9	7,819	8,907	
Cash at bank and in hand		<u>67,008</u>	<u>41,881</u>	
		74,827	50,788	
Creditors: Amounts due within one year	10	<u>(16,575)</u>	<u>(18,992)</u>	
NET CURRENT ASSETS			58,252	31,796
TOTAL ASSETS LESS			<u>58,252</u>	<u>31,796</u>
TOTAL LIABILITIES			<u>58,252</u>	<u>31,796</u>
Restricted funds	11	9,433	13,087	
Designated funds	11	4,710	-	
Unrestricted funds	11	44,109	18,709	
TOTAL FUNDS			<u>58,252</u>	<u>31,796</u>

13 Apr 2021

The financial statements were approved by the Trustees on and are signed on their behalf by:



Andy Bryant (Jun 14, 2021, 9:56am)

Andy Bryant (Chair)

The notes on pages 10 to 21 form part of these financial statements.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1 ACCOUNTING POLICIES

General information

English + is a Charitable Incorporated Organisation, incorporated in the United Kingdom under the Charities Act 2011. The registered office is 110A Trinity Street, Norwich, NR2 2BJ.

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

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give us a "true and fair" view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a "true and fair view". This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from April 2005 which has since been withdrawn.

English + meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The charity, being small in size, has used the exemption provided by Charities SORP (FRS 102) under which it is not required to include a cash flow statement as part of the financial statements.

Fund accounting

Unrestricted funds are those which are available for the general purposes of the Charity at the discretion of the Trustees.

Restricted funds are those which have been received for undertaking an activity specified by the donor.

Designated funds are those which are directed by the Charity for a specific purpose.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1 ACCOUNTING POLICIES (continued)

Going Concern

The Trustees are confident that English+ will remain a going concern despite the challenges of adapting to the covid pandemic. In 2020 we have seen a rise in donations for the general support of the charity and its work, but feel it prudent to consider liabilities in a worst case scenario. The charity has no contracts with outstanding liabilities, other than the redundancy of contracted staff, HMRC, pension and sundry creditors, which as of 31st March 2021 totals £8.5k. On this date our bank balance totals £99.7k. There has been no reduction in our regular donations and the Trustees are therefore confident that English+ will continue as an ongoing concern from 12 months from the date of approving these financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income is generated through donations, grants and other sources.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- expenditure on charitable activities includes that which relates directly to fulfilling the charitable objectives of the Charity, as outlined in the Trustees' Report.

Allocation of support costs

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs have been allocated to expenditure on charitable activities.

Governance costs are included in support costs and relate to the direct running of the Charity, allowing it to operate and generate the information required for public accountability. They include the costs of accounts preparation and independent examination.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1 ACCOUNTING POLICIES (continued)

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Creditors are recognised when the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

Cash at bank and in hand

Cash at bank and in hand includes cash held in bank accounts. There are no short term investments.

Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their at their fair value as at the balance sheet date. All financial instruments of the charity are measured at cost.

Financial assets include trade debtors and accrued income (but exclude prepayments).

Financial liabilities include trade creditors and accruals but exclude social security and other taxes due.

Pensions

The Charity provides a defined contribution pension scheme, whereby the charity and its staff each fund the scheme, managed by a third party provider, the assets of which are held by the provider separately from the assets of the charity. The pension charge in the financial statements represents the amounts payable by the charity to the fund in respect of the period.

Corporation tax

The Charity is exempt from taxation in respect of income and capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to the charitable purposes.

Judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, which are described above, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from those estimates.

The Trustees do not consider that there are any critical judgements or sources of estimation uncertainty in the financial statements.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2 DONATIONS AND LEGACIES	Restricted 2020 £	Designated 2020 £	Unrestricted 2020 £	Total 2020 £
Donations	12,582	15,186	63,145	90,913
Grants	42,548	-	-	42,548
	<u>55,130</u>	<u>15,186</u>	<u>63,145</u>	<u>133,461</u>

	Restricted 2019 £	Designated 2019 £	Unrestricted 2019 £	Total 2019 £
Donations	-	-	40,460	40,460
Grants	39,356	-	-	39,356
	<u>39,356</u>	<u>-</u>	<u>40,460</u>	<u>79,816</u>

3 INCOME FROM CHARITABLE ACTIVITIES

	Restricted 2020 £	Designated 2020 £	Unrestricted 2020 £	Total 2020 £
The provision of English Language classes and help with integration for the BAME community in Norfolk	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

	Restricted 2019 £	Designated 2019 £	Unrestricted 2019 £	Total 2019 £
The provision of English Language classes and help with integration for the BAME community in Norfolk	<u>23,954</u>	<u>-</u>	<u>7,560</u>	<u>31,514</u>

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

4 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Costs 2020 £	Support Costs 2020 £	Total 2020 £
The provision of English Language classes and help with integration for the BAME community in Norfolk	<u>90,664</u>	<u>20,373</u>	<u>111,037</u>
	Direct Costs 2019 £	Support Costs 2019 £	Total 2019 £
The provision of English Language classes and help with integration for the BAME community in Norfolk	<u>74,880</u>	<u>18,197</u>	<u>93,077</u>

In 2020 expenditure on charitable activities was £111,037 (2019: £93,077) of which £41,777 (2019: £33,308) was expenditure from unrestricted funds, £58,784 (2019: £59,769) was expenditure from restricted funds and £10,476 (2019:£0) was expenditure from designated funds.

5 SUPPORT COSTS

	2020	2019
Cost type	£	£
Wages	7,826	12,086
Admin support	9,937	3,351
Governance costs:		
Accountancy and Independent Examination	2,610	2,760
Total	<u>20,373</u>	<u>18,197</u>

Support costs have been allocated to charitable activities on the basis of actual use.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

6 STAFF COSTS

	2020	2019
	£	£
Staff costs were as follows:		
Wages and salaries	51,160	46,179
Employer NIC	1,360	660
Other pension costs	1,450	1,226
	<u>53,970</u>	<u>48,066</u>

The average number of employees during the year was as follows:

	2020	2019
	No.	No.
Employees	<u>3</u>	<u>2</u>

Within the prior year, the Charity recruited a new member of staff (September 2019), therefore there has been an increase in salary costs.

The Charity considers there to have been no Key Management Personnel in the period other than the Trustees, therefore there was no remuneration paid in the year (2019: Nil). No members of staff employed in the year earned over £60,000. (2019: Nil)

7 NET (EXPENDITURE)/INCOME

	2020	2019
	£	£
This is stated after charging:		
Pension costs	<u>1,450</u>	<u>1,226</u>

8 INDEPENDENT EXAMINER'S REMUNERATION

	2020	2019
	£	£
Independent examination fees	1,620	1,620
Fees payable to the Charity's Independent Examiner in respect of other services	990	1,140
	<u>2,610</u>	<u>2,760</u>

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

9 DEBTORS

	2020	2019
	£	£
Prepayments	450	307
Accrued income	2,257	2,600
HMRC NIC Debtor	5,112	6,000
	<u>7,819</u>	<u>8,907</u>

10 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Accruals	2,730	4,035
Deferred Income	13,845	14,957
	<u>16,575</u>	<u>18,992</u>

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

11 **STATEMENT OF FUNDS**
2020

	Brought forward £	Income £	Expenditure £	Carried forward £
UNRESTRICTED FUNDS				
General funds	18,709	67,177	(41,777)	44,109
RESTRICTED FUNDS				
Big Lottery Funding	(910)	28,801	(23,740)	4,151
Awards for All (A4A)	5,255	-	(5,255)	-
KPE4	4,773	-	(5,086)	(313)
Lewis Jarrett (Fast Class)	853	7,450	(7,725)	578
Summer Programme	295	-	-	295
Voluntary Norfolk (Broad)	1,527	-	(1,527)	-
Emergency Hardship Fund	1,294	-	(390)	904
Education Endowment Foundation	-	1,050	(1,050)	-
Big Lottery Uplift	-	12,697	(9,550)	3,147
Norfolk Community Foundation	-	1,000	(1,000)	-
The Children's Society	-	4,132	(3,461)	671
	13,087	55,130	(58,784)	9,433
DESIGNATED FUNDS				
CV-19 E+ Hardship	-	15,186	(10,476)	4,710
	-	15,186	(10,476)	4,710
Total	31,796	137,493	(111,037)	58,252
2019	Brought forward £	Income £	Expenditure £	Carried forward £
UNRESTRICTED FUNDS				
General funds	2,808	49,209	(33,308)	18,709
RESTRICTED FUNDS				
Big Lottery Funding	(282)	29,373	(30,001)	(910)
Awards for All (A4A)	-	9,983	(4,728)	5,255
KPE4	-	9,879	(5,106)	4,773
Bishop SW	4	3,980	(3,984)	-
Lewis Jarrett (Fast Class)	120	9,495	(8,762)	853
Vacuum Fund	348	-	(348)	-
Summer Programme	2,793	600	(3,098)	295
Voluntary Norfolk (Broad)	4,980	-	(3,453)	1,527
Emergency Hardship Fund	1,583	-	(289)	1,294
	9,546	63,310	(59,769)	13,087
Total	12,354	112,519	(93,077)	31,796

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

12 RESTRICTED FUNDS DETAIL

Broads - to introduce students to the area and landscape they now find themselves living in. To increase understanding, awareness & access to the Broads by delivering a programme of educational trips, creative courses and regular volunteering opportunities.

A4A - to support over 100 newcomers to Norwich in gaining skills relating to work and volunteering, exercise and wellbeing and integration and cultural exchange. This is delivered through a programme of courses, activities and events.

KPE4 - to support funding core costs of English+, student travel, teaching resources, staff and volunteer costs and in addition funding a number of short courses for students, eg cookery, swimming and a new weekly conversation class.

Norfolk Community Foundation - to fund online teaching and 121 support for 8 weeks

The Children's Society - to fund additional staff hours to enable the continuation of frontline services whilst building capacity to meet the many additional needs during this crisis situation.

Education Endowment Foundation - to support funding of summer holiday activity packs for families from BAME communities to support extra-curricular learning. Supported over 80 children from 35

DESIGNATED FUNDS DETAIL

CV-19 E+ Hardship - Throughout the year we have received a number of donations for our Covid Hardship fund. This is used to directly help students in a variety of ways - for example provision of food and general living costs, emergency housing costs, utilities, data top ups and devices, and travel for medical appointments.

UNRESTRICTED FUNDS DETAIL

The unrestricted funds are available to be spent for any of the purposes of the charity.

ENGLISH +

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

13 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2020 £	Designated Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £
Current assets	9,433	4,710	60,684	74,827
Creditors due within one year	-	-	(16,575)	(16,575)
	<u>9,433</u>	<u>4,710</u>	<u>44,109</u>	<u>58,252</u>
	Restricted Funds 2019 £	Designated Funds 2019 £	Unrestricted Funds 2019 £	Total Funds 2019 £
Current assets	13,087	-	37,701	50,788
Creditors due within one year	-	-	(18,992)	(18,992)
	<u>13,087</u>	<u>-</u>	<u>18,709</u>	<u>31,796</u>

14 PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the schemes are held separately from those of the charity in independently administered funds. The total pension cost charge represents contributions payable by the charity to the funds and amounted to £1,450 (2019: £1,226). No amounts are outstanding at year end (2019: £Nil).

15 RELATED PARTIES

In their roles as Trustees, the Trustees give their time and expertise freely without any form of remuneration or other benefit in cash or kind and did not claim any expenses.

There were no other related party transactions (2019: none).