

CAUSEWAY EDUCATION LTD

England & Wales · Charity number 1175109

Details

Other names	HE ACCESS NETWORK
Status	Registered
Legal form	Charitable company
Company number	09239703
Registered	2017-10-11
Register	View on the Charity Commission register

Contact

Address	Causeway Education Unit 2 168 Shoreditch High Street London E1 6RA
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Activities

Objects: THE ONLY OBJECTS FOR WHICH THE CHARITY IS ESTABLISHED ARE FOR THE PUBLIC BENEFIT TO PROMOTE THE EDUCATION OF PEOPLE UNDER THE AGE OF 25 IN THE UK IN PARTICULAR BUT NOT EXCLUSIVELY BY INCREASING THE CHANCES OF STUDENTS ACCESSING HIGHER EDUCATION, FURTHER TRAINING, APPRENTICESHIPS AND CAREERS ("THE OBJECTS").

Activities: Improving the life chances of children and young people in the UK by supporting them through key educational transitions

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** Children/young People

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£771,908	£777,622	£213,115	13
2024-03-31	£798,155	£792,716	£218,829	15
2023-03-31	£710,736	£715,357	£213,389	12
2022-03-31	£702,410	£558,973	£218,009	11
2021-03-31	£482,995	£647,451	-	-

Trustees

Name	Role	Appointed
Benjamin Gadsby		2024-02-05
Christine Kinnear		2020-07-08
IAIN LITTLEJOHN		2020-04-22
Michael Englard		2019-05-01
NATALIE WHITTY		2017-10-18
Nicola Ladier		2022-07-08
Penelope Peng		2022-07-08
Tirenioluwa Ajilore		2022-07-08

Accounts

Causeway Education Ltd

Report and Financial Statements for the year ended 31 March 2025

Company Number England 09239703

Charity Number England and Wales 1175109

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2024-2025 Highlights

Supporting young people to overcome barriers in accessing
higher education, apprenticeships and early careers

OUR SUPPORT IS **HIGH-QUALITY** AND **PRACTICAL**

In the past year we have

Delivered high quality workshops to **4,860 professionals¹**

Engaged **199 schools**

Delivered practical support through masterclasses,
mentoring and online tools to **15,096 young people**

and

Indirectly reached **86,060 young people**

WE ARE **COLLABERATIVE** AND **EVIDENCE-LED**

We strengthened Causeway's impact across our three core strands: training and consultancy, student programmes, and practical resources. We expanded our national training offer for school and college leaders, including piloting the first Careers Leadership programme for Executive Headteachers and MAT CEOs.

Our partnerships with universities, charities and employers enabled us to deliver high-quality workshops, mentoring and targeted support for applicants and offer-holders, with programmes such as Smart Start, Application Mentoring and our Bristol tutoring offer achieving excellent engagement and feedback.

New initiatives, from Mission 44's STEM careers resource to our robotics outreach with The National Robotarium, opened pathways into emerging sectors. We also enhanced OSCAR, our sector-leading application platform, to better support students and teachers with the changing admissions landscape.

Across all areas, our work reached thousands of students and professionals, helping them make informed, ambitious decisions about their futures.

Further information on our impact and achievements can be found on pages 12-19.

We exist to make sure that progression is not determined by privilege

Company information

Trustees

- Iain Littlejohn (Chair)

¹ Including teachers and outreach professionals from universities and employers

- Natalie Whitty
- Michael Englard
- Christine Kinnear
- Penelope Peng
- Nicola Ladier
- Tirenoluwa Ajilore
- Ben Gadsby
- Andreas Pipke (resigned 27/9/2024)

Registered office

Causeway Education
Second Floor
168 Shoreditch High Street
London E1 6RA

Independent Examiners

Lucy Hammond
Kreston Reeves
Second Floor
168 Shoreditch High Street
London E1 6RA

Bank

Unity Trust Bank
4 Brindley Place
Birmingham
B1 2JB

Directors and key personnel

- Sam Holmes, CEO
- Clare Addy, Director of Partnerships
- Aron Rouse, Head of Programmes

Trustees' report

Our mission

Supporting young people to overcome barriers in accessing higher education and apprenticeships.

We exist to make sure that progression is not determined by privilege.

With the right support in exploration, choices and applications, all young people can find and realise their ambition. In our unequal society, some young people face far greater challenges than others in accessing higher education. Dedicated teachers, advisors and outreach professionals work tirelessly on redressing these inequalities. We are there for all those confronting these barriers, helping to bring about:

- 1. Expert support**

We give teachers the skills and resources they need to ensure all their students can navigate HE applications effectively.

- 2. Transformational outreach**

We help universities, charities and corporates to develop initiatives which inspire *and* equip participants to take their next steps.

- 3. Outstanding applications**

We support students directly, providing impactful workshops and mentoring to help them successfully clear the hurdles of a complex application process.

Public benefit statement

The only objects for which the Charity is established are for the public benefit to promote the education of people under the age of 25 in the UK in particular but not exclusively by increasing the chances of students accessing higher education, further training, apprenticeships and careers.

Our values

Our work is:

1. High-quality

Our impact is greatest when the quality of our work is highest.

- We bring strong expertise in the areas where we work.
- We are passionate about what we do, and this motivates us to strive for constant improvement.
- We believe high quality is achieved through an open, honest and critical approach to our own work and that of our partners.

2. Collaborative

Our mission is shared by a vast range of individuals and organisations – through supporting each other we can reach more individuals with higher quality interventions.

- Everyone we work with is a partner.
- We work hard to understand our partners, recognise their expertise and speak a common language.
- We are approachable and empowering in the support we provide.

3. Practical

Take-up of our support is greatest when it is easy to implement.

- We provide actionable support to partners in the form of user-friendly tools and sector-leading resources
- We apply our extensive first-hand experience of working with schools, colleges and universities to develop frictionless strategies for improving application support

4. Evidence-led

The best solutions build on the greatest accumulation of insights

- We take time to understand problems in detail, identify needs and form considered solutions
- We apply insights from published research as well as our own evaluation data and practical experience

Our key programmes

Our work at Causeway falls into three main strands:

1. Training, research and consultancy for teachers and outreach professionals at universities, charities and employers
2. Workshops and mentoring for students
3. Practical resources

Our key programmes in each of these areas are outlined below.

Training, research and consultancy

CEC Careers Leader Course

In partnership with The University of Wolverhampton and Complete Careers, we continue to deliver a Level 7 accredited training for senior careers leaders. Participants range from senior leaders at schools, colleges and alternative provision, to those with responsibility for careers across Multi Academy Trusts. The training supports participants to identify and lead change in a key area of practice, using careers education as a lever for whole-institution improvement. This year we piloted a version of the training specifically for Executive Headteachers and Multi Academy Trust CEOs in partnership with Kent and Medway Careers Hub – the first training of its kind nationally. Feedback was extremely positive and we are looking into rolling this out across other regions.

Sutton Trust Teacher Champions

The programme supports schools and 6th form colleges to increase progression to competitive HE courses through an annual series of best-practice webinars. These focus on enhancing ongoing systems of support for students and have been distilled from analysis of relevant research, as well as Causeway's extensive experience in this area.

The Sutton Trust were pleased with how the 2024/25 cycle went and we continue to receive consistently good feedback from participants. The 1-page summary was implemented to supplement the PowerPoints sent out to attendees in response to feedback from last year. Some participants were keen to see more examples of good practice which will be incorporated, where possible, next year.

Looking ahead to next year, a partnership with Advancing Access is planned to grow the programme further.

Student workshops and mentoring

Application Mentoring

Our Application Mentoring supports students through the admissions process to Higher Education, particularly in the last, most decisive stages. Students follow subject-specific pathways developed by academics and teachers and get support from an expert mentor trained in applications. We deliver the programme for a number of partners, including the Sutton Trust and Wadham College, Oxford.

Offer-holder support/tutoring

In 2024-25, we delivered a pilot version of our offer-holder tutoring work with the University of Bristol. This involved target groups of Year 13 students being provided with a series of academic workshops and tutorials in the lead up to the A-Level exams. Students were assigned to maths or further maths groups in a bid to meet the entry requirements for selected courses. The added benefit of the support was the opportunity to meet prospective peers from similar backgrounds.

We also delivered the offer-holder tutoring programme for Lucy Cavendish College, Cambridge, for the fourth year.

A&O Shearman Smart Start - Smart Start Week & Smart Applications

The Smart Start Experience continues to be hugely popular – over 1300 students registered for the initial Smart Choices webinars, and over 680 students applied for Smart Applications/Smart Start Week.

Causeway Education maintained responsibility for the full project cycle, from recruitment (including designing, delivering and recruiting for Smart Choices insight webinars at the start of the process) to the design, delivery and overarching project management of both Smart Applications and Smart Start Week.

Smart Start Week involves the final cohort of attending a Launch Day, followed by 5 days in A&O Shearman's office. Smart Applications is an 8-part webinar series, originally designed during the height of the pandemic, and includes an in-person insight event at A&O Shearman for the most engaged students.

Access Ashurst

We continue to deliver workshops on personal statements and the LNAT as part of the Access Ashurst work experience scheme.

Janus Henderson Scholarship

We provide support for Janus Henderson's Scholarship UK programme. Students from social mobility backgrounds who have an interest in pursuing a career in asset management/finance attend industry insights and transition support webinars before receiving a £2000 grant over the course of their first year at university. Causeway Education provide ongoing support, in the form of scheduled check-in calls which give students the chance to reflect on their personal, academic and professional growth and progress throughout their first year in higher education, as well as to check in on their financial management and use of the scholarship funds.

Watson Farley & Williams (WFW) – Introduction to City Careers – Insights Workshops

We partner with WFW to deliver a 3-day 'City Careers' insight event for up to 20 Year 12 students, a project growing from initial 1-day workshops. The objectives are to highlight career opportunities in a city law firm, identify and develop employability skills and network with WFW volunteers. The event includes mock interviews, a negotiation game, a personal statement workshop, business development and commercial awareness tasks and WFW-specific workshop activities. Causeway Education also train WFW volunteers to become mentors on OSCAR and students are paired with a WFW mentor to support them in writing their personal statement.

As part of this work, Causeway provide the following support:

- Student targeting, recruitment and selection
- Participant management and engagement
- Session Delivery
- Mentor training and mentoring

The National Robotarium

We work with The National Robotarium to deliver a careers programme for Robotics and AI careers across KS3. In 2023-2024, this included a student webinar that covered the following:

- The changing landscape of Robotics and AI careers
- Case studies of using Robotics and AI to solve real-world solutions
- Q+A with engineers from the National Robotarium and Ameca – the world's most advanced humanoid robot

Beyond the webinar, school groups entered a competition to win a starter robotics kit. Their competition had to be a new or existing AI or Robotics solution to a real-world issue from a range of topics, such as clean energy, accessing healthcare and preserving marine environments. This iteration of the programme reached 16 schools and 667 students, with 5 schools and 42 entries for the competition.

Resources

OSCAR

OSCAR (Online System for Completing Applications & References) is our online platform which has been designed with outstanding university applications in mind. OSCAR (which continues to be a sector leader) supports students to develop competitive, subject-focused personal statements and teachers to produce effective references. It allows students to submit drafts of their personal statement for review and teachers or mentors to submit line-by-line feedback and comments. OSCAR is a free tool available to all state schools in the UK.

Key achievements in the year

Training, research and consultancy

Sutton Trust Teacher Champions

For the fifth year, we successfully delivered the programme as a national online scheme. In collaboration with the Sutton Trust, we achieved:

- 976 session attendees
- Estimated student reach of 58,000
- 97% of respondents rated the sessions as good or outstanding
- 95% of respondents said that they found the sessions to be very useful or useful
- 87% of respondents agreed that the sessions would help them in the day-to-day practice of their role

Student workshops and mentoring

Smart Start

We worked with A&O Shearman (previously Allen & Overy), to deliver the Smart Start work experience programme and Smart Applications (the online alternative programme that was originally designed during the height of the pandemic).

At the start of the recruitment process, Smart Choices events were held online and in-person in key cold spot areas, to encourage participation from students across the UK and with an aim to encourage those from cold spot areas to apply for both Smart Start Week and Smart Applications.

The in-person week was refined to involve a clear structure for the week, with each of the five days focused on a different key skill – from exploration to negotiation. The content was revamped to improve engagement and learnings for the participants, and to allow improved involvement from A&O Shearman professional volunteers.

Prior to the week itself, we introduced two rounds of one-to-one calls for all participants, giving students personalised opportunities to ask questions and discuss any concerns ahead of the week.

Smart Applications (the online alternative programme) saw almost 250 students attend a minimum of two webinars, with more than 70 of those students going on to also attend a mock interview and more than 40 attending the in-person event. Six of the eight webinars were supported by volunteer from A&O Shearman, from a range of departments across the firm.

Sutton Trust Online

We delivered a series of 33 live webinars on personal statements, admissions tests and interviews to 1071 students on the Sutton Trust Online platform.

Offer-holder support

Our strong partnership with the University of Bristol continued as we built on the previous year's pilot to deliver offer-holder support to a second cohort of prospective undergraduates ahead of the A-Level exams. The remit was to provide maths tutoring to offer-holders that met the criteria for the university's key target groups (based on being statistically less likely to achieve the required grades). Following a review of the pilot, we strengthened the flow of communication for students being handed over from the university to Causeway and made improvements to associated onboarding resources for students.

Mission 44

We partnered with Mission 44, founded by Lewis Hamilton, to design a resource to outline the different STEM roles in motorsport across the entire process of developing a car from design to race day. The purpose was to support with increasing the diversity of the motorsport sector by providing disadvantaged students with insights about opportunities and pathways that they may not have otherwise been aware of. The direction and format were informed by a combination of student engagement and input from companies in the motorsport sector.

BBC

We secured the funding to pilot an apprenticeships outreach programme for students who met the criteria for being a young carer; deepening our expertise in supporting young people with these life experiences.

JINC Pilot

We secured initial funding from A&O Shearman and the HG Foundation to pilot components of the JINC model in London. JINC's proven model of work experience has helped over 80,000 students in the Netherlands and Belgium to explore their futures with confidence. This initial funding helped us on the way to launching our Modern Work Experience programme – a new approach to work experience that will give all state-educated young people in the UK meaningful, skills-based encounters with the world of work.

Resources

OSCAR

We have continued to make various improvements to the OSCAR platform. The underlying platform was updated to ensure access to ongoing security and feature updates. Mobile usability was improved, making life easier for the third of users that access OSCAR via a mobile phone. A new course lookup tool was added to support our Undermatch programme. The personal statement builder was re-written to reflect the changes in the personal statement on the UCAS application form for 2026 entry applicants.

Impact highlights from FY 2024-2025

Application Mentoring 2024

95% of our 2024-25 cohort rated the feedback and guidance that they received from their mentors as helpful or very helpful. 95% felt confident that they'd written a high-quality personal statement.

- *"I found the experience really helpful as I had no clue how to start beforehand. My mentor alongside the stages provided on Oscar allowed me to break down each part of my personal statement and gave me a broad overview of what I would write. I wouldn't have been able to do it without this."*
- *"Starting with little understanding of how to approach my personal statement, I felt entirely lost and overwhelmed. However, my mentor guided me through every step of the process, offering support, encouragement, and invaluable advice that helped me effectively showcase my strengths and experiences. Their guidance was crucial in helping me feel confident in crafting a personal statement."*
- *"I had no clue where to start with my personal statement. The prompt questions helped me get all my ideas out and made it clear what I could include in my personal statement. My mentor was just incredible. I can't express how grateful I am for them. After sending my UCAS off, many of my peers and teachers read my final personal statement. Many of them said it was amazing and some even said that it was the best personal statement they've read this application year. It made me feel very confident. I've also had offers from my first and second choice universities and therefore feel so proud of my personal statement. The line by line feedback from my mentor was super helpful. My mentor would give me further prompt questions to help develop my points and articulate them in relation to my chosen course."*
- *"It was really assuring to have someone I could contact at any time. She gave specific feedback, was extremely helpful and supportive with amazing advice and life experience. I really wouldn't have written something I'm this pleased with without her!"*
- *"This experience has been very empowering, and I am privileged to have had the opportunity, to increase my chances when applying to highly competitive courses."*

Smart Start 2024

- 100% of participants rated the Smart Start Week outstanding, very good or good.
- Smart Start Week 2024 received an NPS score of 82
- 100% of participants said that Smart Start improved their motivation to reach their career goals
- 100% of participants said that Smart Start gave them an idea of what they'd like to do for a career in the future

"I feel as though throughout my participation in this week I have developed upon my key skills and gained so much more confidence to speak to new people and gain knowledge from experienced lawyers at the firm. I have really enjoyed the experience with every day making if me learn new things about myself by pushing me out of my comfort zone!"

"I have developed a clear understanding of my career objectives and created a structured plan to achieve them. Additionally, I have been actively seeking opportunities for professional growth and networking, which has significantly boosted my confidence and motivation."

"Each task was designed to mirror actual situations faced in a legal environment, which made the experience incredibly practical and engaging. I enjoyed the diversity of the challenges, from research and negotiation to problem-solving and teamwork, as they pushed me to think critically and creatively. The variety of activities also allowed me to explore different aspects of the legal profession, gaining a deeper understanding of the skills required in each area. The hands-on nature of the tasks made the learning process dynamic and interactive, helping me to build confidence and develop key professional skills. Overall, it was the combination of practical learning, skill development, and the chance to collaborate with others that made the experience so rewarding."

"This experience has solidified my passion for law, giving me a clear understanding of how my skills and interests align with the profession. The practical exposure has not only strengthened my commitment to pursuing legal studies but has also inspired me to strive for excellence in my academic and professional endeavors."

Lucy Cavendish Offer-holder tutoring 2024

"I would say that this scheme has only amplified my desire to study English at University, and has eased the initial nerves that I had felt. I think there is naturally this aura around studying at Cambridge, one which is intimidating and where you find yourself self-doubting that you could thrive there, or that you won't find people who are similar to you. Yet this scheme has challenged all those fears, introducing me to the supervision style discussions, adding workload to my A-Level syllabus and helping me become prepared for studying at higher education. I feel much more prepared than I did previously for studying English as I believe I am in a better place to be able to write more concise essays, and also really enjoy my undergraduate degree"

"I found the ease of communication and prompt responses extremely useful. The tutors were very kind, very helpful and extremely patient. No question is too small or too big so you feel very comfortable asking them for additional help explaining a concept/reviewing the work. Speaking with other students was also very nice as it gave me the opportunity to network before starting the course, and helped me experience how work at Cambridge would be like."

"Having a small group allowed direct responses from the teacher compared to a regular school classroom (for me) where a teacher has 30 students and cannot take the individual time."

"It definitely helped me understand both what I would expect on the jump to university, and what is expected from in return- something necessary for me as a first-generation student attending university in my family."

"I found it useful as I was able to gain additional support that I was not getting from my A level teachers especially in terms of being able to ask questions and have pieces of work looked at by an external person."

The National Robotarium

- Total number of schools in attendance: 16
- Total number of students: 667
- Total number of schools in competition: 5
- Total number of entries: 42
- Score of 9.6/10 for recommend to a colleague
- 100% rated the student webinar good or outstanding
- 89% rated the student webinar very useful or useful

"Interacting with the humanoid robot was definitely the star of the webinar. They were inspired by the speakers and curious to know more. There was not end to the questions they wanted to ask"

"Information about careers and interacting with Ameca. I'm afraid the humans, however good, don't stand a chance!!"

"Seeing Ameca, this was a great experience for the students and it really stole the show."

Sweaty Betty Foundation

307 girls between Year 8 – Year 10 involved in workshops across 10 different schools (13 school workshops in total).

Across all workshops, 187 students set a pledge that registers an intention of positive behaviour change. Some examples of pledges can be seen below, as well as all pledges in the appendix. The reference to elements of the workshop e.g. physical activity in helping a student to manage their wellbeing, improve their skills or set goals, are positive in seeing the impact of the workshop on behaviour change.

87.3% found rated the session good or outstanding

93.1% found the session at least somewhat useful, 66.5% found it useful or very useful

"I would like to pledge to do more walks in the park over the next 3 months to clear my mind and help stabilise my wellbeing and develop the skill of mindfulness."

"I pledge to work on my time management skills by incorporating physical activity into my free time. Specifically, I would like to work on my team sports with friends in school and do more walking when I can't find anything else to do instead of unhealthy habits like going on my phone"

"I am going to start to go swimming again with my friends every morning for at least an hour. I will know I have accomplished it when I can swim in the deep end without being scared I will drown. This would my fear for swimming and drowning, hope to achieve this in the next 4 months"

"My pledge is to better my wellbeing is to stay loyal to one specific hobby for a month to see how it effects me as a person. This hobby can be reading, yoga, playing a musical instrument. This will allow my mind to be at rest, improving my skills on time management and listening and mindfulness. I will check up on this at the start of the new year"

The Institute of Chartered Accountants in England and Wales (ICAEW)

We partnered with ICAEW to develop and produce Rise resources to support teaching staff in engaging their students by bringing real-world scenarios to the classroom, allowing them to build their skills associated with the Skills Builder Universal Framework, such as: staying positive, leadership and aiming high. The resources included:

- Writing: *crafting reassuring responses to worried colleagues*
- Grammar: *mastering persuasive language for a much-anticipated press release*
- Reading: *analysing statements used in a battle over intellectual property*

Reach for financial year 2024-25

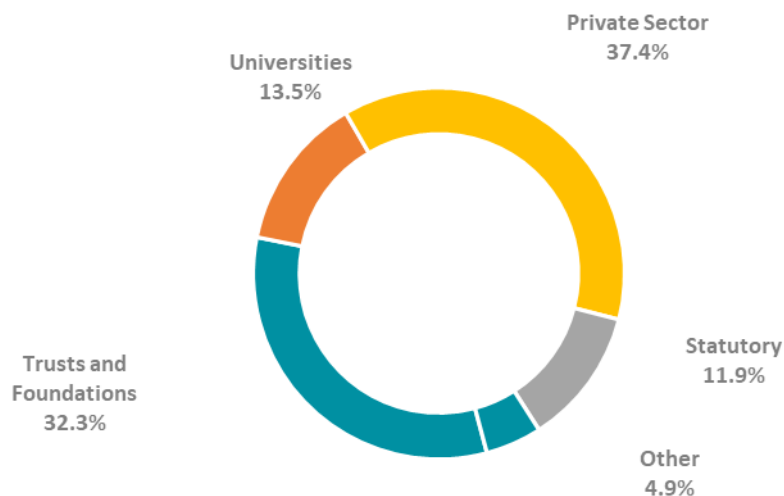
<u>Project</u>	<u>Schools direct reach</u>	<u>Professionals direct reach</u>	<u>Students direct reach</u>	<u>Professionals indirect reach</u>	<u>Students indirect reach</u>
Application Mentoring	0	111	430	0	0
Modern Work Experience	0	18	160	0	0
Offer holder support	0	0	113	0	0
OSCAR for schools	155	3,191	10,838	0	0
Resources, training & consultancy	0	1,345	0	4,035	80,700
Smart Start	0	6	1,268	0	0
Student workshops (3rd sector – Sutton Trust Online)	0	0	1,071	0	0
Student workshop (employers)	10	38	1,073	0	0
Student workshop (school)	3	0	143	0	0
Undermatch	31	56	0	168	3,360
Other events & small projects	0	95	0	0	0
Grand totals	199	4,860	15,096	4,203	84,060

Notes:

- Schools: A primary- or secondary-level educational institution with a DfE number (or equivalent), from which people – either staff or students – have benefitted from our services.
- Professionals: People we are training as part of their job, or as work they have volunteered to do, and who work with students.
- Students: Young people who we would consider the ‘end users’ of our services, such as our mentoring programmes and student-facing events
- Direct reach: People (or organisations) who we have directly worked with, trained, or mentored.
- Indirect reach: People who have benefited second-hand from people we have reached directly (for example students who benefit from a professional, such as teacher, who we have trained). We currently only measure indirect reach for the Teacher Champions, Career Leader Training and Undermatch programmes.
- ‘Other events and small projects’ covers one-off events that are not part of a larger programme, such as workshops, training sessions or events.

How we are funded

Causeway’s funding comes from a large range of partners. Our largest single funder is The Sutton Trust, funding various programmes. These included Teacher Champions, Application Mentoring, and the Online digital platform tool.



Future strategic plans

Our vision is for all young people to experience a high-quality careers programme which ensures they identify and secure a destination that is right for them, and we see Causeway's role in achieving this as providing a comprehensive careers programme to schools/colleges. Our landscape review of existing careers education activity in England flagged up a gap for this type of programme. Our partnership work with the Dutch charity JINC has provided a blueprint for this, which we are adapting to the context in England. We aim to work with the secondary schools/colleges facing the greatest barriers, supporting them to achieve progression to matched HE and apprenticeship destinations across their whole cohorts. To achieve this, we will develop an impactful programme of careers support that is:

- **Comprehensive**
Equipping the whole cohort to understand multiple sectors and access any destination (higher education as well as apprenticeships and technical education routes)
- **Joined-up**
A multi-year, mapped out, progressive journey, including external encounters, in-school activities and the training and support to integrate it into school life
- **Frictionless**
An accessible, professional and high-quality service which relieves the burden on schools and employers.

By 2029, we aim to have a national programme operating from regional hubs, providing schools/colleges with an integrated package of careers encounters, HE encounters, HE and apprenticeship application support, and careers leader training.

How we manage our affairs

Trustees

Causeway Education is a charitable company limited by shares, incorporated on 29 September 2014 and registered as a charity in England and Wales on 11 October 2017.

The company was established under a memorandum of association detailing its objects and powers and is governed under its articles of association by a Board of Trustees.

The Board's work includes critical analysis of the strategic plans and agreeing our financial plan. The Board acts on advice and information from regular meetings with the Senior Management Team. They are also responsible for management of the Chief Executive Officer.

All our trustees give their time voluntarily and receive no benefits from the organisation. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

In 2024-25 the Board had four meetings. Each meeting has a set agenda that usually involves, but not limited to, reviewing Charity performance, strategy, policy and the organisations risks and mitigating actions.

Appointment of Trustees

The appointment of trustees is governed by our Articles of Association. Our trustees are also directors of Causeway Education for the purposes of company law.

Trustee induction and training

We make new trustees aware of their legal obligations under charity law and company law. Our induction programme for new trustees includes an overview of our decision-making processes, our strategic aims, and our recent performance. As part of our safer recruitment processes we ensure trustees have an enhanced DBS, provide two references and take online safeguarding training. Trustees are invited to see our programme delivery in action. We involve trustees in specific pieces of work depending on their interests and expertise. They are also invited to specific Trustee related training courses run by external suppliers.

Trustee decision making

Pay policy

Our trustees are responsible for the annual salary review for staff in the organisation on recommendation of the Senior Management Team, at which pay is normally increased in line with annual inflation (RPI). Trustees review and approve appointment salaries and salary increases for senior staff; appointment salaries and salary increases for junior staff are reviewed and approved by the senior management team. Recruitment panels for senior management must include at least one trustee

We have a formal pay policy that covers the pay of individual roles as well as the individuals within the roles to ensure fairness, transparency and stability across the organisation.

Trustee responsibilities

Our trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires our trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.

- State whether applicable UK Accounting Standards and statements of recommended practice 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.

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

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

Shareholders of the charity will lose their shares in the event of the charity winding up. The total number of such guarantees at 31 March 2025 was 10 (2024: 10). The trustees are shareholders of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity and this is monitored by each board member completing their declarations of interest.

Compliance information

Data protection

Our policies and procedures are robust and we meet the General Data Protection Regulation, in effect from May 25 2018. We are registered with the Information Commissioner's Office.

Fundraising

We comply with all relevant statutory regulations and with a range of codes of practice and standards. We are members of the Institute of Fundraising and are registered with the Fundraising Regulator. We are committed to best practice and to responding to and learning from any complaints we receive; our complaints procedure is published on our website. Our fundraising promise, also published on our website, is to

- Commit to high standards
- Be clear, honest and open
- Be fair and reasonable
- Be accountable & responsible

We do not use volunteers to fundraise, and we do not fundraise from members of the public.

Whistleblowing policy

Our whistleblowing policy protects anyone who discloses concerns from discrimination.

Child safeguarding

All staff, volunteers, contractors, and third-party organisations with whom we partner are bound by our Child Safeguarding policy and procedures. All staff, contractors and volunteers are required to

complete child safeguarding training as part of their induction. We publish our Child Safeguarding Policy on our website and have a dedicated e-mail address to which concerns can be reported.

Equal opportunities

We are committed to the principle and practice of equal opportunities in employment, recruitment, and programme delivery.

Anti-bribery, anti-corruption and anti-fraud policies

Our Anti-Bribery and Anti-Corruption policy and our Anti-Fraud policy and related procedures ensure that we have controls and processes designed to prevent and detect fraud and dishonesty. We investigate any allegations that arise and take appropriate action where needed.

Independent Examiner

Lucy Hammond of Kreston Reeves LLP is the charitable company's independent examiner and has expressed her willingness to continue in that capacity.

Financial review

This year, the charity has continued to expand the number of partners we work with, further strengthening our income base. Both costs and income have decreased slightly, leading to a small deficit (£5.7k).

Income has decreased slightly from £798k to £772k, a 3% decrease. The proportion of our total income which comes from The Sutton Trust reduced from 31% to 28%, and the proportion of our income which comes from Allen and Overy Shearman reduced slightly at 14%.

Expenditure has decreased by 2%, from £793k to £778K.

Risks & uncertainties

Our trustees are responsible for ensuring proper risk management processes are in place. A formal risk register has been formulated and agreed, and trustees discuss risks and uncertainties at each trustee meeting.

The trustees consider that the most significant risks facing the charity are:

- Shortfalls in future funding. The organisation regularly monitors and reports on the future funding opportunities that the charity has at least a year into the future. Over the past year, the charity has continued to consolidate and expand our most secure income streams, as well as developing a number of new projects.
- Cash flow. Due to the current economic conditions, the organisation is at risk from sudden cash flow shortfalls in the medium term. The senior management team along with the Trustees regularly monitor cash flow forecasts over 12 months in the future highlighting significant risk that cash will fall below a safe level considerably in advance of it happening, with agreed actions in place should this occur.
- Information security breach. With the increasing shift towards online working and service delivery, the security of our IT systems and our online platform (OSCAR) have become even more important. To ensure the organisation has a very high level of protection in place, we have obtained Cyber Essentials Certification and carried out a comprehensive audit and penetration test of OSCAR (refreshed on a monthly basis). We also have specific insurance to cover this area.

Reserves and reserves policy

Reserves have decreased slightly from £218k, to £213K. The total funds of the charity, excluding the share capital, have been classified as either Unrestricted or Restricted funds.

The balance of restricted and unrestricted has changed over the year as The Sutton Trust income is now treated as purchase of services rather than a grant.

All unrestricted funds are free reserves to be used at the trustees' discretion to take advantage of opportunities or to mitigate against negative financial impact of unforeseen events. As at the end of the financial year, these stood at £195k, (2024: £51k).

Restricted funds, which are not available for general purpose, have decreased to £18k, (2024: £168k). Further details of the restricted funds can be found in note 11.

The charity has no investments or tangible fixed assets.

The reserve policy of the charity is to maintain available funds above a level equal to three months of overheads, with cash flow forecasts being monitored regularly. This usually equates to approximately £100,000. If within three months the available funds are due to fall below this safe level, an extraordinary meeting of the Trustees is called to decide if any immediate actions are required. At 31st March 25, reserves are above the level required by the policy as funding has been received that will be paid to suppliers.

Going concern

The Charity has £213k in reserve and with plans to maintain a comfortable surplus in the coming year.

The trustees' annual report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 8/12/25 and signed on their behalf by



Iain Littlejohn

Causeway Education – Chair of Trustees

Independent examiner's report to the members of Causeway Education

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 26 to 39.

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 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

Signed:



Lucy Hammond BSc FCA
Kreston Reeves LLP
Second Floor
168 Shoreditch High Street
London E1 6RA
Date: 18 December 2025

Causeway Education

Statement of financial activities

For the year ended 31 March 2025

		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2025	2025	2025	2024	2024	2024
	Notes	£	£	£	£	£	£
Income from charitable activities:							
Resources	3	107,460	29,752	137,212	167,080		167,080
Training, Research and Consultancy	3	109,835		109,835	81,088		81,088
Student Delivery	3	486,117	37,458	523,575	325,248	223,513	548,761
Other Income	3	1,286		1,286	1,226		1,226
Total Incoming Resources		704,698	67,210	771,908	574,643	223,513	798,155
Expenditure from:							
Direct Programme Costs	4	- 174,883	- 4,270	- 179,153	- 107,391	- 68,813	- 176,204
Staffing Costs	4	- 373,666	- 74,177	- 447,843	- 329,091	- 125,276	- 454,368
Other Costs	5	- 72,101	- 15,689	- 87,790	- 61,292	- 38,818	- 100,110
Total cost of charitable activities		- 620,650	- 94,137	- 714,787	- 497,774	- 232,907	- 730,682
Raising Funds:							
Research Costs	5	-		-	-		-
Fundraising activities	5	- 62,835		- 62,835	- 62,034		- 62,034
Total Resources Expended		- 683,485	- 94,137	- 777,622	- 559,809	- 232,907	- 792,716
Net Income for the year		21,213	- 26,927	- 5,714	14,834	- 9,395	5,439
Transfers between funds		122,791	- 122,791	-			-
Net Movement in Funds		144,004	- 149,718	- 5,714	14,834	- 9,395	5,439
Reconciliation of funds:							
Total funds brought forward		50,741	168,078	218,819	35,907	177,472	213,379
Total funds carried forward		194,745	18,360	213,105	50,741	168,078	218,819

The statement of financial activities includes all gains and losses recognised in the year.

Causeway Education

Statement of financial position

As at 31 March 2025

		2025	2024
	Notes	£	£
Current Assets			
Debtors	8	139,791	90,254
Fixed Assets		-	-
Cash at bank and in hand	15	209,685	381,644
		349,476	471,898
Creditors: Amounts falling due with one year	9	(136,361)	(253,069)
Net Assets		213,114	218,829
Unrestricted Funds	10	194,745	50,741
Restricted Funds	11	18,360	168,078
Share Capital	18	10	10
Total Funds		213,115	218,829

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

Approved by the trustees on 08/12/2025 and signed on their behalf by Iain Littlejohn



Causeway Education – Chair of Trustees

Causeway Education Statement of cash flows

For the year end 31 March 2025

			2025	2024
	Notes		£	£
Net cash used in operating activities	15		(173,185)	198,889
Interest			1,226	1,226
Net cash from investing activities			1,226	1,226
Change in cash and cash equivalents			(171,959)	200,116
Cash brought forward			381,643	181,528
Cash carried forward	16		209,685	381,643

Notes to the accounts

1. Accounting policies

These accounts have been prepared in accordance with “Accounting and Reporting by Charities” the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting standard applicable in the UK and Republic of Ireland (FRS 102), effective 1st January 2019. The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. The charitable company’s accounts are prepared in British Sterling and rounded to the nearest Pound.

1.1 Going concern

At the time of approving the accounts, the trustees believe that Causeway Education has adequate resources to continue trade into the foreseeable future. These accounts have therefore been prepared on a going concern basis. The trustees have reviewed the accounts, funding and liquidity of the charity and agree that there are no material uncertainties that prevent it operating.

1.2 Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

1.3 Incoming resources and funds

All income in the accounts is recognised if the charity has entitlement to the funds; it is probable that the income will be received; and the amount can be measured reliably.

Income is assessed as either unrestricted- and can be used at the discretion of the trustees to further the charitable objectives-or restricted-and subject to specific conditions by funders as to how it is used. Expenditure attributable to these resources is charged to the funds.

Income should be recognised in year received or receivables, whichever is earlier, unless funder specifies for future financial period, in which case it is deferred.

1.4 Support costs

Support costs are those functions that assist the work of the charity but do not directly influence charitable objectives. These may include but are not limited to finance, office costs, payroll and governance. Agreements with funders mostly have a support cost allocation included and therefore these accounts include this allocation where applicable and charged to the appropriate fund.

Most of the employees of the charity can and have been allocated to the programme that they predominately support.

Remaining support costs are re-allocated to each of charitable activities based on the size of the corresponding activity

1.5 Fixed assets

It is the policy of the charity that any assets purchased over the value of £5,000 will be capitalised.

As at 31 March 2025, there have been no assets purchased over £5,000 and therefore currently the Charity has no fixed assets.

1.6 Corporation Tax

Causeway Education became a charity in October 2017. The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or 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 charitable purposes.

1.7 Financial Instruments Policy

The charitable company 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 settlement value.

1.8 Pension Policy

The charitable company offers a defined contribution pension scheme, and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year.

1.9 Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

1.10 Expenditure and irrecoverable VAT

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 recognised on an accruals basis as a liability incurred, including any VAT which cannot be fully recovered.

Fundraising is the costs of raising funds related to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering the Access Champions and other programmes undertaken to further the purposes of the charity and their associated support costs.

Research and Policy is the costs associated with evaluation of the work being done by the charity and to influence government policy to further the work of Causeway Education.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.11 Debtors

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

1.12 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash is also held by an outside company for the purposes of loading onto prepaid corporate cards to be used by employees for general expenses, these funds are also included.

1.13 Creditors

Creditors and provisions are recognised where 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

A doubtful debt provision has been made on a case-by-case basis depending upon the likelihood of receipt and age of debt.

2 Statutory information and status of the charity

Causeway Education is a registered charity limited by shares and is incorporated in England. Its registered office and principal place of business is Second Floor, 168 Shoreditch High Street, London E1 6RA

3 Income from charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Trusts and Foundations	200,917	48,379	249,296	22,649	212,413	235,062
Universities	104,181	-	104,181	93,783	11,100	104,883
Statutory	92,193	-	92,193	143,936	-	143,936
Private Sector	269,588	18,831	288,419	299,810	-	299,810
Schools and Colleges	36,533	-	36,533	7,299	-	7,299
3rd Sector	-	-	-	5,940	-	5,940
Other Income	-	-	-	-	-	-
Bank Interest	1,286	-	1,286	1,226	-	1,226
Total	704,698	67,210	771,908	574,643	223,513	798,155

4 Programme costs

Included within programme costs is restricted expenditure of £94,137 split between The Sutton Trust Summer Provision, Application Mentoring UCL and Sutton Trust Teacher Champion Programmes

		Direct Programme Costs				
	Staffing	Freelancers	Direct Costs	Support Allocation		Total
	2025	2025	2025	2025		2025
Programme	£	£	£	£		£
Sweaty Betty Workshops	(22,730)	(1,160)	(1,126)	(5,003)		(30,019)
JINC	(51,448)	-	(1,984)	(10,686)		(64,118)
Other Programmes	-	(174,883)	-	(445,767)		(620,650)
Total	-	(74,177)	(3,110)	(461,456)	-	(714,787)

The Charity received no benefits in kind for the Financial Year 2024-25.

Programme costs (Prior Year)

	Staffing	Freelancers	Direct Costs	Support Allocation		Total
	2024	2024	2024	2024		2024
Programme	£	£	£	£		£
Sutton Trust Summer Provision	(94,859)	(62,624)	-	(31,497)		(188,980)
Application Mentoring UCL	(22,463)	(5,839)	-	(5,660)		(33,962)
Sutton Trust - Teacher Champions	(7,955)	(350)	-	(1,661)		(9,966)
Other Programmes	-	(107,391)	-	(390,383)		(497,774)
Total	(125,276)	(176,204)	-	(429,201)		(730,682)

5 Support and general costs

	Staffing	Other	Total	Staffing	Other	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Support and General Costs						
Executive, Governance and Finance	(106,462)	(4,919)	(111,381)	(110,383)	(13,568)	(123,952)
IT, Communication and Evaluation	(45,720)	(45,382)	(91,102)	(41,934)	(27,464)	(69,398)
Overheads	-	-	-	-	-	-
General Programme Costs	(221,483)	(37,490)	(258,973)	(176,775)	(59,077)	(235,852)
Support Total	(373,666)	(87,791)	(461,457)	(329,092)	(100,110)	(429,201)
Research & Policy	-	-	-	-	-	-
Fundraising activities	(62,835)	-	(62,835)	(62,034)	-	(62,034)
Grand Total	(436,501)	(87,791)	(524,292)	(391,126)	(100,110)	(491,236)

6 Governance Costs

	Total	Total
	2025	2024
	£	£
Stated after charging:		
Independent Examination Fee	(3,200)	(2,430)
Trustees Expenses	-	-
Operating Lease on property	-	-

7 Employee information

		Total 2025	Total 2024
Raising Funds		1	1
Charitable Activities		10	12
Support (Including Governance)		2	2
Average Employees		13	15
Staff Costs Including directors' remuneration		Total 2025	Total 2024
		£	£
Wages and Salaries		(453,429)	(458,308)
Social Security		(43,704)	(33,439)
Pension		(24,875)	(23,640)
Total		(522,009)	(515,388)
The total number of employees whose emoluments (salaries, wages and benefits in kind) fell			
		Total 2025	Total 2024
		£	£
£80,000 - £89,999		1	1
Total		1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £102,126. (2024: £98,640).

There were no redundancy costs in the year. (2024: £0).

The charity trustees have not received any remuneration.

There were no expenses paid to Trustees' (2024: £0).

8 Debtors

		Total 2025	Total 2024
		£	£
Trade Debtors		114,820	60,719
Accrued Income		24,971	29,535
Total		139,791	90,254

9 Creditors

		Total 2025	Total 2024
		£	£
Trade Creditors		(200)	(3,193)
Other Creditors		(29,810)	(43,725)
Deferred Income		0	(3,401)
Staff Expenses		0	0
Suspense (RAE GEEP)		(103,243)	(200,321)
Accruals		(3,108)	(2,430)
Total		(136,361)	(253,069)
Deferred Income Breakdown			
Deferred Income Brought Forward		(3,401)	
Deferred Income Released in Year		3,401	
Income Deferred in Year		0	
Total Deferred Income		0	

10 Analysis of the fund position: unrestricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	50,741	704,698	(683,485)	122,791	144,004	194,746
Total	50,741	704,698	(683,485)	122,791	144,004	194,746

10b. Analysis of the fund position: unrestricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	35,907	574,643	(559,809)	-	14,834	50,741
Total	35,907	574,643	(559,809)	-	14,834	50,741

11 Analysis of the funds position: restricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	2,687			(2,687)	(2,687)	0
Application Mentoring UCL	0				-	0
Sutton Trust - Teacher Champions	32,457			(32,457)	(32,457)	(0)
Sutton Trust - Summer Provision	132,934			(132,934)	(132,934)	(0)
Sweaty Betty		37,458	(30,019)		7,439	7,439
JINC		18,831	(64,118)	45,287	(0)	(0)
Mercers		10,921			10,921	10,921
Total	168,078	67,210	(94,137)	(122,791)	(149,718)	18,361

11b. Analysis of the funds position: restricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	2,687				-	2,687
Application Mentoring UCL	0	11,100	(33,962)	22,862	0	0
Sutton Trust - Teacher Champions	32,257	10,165	(9,966)		199	32,457
Sutton Trust - Summer Provision	142,528	202,248	(188,980)	(22,862)	(9,594)	132,934
Total	177,473	223,513	(232,907)	-	(9,395)	168,078

Purpose of Restricted Funds

For progression not determined by privilege

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www.causeway.education

The purposes of the above funds are to provide monies to run each of the programmes. Each of the programmes have a separate agreement and run past 31 March 2025 into the new financial year and beyond. Further information on the purposes of the programmes can be found in the annual report on page 6.

All the restricted funds are linked to the charitable objectives of the organisation which is improving the life chances of children and young people in the UK by supporting them and their influencers through key educational transitions.

The balances of the Sutton Trust programmes (Academics Apprenticeships, Teacher Champion and Summer Provision) were transferred to unrestricted in agreement with Sutton Trust as the income has been reclassified as a purchase of services rather than a grant.

Funds were transferred from unrestricted to cover the over spend on staff time on the JINC project.

12 Analysis of net assets (Current year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	209,685		209,685
Other net current assets /(liabilities)	3,419		3,419
Creditors of more than one year			
TOTAL	213,104	0	213,104

12.b Analysis of net assets (Previous year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	213,566	168,078	381,644
Other net current assets /(liabilities)	(162,825)		(162,825)
Creditors of more than one year			
TOTAL	50,741	168,078	218,819

13 Pension obligations

The Charity has a defined contribution pension scheme where both the employee and employer pay contributions every month in the employees' pension.

The amount owed to the pension scheme was £8,784 (2024: £12,914). There are 12 employees enrolled on the pension scheme.

14 Related party transactions

During the year, the charity received income of £Nil (2024: £Nil) from related parties. No amounts were outstanding at year end. There were no other related party transactions during the period.

No expenses were reimbursed to trustees during the year.

15 Reconciliation of net income / (expenditure) to net cash flow from operating activities

		Total	Total
		2025	2024
		£	£
Net income / (expenditure) for the reporting period		(5,714)	5,439
Interest		(1,226)	(1,226)
(Increase)/decrease in debtors		(49,537)	41,250
Increase/(decrease) in creditors		(116,708)	153,426
Total		(173,185)	198,889

16 Analysis of cash and cash equivalents

		Total	Total
		2025	2024
		£	£
Cash at bank and in hand		206,857	380,349
Prepaid Cards		2,827	1,295
Total		209,685	381,644

17 Share capital

The Charity is a private company limited by shares. The Charity has 10 £1 shares which have been partly paid, with the shares held by the Trustees of the Charity.

CAUSEWAY EDUCATION LTD

England & Wales - Charity number 1175109

Accounts

Causeway Education Ltd

Report and Financial Statements for the year ended 31 March 2024

Company Number England 09239703

Charity Number England and Wales 1175109

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2023-2024 Highlights

Supporting young people to overcome barriers in accessing higher education, apprenticeships and early careers

OUR SUPPORT IS HIGH-QUALITY AND PRACTICAL
In the past year we have

Delivered high quality workshops to **3,273 professionals**

and

Delivered practical support through masterclasses, mentoring and online tools to **18,866 young people**

WE ARE COLLABERATIVE AND EVIDENCE-LED

We led a consortium of 3rd sector organisations to deliver the Royal Academy of Engineering's Graduate Engineering Engagement programme, supporting hundreds of graduates across the country on the first steps in their Engineering careers.

We collaborated with researchers at UCL to develop a new approach for evaluating the effectiveness of HE applicant support systems in schools and colleges, through "undermatch" analysis. This included creating a new prototype tool for checking the academic match of individual students in relation to specific HE courses.

Further information on our impact and achievements can be found on pages 11-16.

We exist to make sure that progression is not determined by privilege

Company information

Trustees

- Iain Littlejohn (Chair)
- Natalie Whitty
- Michael Englard
- Christine Kinnear
- Penelope Peng
- Nicola Ladier
- Tirenoluwa Ajilore
- Andreas Piepke
- Ben Gadsby (appointed 5/2/2024)

Registered office

Causeway Education
Second Floor
168 Shoreditch High Street
London E1 6RA

Independent Examiners

Lucy Hammond
Kreston Reeves
Second Floor
168 Shoreditch High Street
London E1 6RA

Bank

Unity Trust Bank
4 Brindley Place
Birmingham
B1 2JB

Directors and key personnel

- Sam Holmes, CEO
- Clare Addy, Head of Partnerships
- Aron Rouse, Head of Programmes

Trustees' report

Our mission

Supporting young people to overcome barriers in accessing higher education and apprenticeships.

We exist to make sure that progression is not determined by privilege.

With the right support in exploration, choices and applications, all young people can find and realise their ambition. In our unequal society, some young people face far greater challenges than others in accessing higher education. Dedicated teachers, advisors and outreach professionals work tirelessly on redressing these inequalities. We are there for all those confronting these barriers, helping to bring about:

1. Expert support

We give teachers the skills and resources they need to ensure all their students can navigate HE applications effectively.

2. Transformational outreach

We help universities, charities and corporates to develop initiatives which inspire *and* equip participants to take their next steps.

3. Outstanding applications

We support students directly, providing impactful workshops and mentoring to help them successfully clear the hurdles of a complex application process.

Public benefit statement

The only objects for which the Charity is established are for the public benefit to promote the education of people under the age of 25 in the UK in particular but not exclusively by increasing the chances of students accessing higher education, further training, apprenticeships and careers.

Our values

Our work is:

1. High-quality

Our impact is greatest when the quality of our work is highest.

- We bring strong expertise in the areas where we work.
- We are passionate about what we do, and this motivates us to strive for constant improvement.
- We believe high quality is achieved through an open, honest and critical approach to our own work and that of our partners.

2. Collaborative

Our mission is shared by a vast range of individuals and organisations – through supporting each other we can reach more individuals with higher quality interventions.

- Everyone we work with is a partner.
- We work hard to understand our partners, recognise their expertise and speak a common language.
- We are approachable and empowering in the support we provide.

3. Practical

Take-up of our support is greatest when it is easy to implement.

- We provide actionable support to partners in the form of user-friendly tools and sector-leading resources
- We apply our extensive first-hand experience of working with schools, colleges and universities to develop frictionless strategies for improving application support

4. Evidence-led

The best solutions build on the greatest accumulation of insights

- We take time to understand problems in detail, identify needs and form considered solutions
- We apply insights from published research as well as our own evaluation data and practical experience

Our key programmes

Our work at Causeway falls into three main strands:

1. Training, research and consultancy for teachers and outreach professionals at universities, charities and employers
2. Workshops and mentoring for students
3. Practical resources

Our key programmes in each of these areas are outlined below.

Training, research and consultancy

CEC Careers Leader Course

In partnership with The University of Wolverhampton and Complete Careers, we continue to deliver a Level 7 accredited training for senior careers leaders. Participants range from senior leaders at schools, colleges and alternative provision, to those with responsibility for careers across Multi Academy Trusts. The training supports participants to identify and lead change in a key area of practice, using careers education as a lever for whole-institution improvement

Sutton Trust Teacher Champions

The programme supports schools and 6th form colleges to increase progression to competitive HE courses through an annual series of best-practice webinars. These focus on enhancing ongoing systems of support for students and have been distilled from analysis of relevant research, as well as Causeway's extensive experience in this area.

The Sutton Trust were pleased with how the 2023/24 cycle went. They felt that the format worked well and confirmed that they had received consistently good feedback from participants.

Following a review of participant feedback and looking ahead to the following year, it was agreed that 1-page summary documents would be produced by Causeway and provided to supplement the distribution of PowerPoints and session recordings.

Student workshops and mentoring

Application Mentoring

Our Application Mentoring supports students through the admissions process to Higher Education, particularly in the last, most decisive stages. Students follow subject-specific pathways developed by academics and teachers and get support from an expert mentor trained in applications. We deliver the programme for a number of partners, including the Sutton Trust and Wadham College, Oxford.

Offer-holder support/tutoring

A growing strand of our work is supporting university offer-holders in their final year of school/college, before they transition to university. In 2023-24, we delivered the offer-holder tutoring programme for Lucy Cavendish College, Cambridge, for the third year. Year 13 students were given regular academic tutorials online to help them excel in their current studies and prepare for the academic level required at university. They also benefitted from meeting potential future peers in these tutorials and developing a sense of cohort before the start of term.

2023-24 saw us begin a pilot version of offer-holder tutoring in partnership with the University of Bristol.

A&O Shearman Smart Start - Smart Start Week & Smart Applications

Smart Start continues to be hugely popular, receiving almost 400 applications.

Causeway Education are now responsible for the full project cycle across both programmes and their components. This includes managing student recruitment and support, as well as the design and delivery.

Whilst Smart Start Week involves the final cohort attending A&O Shearman's London office for 5 days, Smart Applications is an 8-part webinar series, which was originally designed during the height of the pandemic.

Access Ashurst

We continue to deliver workshops on personal statements and the LNAT as part of the Access Ashurst work experience scheme.

Janus Henderson Scholarship

We provide support for Janus Henderson's Scholarship UK programme. Students from social mobility backgrounds who have an interest in pursuing a career in asset management/finance attend industry insights and transition support webinars before receiving a £2000 grant over the course of their first year at university. Causeway Education provide ongoing support, in the form of scheduled check-in calls. Off the back of the successful pilot, Janus Henderson now provide the scholars with better access to networking opportunities and have rolled out a mentoring programme that they can also register for.

Watson Farley & Williams (WFW) – Introduction to City Careers – Insights Workshops

Causeway Education supported WFW with the delivery of insights workshops designed to introduce Year 12 students to career opportunities in the city. The objectives of the workshops were to broaden the diversity of WFW's talent pools and 'spark' an interest in participants to pursue a career with WFW in the future. The workshops took place across two days in person, at WFW's office in 2023.

As part of this work, Causeway provided the following support:

- Student targeting, recruitment and selection
- Participant management
- Session Delivery
- Mentor training and mentoring

Resources

OSCAR

OSCAR (Online System for Completing Applications & References) is our online platform which has been designed with outstanding university applications in mind. OSCAR (which continues to be a sector leader) supports students to develop competitive, subject-focused personal statements and teachers to produce effective references. It allows students to submit drafts of their personal statement for review and teachers or mentors to submit line-by-line feedback and comments. OSCAR is a free tool available to all state schools in the UK.

Key achievements in the year

Training, research and consultancy

Sutton Trust Teacher Champions

For the fourth year, we successfully delivered the programme as a national online scheme. In collaboration with the Sutton Trust, we achieved:

- 1000 session attendees
- Estimated student reach of 75,000
- 96% of respondents said that they found the sessions to be very useful or useful
- 88% of respondents agreed that the sessions would help them in the day-to-day practice of their role

Student workshops and mentoring

Smart Start

We worked with A&O Shearman (previously Allen & Overy), to deliver the Smart Start work experience programme and Smart Applications (the online alternative programme that was originally designed during the height of the pandemic).

The in-person week was refined to provide the participants with clearer skills-based areas of focus, whilst still providing participant with insights into 'city' careers through a combination of workshops, talks and scenario-based group challenges.

Prior to the week itself, we piloted a 'drop in call' approach to provide prospective members of the cohort with further opportunity to raise issues/concerns in good time. Additionally, we produced an overview video for prospective volunteers from the firm, to provide them with further context about overall aims and format of the programme, as well as an explanation of the importance of their role.

Smart Applications (the online alternative programme) had more volunteers from the firm contributing to the online webinars than previous years, with 161 participants in comparison to 105 the previous year.

Sutton Trust Online

We delivered a series of 38 live webinars on personal statements, admissions tests and interviews to 850 students on the Sutton Trust Online platform.

Offer-holder support

Building on the previous design and delivery of 'offer-holder support' in the form of a webinar series, we partnered with the University of Bristol again to pilot a version of the online tutoring approach delivered with Lucy Cavendish College. The remit was to provide Maths tutoring to offer-holders that met the criteria for one of their key target groups (based on being statistically less likely to achieve the required grades in Maths).

Resources

OSCAR

We have made various improvements to the OSCAR platform. Most notably, this includes a new reference tool that allows teacher users to create outstanding references in accordance with the new UCAS reference format and facilitates the easy coordination of that process at a school-wide level. Ongoing quality assurance of modules and pathways, alongside the addition of new personal statement pathways for Data Science and Theology, formed part of a series of incremental improvements to existing resources.

Impact highlights from FY 2023-2024

Application Mentoring

95% of our 2023-24 cohort rated the feedback and guidance that they received as helpful or very helpful. 96% felt confident that they'd written a high-quality personal statement.

- *"My mentor was very attentive and was dedicated to helping me with my personal statement. Having a second opinion was really useful and made the process much less stressful."*
- *"It was good to be able to have someone to pour my thoughts onto as very little people in my family have been to University and none of them know anything about my course choice, and I was applying as someone who has never studied Classics before."*
- *"It made me feel secure knowing that I had someone to give me advice on my personal statement and what areas could be improved or cut down. It also helped me feel more confident with my word count and the writing process itself as I could feel more secure removing certain parts that weren't fully necessary."*
- *"I like how my mentor gave me such comprehensive feedback. It seemed like she genuinely really cared about my application. It was a-lot easier to have an online mentor than asking my teachers to check my personal statement as she would give feedback on multiple drafts."*
- *"Helping to cut down my personal statement to leave only the most important information as I would not have known."*

Smart Start 2023

- 100% of participants rated the Smart Start Experience Week very good or good.
- Smart Start 2023 received an NPS score of 72
- 96% of participants said that Smart Start gave them a better understanding of different career opportunities available at A&O Shearman
- 100% of participants said that Smart Start gave them a better understanding of the attributes of a quality application

"It is a great opportunity to meet new people and gain insight to a city law firm giving the opportunity to step out your comfort zone and develop skills."

"This opportunity has provided so much more than I was expecting and has been such a good chance to network, make new friends and learn in a great environment."

"This experience will be very challenging but also very rewarding. You will get a much better understanding of what you can expect in an international law firm or for any career, whilst also simultaneously developing and enhancing the transferable skills needed to succeed in any career. Furthermore, there have been a lot of networking opportunities, both with A&O staff and volunteers and the rest of your cohort. I would highly recommend it if this intrigues you."

"I liked witnessing their intellect and their passion for law. I really liked asking different professionals how they got into the legal sectors as there was various answers. I would say my favourite part of working with volunteers was the fact that I had a chance to work with them like I would in a legal career it made the experience feel so real and it has made me feel so confident and secure in my choice to enter the legal sector."

"It definitely challenged me and put me out of my comfort zone, but the best thing was that I wasn't alone. My team and I almost became like a family at the end of it because we managed to overcome all the difficult tasks together, and I am very grateful for the experience. Thank you."

"Honestly such a new and exciting yet scary experience especially since I'm not from London and having to travel into and navigate my way around such a busy area was insightful as well as meeting all the volunteers who showed there is more to being a lawyer and that there are several different routes regardless of qualifications or expectations because there is always a chance somewhere and you can gain it all along the way, especially learnt that research is key."

Lucy Cavendish Offer-holder tutoring 2023

"The A-level exam support was, in my view, crucial to me attaining my offer, and my tutor also gave me excellent advice for language study in general and language study at university."

"Access to info on how to write strong essays and the tailored and personal feedback from the tutor which was always useful."

"The help and slow transition to more university style work - the ability to ask questions in small groups and receive direct feedback - it also helped with a levels in some ways which was useful in quelling anxieties."

"these sessions really helped me feel confident about the upcoming uni year, especially as someone from a state school. Thank you!"

"Thank you for the support programme- I found it to be an incredibly helpful and academically enriching programme. It has made me feel more ready to start university."

Reach for financial year 2023-24

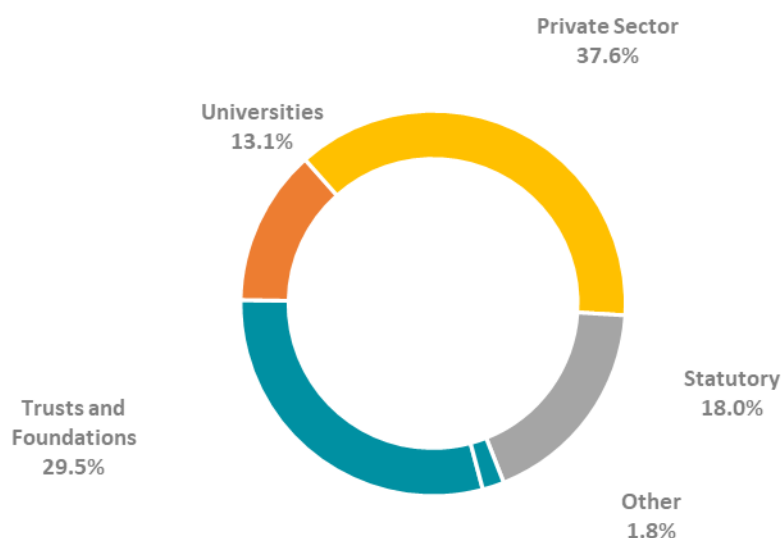
Project	<u>Schools direct reach</u>	<u>Professional s direct reach</u>	<u>Students direct reach</u>	<u>Professional s indirect reach</u>	<u>Students indirect reach</u>
Application Mentoring	0	152	1,096	0	0
Offer holder support	0	0	139	0	0
OSCAR for schools	82	1,632	13,664	0	0
Resources, training & consultancy	0	1,470	0	480	84,600
Smart Start	0	3	1,710	0	0
Student workshop (employers)	12	16	1,582	0	0
Student workshop (school)	1	0	115	0	0
Student workshop (university)	0	0	118	0	0
Undermatch	4	0	22	0	0
Other events & small projects	6	0	420	0	0
Grand totals	105	3,273	18,866	480	84,600

Notes:

- Schools: A primary- or secondary-level educational institution with a DfE number (or equivalent), from which people – either staff or students – have benefitted from our services.
- Professionals: People we are training as part of their job, or as work they have volunteered to do, and who work with students.
- Students: Young people who we would consider the ‘end users’ of our services, such as our mentoring programmes and student-facing events
- Direct reach: People (or organisations) who we have directly worked with, trained, or mentored.
- Indirect reach: People who have benefited second-hand from people we have reached directly (for example students who benefit from a professional, such as teacher, who we have trained). We currently only measure indirect reach for the Teacher Champions and Career Leader Training programmes.
- ‘Other events and small projects’ covers one-off events that are not part of a larger programme, such as workshops, training sessions or events.

How we are funded

Causeway's funding comes from a large range of partners. Our largest single funder is The Sutton Trust, funding various programmes. These included Teacher Champions, Application Mentoring, and the Online digital platform tool.



Future strategic plans

Our key focus remains the achievement of systemic change in schools and colleges. We want to develop and embed better systems of support for students so that both current and future cohorts can overcome barriers to accessing Higher Education, apprenticeships and early careers. We are in the second stage of a five-year plan to refine our operations by using a new school/college-based metric to target our work and maximise our impact. This involves the following stages:

Stage 1 (FYs 2020-21 and 2021-22)

During this stage we researched and developed a new impact metric based on school/college-level progression data to post-18 destinations. At the same time, we broadened the number of partners we work with on student-facing projects, particularly employers, to ensure a more stable income base.

Stage 2 (FYs 2022-23, 2023-24 and 2024-25)

During this stage we are piloting our new impact metric and seeking funding to implement it at scale. The first stage has involved testing in a small number of schools, where we have been able to identify those groups at highest risk of poor outcomes, and the key points where intervention is required. We are now working on establishing a full pilot both to validate the model with wider range of schools and refine the interventions. Following this, we will scale up the work to reach all schools and colleges in greatest need with a refined support offering. Through this, we aim to deliver systemic change across the schools and colleges serving young people who face the greatest barriers in accessing Higher Education and apprenticeships.

How we manage our affairs

Trustees

Causeway Education is a charitable company limited by shares, incorporated on 29 September 2014 and registered as a charity in England and Wales on 11 October 2017.

The company was established under a memorandum of association detailing its objects and powers and is governed under its articles of association by a Board of Trustees.

The Board's work includes critical analysis of the strategic plans and agreeing our financial plan. The Board acts on advice and information from regular meetings with the Senior Management Team. They are also responsible for management of the Chief Executive Officer.

All our trustees give their time voluntarily and receive no benefits from the organisation. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

In 2023-24 the Board had four meetings. Each meeting has a set agenda that usually involves, but not limited to, reviewing Charity performance, strategy, policy and the organisations risks and mitigating actions.

Appointment of Trustees

The appointment of trustees is governed by our Articles of Association. Our trustees are also directors of Causeway Education for the purposes of company law.

Trustee induction and training

We make new trustees aware of their legal obligations under charity law and company law. Our induction programme for new trustees includes an overview of our decision-making processes, our strategic aims, and our recent performance. As part of our safer recruitment processes we ensure trustees have an enhanced DBS, provide two references and take online safeguarding training. Trustees are invited to see our programme delivery in action. We involve trustees in specific pieces of work depending on their interests and expertise. They are also invited to specific Trustee related training courses run by external suppliers.

Trustee decision making

Pay policy

Our trustees are responsible for the annual salary review for staff in the organisation on recommendation of the Senior Management Team, at which pay is normally increased in line with annual inflation (RPI). Trustees review and approve appointment salaries and salary increases for senior staff; appointment salaries and salary increases for junior staff are reviewed and approved by the senior management team. Recruitment panels for senior management must include at least one trustee

We have a formal pay policy that covers the pay of individual roles as well as the individuals within the roles to ensure fairness, transparency and stability across the organisation.

Trustee responsibilities

Our trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires our trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice 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.

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

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

Shareholders of the charity will lose their shares in the event of the charity winding up. The total number of such guarantees at 31 March 2024 was 10 (2023: 7). The trustees are shareholders of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity and this is monitored by each board member completing their declarations of interest.

Compliance information

Data protection

Our policies and procedures are robust and we meet the General Data Protection Regulation, in effect from May 25 2018. We are registered with the Information Commissioner's Office.

Fundraising

We comply with all relevant statutory regulations and with a range of codes of practice and standards. We are members of the Institute of Fundraising and are registered with the Fundraising Regulator. We are committed to best practice and to responding to and learning from any complaints we receive; our complaints procedure is published on our website. Our fundraising promise, also published on our website, is to

- Commit to high standards
- Be clear, honest and open
- Be fair and reasonable
- Be accountable & responsible

We do not use volunteers to fundraise, and we do not fundraise from members of the public.

Whistleblowing policy

Our whistleblowing policy protects anyone who discloses concerns from discrimination.

Child safeguarding

All staff, volunteers, contractors, and third-party organisations with whom we partner are bound by our Child Safeguarding policy and procedures. All staff, contractors and volunteers are required to complete child safeguarding training as part of their induction. We publish our Child Safeguarding Policy on our website and have a dedicated e-mail address to which concerns can be reported.

Equal opportunities

We are committed to the principle and practice of equal opportunities in employment, recruitment, and programme delivery.

Anti-bribery, anti-corruption and anti-fraud policies

Our Anti-Bribery and Anti-Corruption policy and our Anti-Fraud policy and related procedures ensure that we have controls and processes designed to prevent and detect fraud and dishonesty. We investigate any allegations that arise and take appropriate action where needed.

Independent Examiner

Lucy Hammond of Kreston Reeves LLP is the charitable company's independent examiner and has expressed her willingness to continue in that capacity.

Financial review

This year, the charity has expanded the number of partners we work with, further strengthening our income base. Costs have increased from the previous year (as expected and in line with budget) due to addressing previous understaffing and in order to deliver the projects we are securing. Revenue has increased from the previous year, leading to a small surplus.

Income has increased from £711k to £798k, a 12% increase. The proportion of our total income which comes from The Sutton Trust reduced from 31% to 28%, and the proportion of our income which comes from Allen and Overy reduced slightly at 14%.

Expenditure has increased by 11%, from £715k to £793K.

Risks & uncertainties

Our trustees are responsible for ensuring proper risk management processes are in place. A formal risk register has been formulated and agreed, and trustees discuss risks and uncertainties at each trustee meeting.

The trustees consider that the most significant risks facing the charity are:

- Shortfalls in future funding. The organisation regularly monitors and reports on the future funding opportunities that the charity has at least a year into the future. Over the past year, the charity has continued to consolidate and expand our most secure income streams, as well as developing a number of new projects.
- Cash flow. Due to the current economic conditions, the organisation is at risk from sudden cash flow shortfalls in the medium term. The senior management team along with the Trustees regularly monitor cash flow forecasts over 12 months in the future highlighting significant risk that cash will fall below a safe level considerably in advance of it happening, with agreed actions in place should this occur.
- Information security breach. With the increasing shift towards online working and service delivery, the security of our IT systems and our online platform (OSCAR) have become even more important. To ensure the organisation has a very high level of protection in place, we have obtained Cyber Essentials Certification and carried out a comprehensive audit and penetration test of OSCAR (refreshed on a monthly basis). We also have specific insurance to cover this area.

Reserves and reserves policy

Reserves have increased slightly from £213k, to £218K. The total funds of the charity, excluding the share capital, have been classified as either Unrestricted or Restricted funds.

All unrestricted funds are free reserves to be used at the trustees' discretion to take advantage of opportunities or to mitigate against negative financial impact of unforeseen events. As at the end of the financial year, these stood at £51k, (2023: £35k).

Restricted funds, which are not available for general purpose, have decreased to £168k, (2023: £177k). Further details of the restricted funds can be found in note 11.

The charity has no investments or tangible fixed assets.

The reserve policy of the charity is to maintain available funds above a level equal to three months of overheads, with cash flow forecasts being monitored regularly. This usually equates to approximately £100,000. If within three months the available funds are due to fall below this safe level, an extraordinary meeting of the Trustees is called to decide if any immediate actions are required. At 31st March 24, reserves are above the level required by the policy as funding has been received that will be paid to suppliers in the next financial year.

Going concern

The Charity has £218k in reserve and with plans to maintain a comfortable surplus in the coming year.

The trustees' annual report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 17 December 2024 and signed on their behalf by



Iain Littlejohn

Causeway Education – Chair of Trustees

Independent examiner's report to the members of Causeway Education

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 22 to 34.

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 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies. I have completed my examination. I confirm that no 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 [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

Signed:



17 December 2024
Lucy Hammond BSc FCA

Kreston Reeves LLP
Chartered Accountants
Second Floor
168 Shoreditch High Street
London E1 6RA

Causeway Education

Statement of financial activities

For the year ended 31 March 2024

		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2024	2024	2024	2023	2023	2023
	Notes	£	£	£	£	£	£
Income from charitable activities:							
Resources	3	167080		167080	60177		60177
Training, Research and Consultancy	3	81088		81088	146194	11618	157812
Student Delivery	3	325248	223513	548761	242730	248825	491555
Other Income	3	1226		1226	1192		1192
Total Incoming Resources		574643	223513	798155	450293	260443	710736
Expenditure from:							
Direct Programme Costs	4	-107391	-68813	-176204	-88725	-75078	-163803
Staffing Costs	4	-329091	-125276	-454368	-289845	-124481	-414326
Other Costs	5	-61292	-38818	-100110	-41974	-39912	-81886
Total cost of charitable activities		-497774	-232907	-730682	-420544	-239471	-660015
Raising Funds:							
Research Costs	5	0		0	0		0
Fundraising activities	5	-62034		-62034	-55341		-55341
Total Resources Expended		-559809	-232907	-792716	-475885	-239471	-715357
Net Income for the year		14834	-9395	5439	-25592	20972	-4620
Transfers between funds				0	-4259	4259	0
Net Movement in Funds		14834	-9395	5439	-29851	25231	-4620
Reconciliation of funds:							
Total funds brought forward		35907	177472	213379	65758	152241	217999
Total funds carried forward		50741	168078	218819	35907	177472	213379

The statement of financial activities includes all gains and losses recognised in the year.

Causeway Education

Statement of financial position

As at 31 March 2024

		2024	2023
	Notes	£	£
Current Assets			
Debtors	8	90,254	131,504
Fixed Assets		-	-
Cash at bank and in hand	15	381,644	181,528
		471,898	313,032
Creditors: Amounts falling due with one year	9	(253,069)	(99,643)
Net Assets		218,829	213,389
Unrestricted Funds	10	50,741	35,907
Restricted Funds	11	168,078	177,472
Share Capital	18	10	10
Total Funds		218,829	213,389

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 17/12/2024 and signed on their behalf by Iain Littlejohn



Causeway Education – Chair of Trustees

Causeway Education

Statement of cash flows

For the year end 31 March 2024

	Notes	2024 £	2023 £
Net cash used in operating activities	15	198,890	(47,272)
Interest		1,226	474
Net cash from investing activities		1,226	474
Change in cash and cash equivalents		200,116	(46,798)
Cash brought forward		181,528	228,325
Cash carried forward	16	381,644	181,528

Notes to the accounts

1. Accounting policies

These accounts have been prepared in accordance with “Accounting and Reporting by Charities” the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting standard applicable in the UK and Republic of Ireland (FRS 102), effective 1st January 2019. The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. The charitable company’s accounts are prepared in British Sterling and rounded to the nearest Pound.

1.1 Going concern

At the time of approving the accounts, the trustees believe that Causeway Education has adequate resources to continue trade into the foreseeable future. These accounts have therefore been prepared on a going concern basis. The trustees have reviewed the accounts, funding and liquidity of the charity and agree that there are no material uncertainties that prevent it operating.

1.2 Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

1.3 Incoming resources and funds

All income in the accounts is recognised if the charity has entitlement to the funds; it is probable that the income will be received; and the amount can be measured reliably.

Income is assessed as either unrestricted- and can be used at the discretion of the trustees to further the charitable objectives-or restricted-and subject to specific conditions by funders as to how it is used. Expenditure attributable to these resources is charged to the funds.

Income should be recognised in year received or receivables, whichever is earlier, unless funder specifies for future financial period, in which case it is deferred.

1.4 Support costs

Support costs are those functions that assist the work of the charity but do not directly influence charitable objectives. These may include but are not limited to finance, office costs, payroll and governance. Agreements with funders mostly have a support cost allocation included and therefore these accounts include this allocation where applicable and charged to the appropriate fund.

Most of the employees of the charity can and have been allocated to the programme that they predominately support.

Remaining support costs are re-allocated to each of charitable activities based on the size of the corresponding activity.

1.5 Fixed assets

It is the policy of the charity that any assets purchased over the value of £5,000 will be capitalised.

As at 31 March 2024, there have been no assets purchased over £5,000 and therefore currently the Charity has no fixed assets.

1.6 Corporation Tax

Causeway Education became a charity in October 2017. The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or 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 charitable purposes.

1.7 Financial Instruments Policy

The charitable company 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 settlement value.

1.8 Pension Policy

The charitable company offers a defined contribution pension scheme, and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year

1.9 Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

1.10 Expenditure and irrecoverable VAT

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 recognised on an accruals basis as a liability incurred, including any VAT which cannot be fully recovered.

Fundraising is the costs of raising funds related to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering the Access Champions and other programmes undertaken to further the purposes of the charity and their associated support costs.

Research and Policy is the costs associated with evaluation of the work being done by the charity and to influence government policy to further the work of Causeway Education.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.11 Debtors

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

1.12 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash is also held by an outside company for the purposes of loading onto prepaid corporate cards to be used by employees for general expenses, these funds are also included.

1.13 Creditors

Creditors and provisions are recognised where 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

A doubtful debt provision has been made on a case-by-case basis depending upon the likelihood of receipt and age of debt.

2 Statutory information and status of the charity

Causeway Education is a registered charity limited by shares and is incorporated in England. Its registered office and principal place of business is Second Floor, 168 Shoreditch High Street, London E1 6RA

3 Income from charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Trusts and Foundations	22,649	212,413	235,062	37,581	201,114	238,695
Universities	93,783	11,100	104,883	90,460	59,329	149,789
Statutory	143,936		143,936	87,760		87,760
Private Sector	299,810		299,810	221,765		221,765
Schools and Colleges	7,299		7,299	3,754		3,754
3rd Sector	5,940		5,940	7,782		7,782
Other Income			-	717		717
Bank Interest	1226.14		1,226	474		474
			-			-
Total	574,643	223,513	798,155	450,293	260,443	710,736

4 Programme costs

Included within programme costs is restricted expenditure of £232,907 split between The Sutton Trust Summer Provision. Application Mentoring UCL and Sutton Trust Teacher Champion Programmes

	Staffing 2024 £	Direct Programme Costs		Support Allocation 2024 £	#	Total 2024 £
		Freelancers 2024 £	Direct Costs 2024 £			
Programme						
Sutton Trust Summer Provision	(94,859)	(62,624)		(31,497)		(188,980)
Application Mentoring UCL	(22,463)	(5,839)		(5,660)		(33,962)
Sutton Trust - Teacher Champions	(7,955)	(350)		(1,661)		(9,966)
Other Programmes		(107,391)		(390,383)		(497,774)
Total	(125,276)	(176,204)	-	(429,201)		(730,682)

The Charity received no benefits in kind for the Financial Year 2023-24.

Programme costs (Prior Year)

PRIOR YEAR						
	Staffing	Freelancers	Direct Costs	Support Allocation		Total
	2023	2023	2023	2023	#	2023
Programme	£	£	£	£		£
Sutton Trust Summer Provision	(67,384)	(51,048)		(23,687)		(142,119)
Application Mentoring UCL	(40,981)	(23,905)		(12,977)		(77,863)
Sutton Trust - Teacher Champions	(16,116)	(125)		(3,248)		(19,489)
Other Programmes		(84,325)	(4,400)	(331,819)		(420,544)
Total	(124,481)	(159,403)	(4,400)	(371,731)		(660,016)

5 Support and general costs

	Staffing	Other	Total	Staffing	Other	Total
	2024	2024	2024	2023	2023	2023
Support and General Costs	£	£	£	£	£	£
Executive, Governance and Finance	(110,383)	(13,568)	(123,952)	(99,109)	(12,008)	(111,117)
IT, Communication and Evaluation	(41,934)	(27,464)	(69,398)	(37,278)	(35,949)	(73,227)
Overheads			-			-
General Programme Costs	(176,775)	(59,077)	(235,852)	(153,458)	(33,929)	(187,387)
Support Total	(329,092)	(100,110)	(429,201)	(289,845)	(81,886)	(371,731)
Research & Policy			-			-
Fundraising activities	(62,034)		(62,034)	(55,341)		(55,341)
Grand Total	(391,126)	(100,110)	(491,236)	(345,186)	(81,886)	(427,072)

6 Governance Costs

Stated after charging:	Total 2024	Total 2023
	£	£
Independent Examination Fee	(2,430)	(1,560)
Trustees Expenses	-	-
Operating Lease on property	-	-

7 Employee information

	Total 2024	Total 2023
Raising Funds	1	1
Charitable Activities	12	9
Support (Including Governance)	2	2
Average Employees	15	12

Staff Costs Including directors' remuneration	Total 2024	Total 2023
	£	£
Wages and Salaries	(458,308)	(404,396)
Social Security	(33,439)	(39,736)
Pension	(23,640)	(22,817)

Total	(515,388)	(466,949)

The total number of employees whose emoluments (salaries, wages and benefits in kind) fell within the following bands

	Total 2024	Total 2023
	£	£
£80,000 - £89,999	1	1
Total	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £98,640. (2023: £99,108).

There were no redundancy costs in the year. (2023: £0)

The charity trustees have not received any remuneration.

There were no expenses paid to Trustees' (2023: £0).

8 Debtors

	Total 2024	Total 2023
	£	£
Trade Debtors	60,719	89,602
Accrued Income	29,535	31,416
Other Debtors (suspense account and The Office for Students)		10,487
Total	90,254	131,504

9 Creditors

	Total 2024	Total 2023
	£	£
Trade Creditors	(3,193)	(726)
Other Creditors	(43,725)	(47,679)
Deferred Income	(3,401)	(38,656)
Staff Expenses	0	0
Suspense (RAE GEEP)	(200,321)	
Accruals	(2,430)	(12,582)
Total	(253,069)	(99,643)

Deferred Income Breakdown

Deferred Income Brought Forward	(38,656)
Deferred Income Released in Year	50,832
Income Deferred in Year	(15,576)
Total Deferred Income	(3,401)

10 Analysis of the fund position: unrestricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	35,907	574,643	(559,809)	-	14,834	50,741
Total	35,907	574,643	(559,809)	-	14,834	50,741

10b. Analysis of the fund position: unrestricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	65,758	450,293	(475,885)	(4,259)	(29,851)	35,907
Total	65,758	450,293	(475,885)	(4,259)	(29,851)	35,907

11 Analysis of the funds position: restricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	2,687	-	-	-	-	2,687
Application Mentoring UCL	0	11,100	(33,962)	22,862	0	0
Sutton Trust - Teacher Champions	32,257	10,165	(9,966)	-	199	32,457
Sutton Trust - Summer Provision	142,528	202,248	(188,980)	(22,862)	(9,594)	132,934
Total	177,473	223,513	(232,907)	-	(9,395)	168,078

11b. Analysis of the funds position: restricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	2,687	-	-	-	-	2,687
Application Mentoring UCL	14,275	59,329	(77,863)	4,259	(14,275)	0
Sutton Trust - Teacher Champions	40,128	11,618	(19,489)	-	(7,871)	32,257
Sutton Trust - Summer Provision	95,151	189,496	(142,119)	-	47,377	142,528
Total	152,242	260,443	(239,471)	4,259	25,231	177,473

Purpose of Restricted Funds

The purposes of the above funds are to provide monies to run each of the programmes. Each of the programmes have a separate agreement and run past 31 March 2024 into the new financial year and beyond. Further information on the purposes of the programmes can be found in the annual report on page 6.

All the restricted funds are linked to the charitable objectives of the organisation which is improving the life chances of children and young people in the UK by supporting them and their influencers through key educational transitions.

The balances of the Pathways to Law and Teacher Summer Schools funds were moved to become part of the current programmes, Sutton Trust – Teacher Champions and Sutton Trust – Summer Provision.

No restricted funds ran into deficit to 31 March 2024.

12 Analysis of net assets (Current year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	213,566	168,078	381,644
Other net current assets /(liabilities)	(162,825)		(162,825)
Creditors of more than one year			
TOTAL	50,741	168,078	218,819

12.b Analysis of net assets (Previous year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	4,056	177,472	181,528
Other net current assets /(liabilities)	31,851		31,851
Creditors of more than one year			
TOTAL	35,907	177,472	213,379

13 Pension obligations

The Charity has a defined contribution pension scheme where both the employee and employer pay contributions every month in the employees' pension.

The amount owed to the pension scheme was £12,914 (2023: £8,038). There are 9 employees enrolled on the pension scheme.

14 Related party transactions

During the year, the charity received income of £Nil (2023: the charity received income of £7,500 from "The Fair Education Alliance" of which N Perera is also a trustee) No amounts were outstanding at year end. There were no other related party transactions during the period.

No expenses were reimbursed to trustees during the year.

15 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	Total 2024	Total 2023
	£	£
Net income / (expenditure) for the reporting period	5,439	(4,620)
Interest	(1,226)	(474)
(Increase)/decrease in debtors	41,250	(46,834)
Increase/(decrease) in creditors	153,427	4,656
Total	198,890	(47,272)

16 Analysis of cash and cash equivalents

	Total 2024	Total 2023
	£	£
Cash at bank and in hand	380,349	179,621
Prepaid Cards	1,295	1,907
Petty Cash	0	0
Total	381,644	181,528

17 Share capital

The Charity is a private company limited by shares. The Charity has 10 £1 shares which have been partly paid, with the shares held by the Trustees of the Charity.

CAUSEWAY EDUCATION LTD

England & Wales - Charity number 1175109

Accounts

Causeway Education Ltd

Report and Financial Statements for the year ended 31 March 2023

Company Number England 09239703

Charity Number England and Wales 1175109

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2022-2023 Highlights

Supporting young people to overcome barriers in accessing higher education, apprenticeships and early careers

OUR SUPPORT IS HIGH-QUALITY AND PRACTICAL

In the past year we have

Delivered high quality workshops to **3,843 professionals**
(2022: 2195) 
and

Delivered practical support through masterclasses, mentoring and online tools to **16,665 young people**
(2022: 10,246) 

WE ARE COLLABERATIVE AND EVIDENCE-LED

We worked with Allen & Overy to redesign their **Smart Start Experience** week. 100% of participants said that Smart Start gave them a better understanding of the routes into city sector careers and the attributes of a quality application.

We developed an evidence-based toolkit of best practice around raising attainment. This project for the Office for Students engaged all 29 Uniconnect Partnerships across England, providing guidance to partners in the HE sector to support their attainment raising plans.

Further information on our impact and achievements can be found on pages 7-11.

We exist to make sure that progression is not determined by privilege

Company information

Trustees

- Iain Littlejohn (Chair)
- Andrea Carr (resigned 13/10/2022)
- Natalie Perera (resigned 26/01/2023)
- Natalie Whitty
- Michael Englard
- Angela Newton (resigned 8/7/2022)
- Christine Kinnear
- Penelope Peng (appointed 8/7/2022)
- Nicola Ladier (appointed 8/7/2022)
- Tirenoluwa Ajilore (appointed 8/7/2022)
- Andreas Piepke (appointed 8/7/2022)

Registered office

Causeway Education
Second Floor
168 Shoreditch High Street
London E1 6RA

Independent Examiners

S M Robinson
Kreston Reeves
Second Floor
168 Shoreditch High Street
London E1 6RA

Bank

Unity Trust Bank
4 Brindley Place
Birmingham
B1 2JB

Directors and key personnel

- Sam Holmes, CEO
- Clare Addy, Head of Partnerships
- Katie Buckingham, Head of Programmes

Trustees' report

Our mission

Supporting young people to overcome barriers in accessing higher education and apprenticeships.

We exist to make sure that progression is not determined by privilege.

With the right support in exploration, choices and applications, all young people can find and realise their ambition. In our unequal society, some young people face far greater challenges than others in accessing higher education. Dedicated teachers, advisors and outreach professionals work tirelessly on redressing these inequalities. We are there for all those confronting these barriers, helping to bring about:

1. Expert support

We give teachers the skills and resources they need to ensure all their students can navigate HE applications effectively.

2. Transformational outreach

We help universities, charities and corporates to develop initiatives which inspire *and* equip participants to take their next steps.

3. Outstanding applications

We support students directly, providing impactful workshops and mentoring to help them successfully clear the hurdles of a complex application process.

Public benefit statement

The only objects for which the Charity is established are for the public benefit to promote the education of people under the age of 25 in the UK in particular but not exclusively by increasing the chances of students accessing higher education, further training, apprenticeships and careers.

Our values

Our work is:

1. High-quality

Our impact is greatest when the quality of our work is highest.

- We bring strong expertise in the areas where we work.
- We are passionate about what we do, and this motivates us to strive for constant improvement.
- We believe high quality is achieved through an open, honest and critical approach to our own work and that of our partners.

2. Collaborative

Our mission is shared by a vast range of individuals and organisations – through supporting each other we can reach more individuals with higher quality interventions.

- Everyone we work with is a partner.
- We work hard to understand our partners, recognise their expertise and speak a common language.
- We are approachable and empowering in the support we provide.

3. Practical

Take-up of our support is greatest when it is easy to implement.

- We provide actionable support to partners in the form of user-friendly tools and sector-leading resources
- We apply our extensive first-hand experience of working with schools, colleges and universities to develop frictionless strategies for improving application support

4. Evidence-led

The best solutions build on the greatest accumulation of insights

- We take time to understand problems in detail, identify needs and form considered solutions
- We apply insights from published research as well as our own evaluation data and practical experience

Our key programmes

Our work at Causeway falls into three main strands:

1. Training, research and consultancy for teachers and outreach professionals at universities, charities and employers
2. Workshops and mentoring for students
3. Practical resources

Our key programmes in each of these areas are outlined below.

Training, research and consultancy

CEC Careers Leader Course

In partnership with The University of Wolverhampton and Complete Careers, we deliver a Level 7 accredited training for senior careers leaders. Participants range from senior leaders at schools, colleges and alternative provision, to those with responsibility for careers across Multi Academy Trusts. The training supports participants to identify and lead change in a key area of practice, using careers education as a lever for whole-institution improvement

Sutton Trust Teacher Champions

The Sutton Trust Teacher Champions Programme supports schools and 6th form colleges to increase progression to competitive HE courses through an annual series of best-practice webinars. These focus on enhancing ongoing systems of support for students and have been distilled from analysis of relevant research, as well as Causeway's extensive experience in this area.

Office for Students – Community of Practice

We developed a Community of practice around raising attainment as well as an evidence-based toolkit of best practice. This project for the Office for Students engaged all 29 Uniconnect Partnerships across England, providing guidance to partners in the HE sector to support their attainment raising plans.

Student workshops and mentoring

Application Mentoring

Our Application Mentoring supports students through the admissions process to Higher Education, particularly in the last, most decisive stages. Students follow subject-specific pathways developed by academics and teachers and get support from an expert mentor trained in applications. We deliver the programme for a number of partners, including the Sutton Trust, University College London, and Wadham College, Oxford.

Offer-holder support

A growing strand of our work is supporting university offer-holders in their final year of school/college, before they transition to university. In 2022-23 we delivered the offer-holder tutoring programme for Lucy Cavendish College, Cambridge, for the second year. Year 13 students were given regular academic tutorials online to help them excel in their current studies and prepare for the academic level required at university. They also benefitted from meeting their future classmates in these tutorials and developing a sense of cohort before the start of term. We also delivered a series of transitions webinars for offer-holders at the University of Cardiff and the University of Bristol. These webinars covered topics such as study skills and how to make the most of your university experience.

Sutton Trust Apprenticeship Summer School

We deliver part of the Sutton Trust's Apprenticeship Summer School, providing support to students on applications, CVs, interviews and assessment centres.

Smart Start

We deliver key elements of the Allen & Overy Smart Start Programme. This includes managing recruitment, and the design and delivery of the Smart Start week.

Access Ashurst

We deliver workshops on personal statements and the LNAT as part of the Access Ashurst work experience scheme.

Janus Henderson Scholarship

We provide support for Janus Henderson's scholarship programme. Students from social mobility backgrounds who have an interest in pursuing a career in asset management/finance receive a scholarship and attend industry insights and transition support webinars.

Office for Product Safety and Standards (Civil Service) – Apprenticeship Support Pilot

We recruited a cohort of Year 13 students to take part in a series of webinars to improve their knowledge of Higher Apprenticeships and provided them with application support.

Reach Potential

We supported Reach Plc with recruitment, planning and delivery of a series of insight events for students from schools across the country. Students took part in challenge-based activities to learn about roles in Technology, Data and Marketing.

Resources

OSCAR

OSCAR (Online System for Completing Applications & References) is our online platform which has been designed with outstanding university applications in mind. OSCAR supports students to develop competitive, subject-focused personal statements and teachers to produce effective references. It allows students to submit drafts of their personal statement for review and teachers or mentors to submit line-by-line feedback and comments. OSCAR is a free tool available to all state schools in the UK.

Key achievements in the year

Training, research and consultancy

Sutton Trust Teacher Champions

For the third year, we successfully delivered the programme as a national online scheme. In collaboration with the Sutton Trust we achieved:

- 1006 session attendees
- 71% respondents strongly agreed that the sessions were useful and 57% strongly agreed they felt better able to support their students thinking about HE
- Estimated student reach of 75,000

Student workshops and mentoring

Smart Start

We worked with Allen & Overy to redesign their Smart Start work experience scheme to return to a week-long in-person experience after 2 years as an online programme. The week was designed around a group challenge, where students had to pitch a new office location for A&O in an emerging market.

We also introduced Smart Applications, a new online strand for students who miss out on a place or are unable to travel to London for the in-person experience. We delivered 8 webinars to 105 students on topics such as interviews, commercial awareness, and routes into the legal profession. Students also had the opportunity to take part in a mock interview with and received feedback.

Sutton Trust Online

We delivered a series of 45 live webinars on personal statements, admissions tests and interviews to 887 students on the Sutton Trust Online platform.

Offer-holder support

In 2022 we worked with Lucy Cavendish College, Cambridge to deliver our offer-holder tutoring programme for a second year. 42 year 13 offer-holders in their final year of school/college were given regular academic tutorials online to help them excel in their current studies and prepare for the academic level required at university. They also benefitted from meeting their future classmates in these tutorials and developing a sense of cohort before the start of term.

We also designed and delivered offer-holder support programmes for the University of Bristol and Cardiff University. Both programmes consisted of a series of webinars covering topics such as 'Planning your first week', 'Independent research skills' and 'Where to go for support.'

Resources

OSCAR

This year we have made various improvements to the OSCAR platform. These include a home page feature which improved help and guidance for all users, specific to their user group and a feedback option in Modules and Pathways which allows mentors to give feedback on application questions for specific apprenticeships.

Brightside

In 2022 we developed a new version of our Careers Game resource for Brightside, focussing on Careers in Technology. The resources were delivered by Brightside to their network of schools and reached over 2000 students.

Impact highlights from FY 2022-2023

Application Mentoring

- 85% of our 2021-22 cohort rated the feedback and guidance that they received as helpful or very helpful, and 90% felt confident that they'd written a high-quality personal statement.
- *"A fantastic experience, and an opportunity to receive tailored, personal support from a professional."*

"Very useful and possibly the sole reason why I was able to write a good personal statement."

"It was a great help to have someone to talk university options over with and being able to ask about specific modules. The feedback given on my PS was amazing and I can't thank my mentor enough."

"My experience on Application Mentoring was very helpful and the main source of aid I used to write my personal statement. My mentor was helpful and guided me into writing the best personal statement as possible and the resources provided aided that."

"Incredibly supportive and uplifting process helping students who come from underrepresented backgrounds write an outstanding personal statement."

"The experience was amazing and I believe, for me, as a state-school student it provided me with much more confidence than I had initially started with."

Smart Start

- 97% of participants rated the Smart Start Experience Week good or outstanding.
- 100% of participants said that Smart Start gave them a better understanding of the routes into city sector careers and the attributes of a quality application
- 98% of participants rated our Smart Applications webinars on personal statements, interviews and admissions tests as useful or very useful.

"The programme presented the most advanced, comprehensive insight into the legal sector that I have ever had."

"I have really enjoyed participating in the Smart Start experience as it has increased my knowledge into what a lawyer does and increased my confidence in applying to a firm like A&O."

"Hearing personal experiences from senior associates was a great way to build my skills to one day be in that position."

"It has changed my mind about the opportunities available in law firms."

"Definitely a once in a lifetime experience and beneficial not just to adding to your portfolio of expertise but in developing your own personal skills such as leadership and communication."

"A great experience, I learnt things that we are not taught at school or outside of education. It has given me a raw first-hand experience of what I want to do in the future and how to get there."

Lucy Cavendish Offer-holder mentoring

In 2022, the overall success rate for students enrolled on the programme was 80%.

- *"I have greatly built up my confidence in speaking aloud in an academic context. Previously, I'd have been too shy to share and debate my ideas aloud but being part of a small group has forced me to face answering questions and providing feedback. Now I feel more at ease in sharing my ideas, regardless of how developed they are. Talking to my supervisor has also made a great difference in my confidence. I really appreciated how my supervisor was encouraging of what I had to say, which in turn made me realise the benefit of opening up and sharing all my thoughts and ideas. The supervisions have also helped me build my confidence in a social context, as through attendance, I been able to make new friends. If I hadn't taken part in the programme, I doubt I would have had the confidence to go out of my way and meet new people before the beginning of university."*
- *"The supervisions allowed me to gain confidence in my ideas and writing. Being able to talk to others about your own opinions on a text and seeing how everyone else thinks is a welcome experience. They were very helpful when it comes to writing my essays, as I was able to allow everyone else's ideas to strengthen my own and made my arguments that much more convincing."*
- *"Each topic since February has been really engaging - I enjoy how we get a broad topic, such as 'Time-Scales' and we each turn it into an essay - I have gained a better insight into sociology and social anthropology which I did not have before the programme."*

Reach for financial year 2022-23

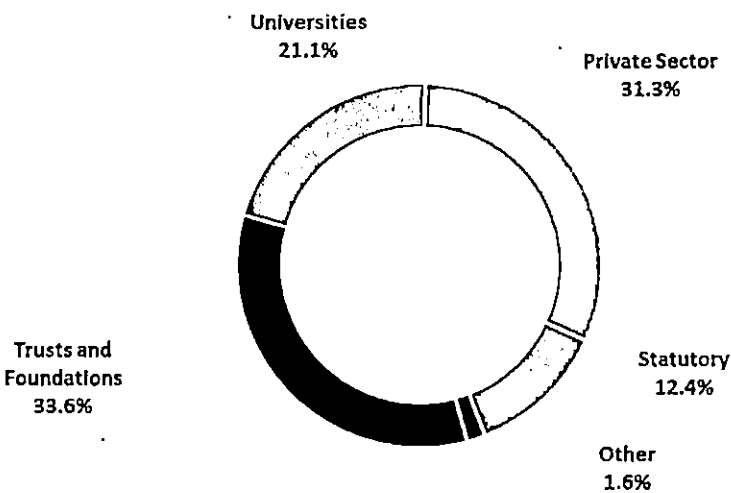
	Schools direct reach	Professionals direct reach	Students direct reach	Professionals Indirect reach	Students Indirect reach
Application mentoring – UCL Sutton Trust Summer School	0	0	345	0	0
Application mentoring – UCL Summer School	0	0	167	0	0
Application mentoring – Discover UCL	0	0	8	0	0
Application mentoring – Wadham rural link areas	0	0	47	0	0
Application mentoring – Think like a lawyer	0	0	19	0	0
Application mentoring – Wadham Project	0	0	40	0	0
Application mentoring – STO	0	0	620	0	0
Application mentoring Manchester – Pathways to Law	0	0	36	0	0
Application mentoring – Computer Science and STEM	0	0	16	0	0
Sutton Trust Online - webinars	0	0	887	0	0
Sutton Trust Apprenticeship Summer School	0	0	80	0	0
A&O Smart Start	0	0	531	0	0
Sutton Trust Teacher Champions	0	979	0	0	75,000
Lucy Cavendish offer holder mentoring	0	0	42	0	0
Cardiff Evolve offer holder support	0	11	293	0	0
University of Bristol Transition Support	0	0	40	0	0
OPSS Apprenticeship Pilot	0	0	47	0	0
Janus Henderson	0	0	63	0	0
CEC Senior Careers Leader Course	0	30	0	0	0
OFS Community of Practice	0	139	0	0	0
OSCAR for schools	126	2457	11,850	0	0
Events and small projects	8	227	1097	0	0
Grand Total	437	3,843	16,228	0	75,000

Notes:

- Schools: A primary- or secondary-level educational institution with a DfE number (or equivalent), from which people – either staff or students – have benefitted from our services.
- Professionals: People we are training as part of their job, or as work they have volunteered to do, and who work with students.
- Students: Young people who we would consider the ‘end users’ of our services, such as our mentoring programmes and student-facing events
- Direct reach: People (or organisations) who we have directly worked with, trained, or mentored.
- Indirect reach: People who have benefited second-hand from people we have reached directly (for example students who benefit from a professional, such as teacher, who we have trained). We currently only measure indirect reach for the Access Champions programme.
- ‘Other delivery’ covers one-off events that are not part of a larger programme, such as workshops, training sessions or events.

How we are funded

Causeway’s funding comes from a large range of partners. Our largest single funder is The Sutton Trust, funding various programmes. These included Teacher Champions, Application Mentoring, and the Online digital platform tool.



Future strategic plans

Our key focus remains the achievement of systemic change in schools and colleges. We want to develop and embed better systems of support for students so that both current and future cohorts can overcome barriers to accessing Higher Education, apprenticeships and early careers. We are in the second stage of a five-year plan to refine our operations by using a new school/college-based metric to target our work and maximise our impact. This involves the following stages:

Stage 1 (FYs 2020-21 and 2021-22)

During this stage we researched and developed a new impact metric based on school/college-level progression data to post-18 destinations. At the same time, we broadened the number of partners we work with on student-facing projects, particularly employers, to ensure a more stable income base.

Stage 2 (FYs 2022-23, 2023-24 and 2024-25)

During this stage we are piloting our new impact metric and seeking funding to implement it at scale. The first stage has involved testing in a small number of schools, where we have been able to identify those groups at highest risk of poor outcomes, and the key points where intervention is required. We are now working on establishing a full pilot both to validate the model with wider range of schools and refine the interventions. Following this, we will scale up the work to reach all schools and colleges in greatest need with a refined support offering. Through this, we aim to deliver systemic change across the schools and colleges serving young people who face the greatest barriers in accessing Higher Education and apprenticeships.

How we manage our affairs

Trustees

Causeway Education is a charitable company limited by shares, incorporated on 29 September 2014 and registered as a charity in England and Wales on 11 October 2017.

The company was established under a memorandum of association detailing its objects and powers and is governed under its articles of association by a Board of Trustees.

The Board's work includes critical analysis of the strategic plans and agreeing our financial plan. The Board acts on advice and information from regular meetings with the Senior Management Team. They are also responsible for management of the Chief Executive Officer.

All our trustees give their time voluntarily and receive no benefits from the organisation. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

In 2022-23 the Board had four meetings. Each meeting has a set agenda that usually involves, but not limited to, reviewing Charity performance, strategy, policy and the organisations risks and mitigating actions.

Appointment of Trustees

The appointment of trustees is governed by our Articles of Association. Our trustees are also directors of Causeway Education for the purposes of company law.

Trustee induction and training

We make new trustees aware of their legal obligations under charity law and company law. Our induction programme for new trustees includes an overview of our decision-making processes, our strategic aims, and our recent performance. As part of our safer recruitment processes we ensure trustees have an enhanced DBS, provide two references and take online safeguarding training. Trustees are invited to see our programme delivery in action. We involve trustees in specific pieces of work depending on their interests and expertise. They are also invited to specific Trustee related training courses run by external suppliers.

Trustee decision making

Pay policy

Our trustees are responsible for the annual salary review for staff in the organisation on recommendation of the Senior Management Team, at which pay is normally increased in line with annual inflation (RPI). Trustees review and approve appointment salaries and salary increases for senior staff; appointment salaries and salary increases for junior staff are reviewed and approved by the senior management team. Recruitment panels for senior management must include at least one trustee

A new formal pay policy is due to be implemented in the coming financial year that will look at the pay of individual roles as well as the individuals within the roles to ensure fairness, transparency and stability across the organisation.

Trustee responsibilities

Our trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires our trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice 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.

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

In so far as the trustees are aware:

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

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

Shareholders of the charity will lose their shares in the event of the charity winding up. The total number of such guarantees at 31 March 2022 was 7 (2021: 8). The trustees are shareholders of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity and this is monitored by each board member completing their declarations of interest.

Compliance information

Data protection

Our policies and procedures are robust and we meet the General Data Protection Regulation, in effect from May 25 2018. We are registered with the Information Commissioner's Office.

Fundraising

We comply with all relevant statutory regulations and with a range of codes of practice and standards. We are members of the Institute of Fundraising and are registered with the Fundraising Regulator. We are committed to best practice and to responding to and learning from any complaints we receive; our complaints procedure is published on our website. Our fundraising promise, also published on our website, is to

- Commit to high standards
- Be clear, honest and open
- Be fair and reasonable
- Be accountable & responsible

We do not use volunteers to fundraise, and we do not fundraise from members of the public.

Whistleblowing policy

Our whistleblowing policy protects anyone who discloses concerns from discrimination.

Child safeguarding

All staff, volunteers, contractors, and third-party organisations with whom we partner are bound by our Child Safeguarding policy and procedures. All staff, contractors and volunteers are required to complete child safeguarding training as part of their Induction. We publish our Child Safeguarding Policy on our website and have a dedicated e-mail address to which concerns can be reported.

Equal opportunities

We are committed to the principle and practice of equal opportunities in employment, recruitment, and programme delivery.

Anti-bribery, anti-corruption and anti-fraud policies

Our Anti-Bribery and Anti-Corruption policy and our Anti-Fraud policy and related procedures ensure that we have controls and processes designed to prevent and detect fraud and dishonesty. We investigate any allegations that arise and take appropriate action where needed.

Independent Examiner

Lucy Hammond of Kreston Reeves LLP is the charitable company's independent examiner and has expressed her willingness to continue in that capacity.

Financial review

This year, the charity has expanded the number of partners we work with, further strengthening our income base. Costs have increased from the previous year (as expected and in line with budget) due to addressing previous understaffing and in order to deliver the projects we are securing. Revenue has slightly increased from the previous year but less than forecast, leading to a small deficit. During 2022-23, we saw an increase in bookings for training and student delivery. Our resource development work was lower than the previous year, as 2021-22 was an unusually high year due to a small number of high-value bookings. In line with our strategy, we have increased our revenue from private sector organisations by 68%. Already in 2023-24 we have seen this trend continue and, as a result, the charity anticipates returning to surplus in this coming financial year.

Income has increased from £702k to £711k, a 1.19% increase. The proportion of our total income which comes from The Sutton Trust reduced slightly from 34% to 31%, and the proportion of our income which comes from Allen and Overy remains at 15%.

Expenditure has increased by 28%, from £559k to £715K.

Risks & uncertainties

Our trustees are responsible for ensuring proper risk management processes are in place. A formal risk register has been formulated and agreed, and trustees discuss risks and uncertainties at each trustee meeting.

The trustees consider that the most significant risks facing the charity are:

- **Shortfalls in future funding.** The organisation regularly monitors and reports on the future funding opportunities that the charity has at least a year into the future. Over the past year, the charity has continued to consolidate and expand our most secure income streams, as well as developing a number of new projects.
- **Cash flow.** Due to the current economic conditions, the organisation is at risk from sudden cash flow shortfalls in the medium term. The senior management team along with the Trustees regularly monitor cash flow forecasts over 12 months in the future highlighting significant risk that cash will fall below a safe level considerably in advance of it happening, with agreed actions in place should this occur.
- **Information security breach.** With the increasing shift towards online working and service delivery, the security of our IT systems and our online platform (OSCAR) have become even more important. To ensure the organisation has a very high level of protection in place, we have obtained Cyber Essentials Certification and carried out a comprehensive audit and penetration test of OSCAR (refreshed on a monthly basis). We also have specific insurance to cover this area.

Reserves and reserves policy

Reserves have reduced slightly from £218k, to £213K. The total funds of the charity, excluding the share capital, have been classified as either Unrestricted or Restricted funds.

All unrestricted funds are free reserves to be used at the trustees' discretion to take advantage of opportunities or to mitigate against negative financial impact of unforeseen events. As at the end of the financial year, these stood at £36k, (2022: £65k).

Restricted funds, which are not available for general purpose, have increased to £177k, (2022: £152k). Further details of the restricted funds can be found in note 11.

The charity has no investments or tangible fixed assets.

The reserve policy of the charity is to maintain available funds above a level equal to three months of overheads, with cash flow forecasts being monitored regularly. This usually equates to approximately £100,000. If within three months the available funds are due to fall below this safe level, an extraordinary meeting of the Trustees is called to decide if any immediate actions are required.

Going concern

The Charity has £213k in reserve and with plans to maintain a comfortable surplus in the coming year.

The trustees' annual report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 16/12/2023 and signed on their behalf by



Iain Littlejohn

Causeway Education – Chair of Trustees

Independent examiner's report to the members of Causeway Education

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023 which are set out on pages 19 to 31.

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 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no 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.

Signed:



S M Robinson BA FCA FCIE DChA

Kreston Reeves LLP
Chartered Accountants
Second Floor
168 Shoreditch High Street
London E1 6RA

Date: 18 December 2023

Causeway Education

Statement of financial activities

For the year ended 31 March 2023

		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2023	2023	2023	2022	2022	2022
	Notes	£	£	£	£	£	£
Income from charitable activities:							
Resources	3	60,177		60,177	144,386		144,386
Training, Research and Consultancy	3	146,194	11,618	157,812	90,878	14,617	105,495
Student Delivery	3	242,730	248,825	491,555	170,356	281,381	451,737
Other Income	3	1,192		1,192	792		792
Total Incoming Resources		450,293	260,443	710,736	406,412	295,998	702,410
Expenditure from:							
Direct Programme Costs	4	(88,725)	(75,078)	(163,803)	(25,437)	(84,075)	(109,511)
Staffing Costs	4	(289,845)	(124,481)	(414,326)	(200,778)	(132,761)	(333,539)
Other Costs	5	(41,974)	(39,912)	(81,886)	(31,212)	(29,404)	(60,616)
Total cost of charitable activities		(420,544)	(239,471)	(660,015)	(257,427)	(246,239)	(503,667)
Raising Funds:							
Research Costs	5	-		-	(5,110)		(5,110)
Fundraising activities	5	(55,341)		(55,341)	(50,196)		(50,196)
Total Resources Expended		(475,885)	(239,471)	(715,357)	(312,733)	(246,239)	(558,973)
Net Income for the year		(25,592)	20,972	(4,620)	93,679	49,758	143,438
Transfers between funds		(4,259)	4,259	-			
Net Movement In Funds		(29,851)	25,231	(4,620)	93,679	49,758	143,438
Reconciliation of funds:							
Total funds brought forward		65,758	152,241	217,999	(27,921)	102,483	74,562
Total funds carried forward		35,907	177,472	213,379	65,758	152,241	217,999

The statement of financial activities includes all gains and losses recognised in the year.

Causeway Education

Statement of financial position

As at 31 March 2023

	Notes	2023 £	2022 £
Current Assets			
Debtors	8	131,504	84,670
Fixed Assets		0	0
Cash at bank and in hand	16	181,528	228,326
		313,032	312,997
Creditors: Amounts falling due with one year	9	(99,643)	(94,987)
Net Assets		213,389	218,009
Unrestricted Funds	10	35,907	65,758
Restricted Funds	11	177,472	152,241
Share Capital	18	10	10
Total Funds		213,389	218,009

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 16/12/2023 and signed on their behalf by Iain Littlejohn



Causeway Education – Chair of Trustees

Causeway Education

Statement of cash flows

For the year end 31 March 2023

	Notes	2023 £	2022 £
Net cash used in operating activities	14	(47,272)	157,659
Interest		474	
Net cash from investing activities		474	0
Change in cash and cash equivalents		(46,798)	157,659
Cash brought forward		228,325	70,666
Cash carried forward	15	181,528	228,325

Notes to the accounts

1. Accounting policies

These accounts have been prepared in accordance with "Accounting and Reporting by Charities" the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting standard applicable in the UK and Republic of Ireland (FRS 102), effective 1st January 2019. The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. The charitable company's accounts are prepared in British Sterling and rounded to the nearest Pound.

1.1 Going concern

At the time of approving the accounts, the trustees believe that Causeway Education has adequate resources to continue trade into the foreseeable future. These accounts have therefore been prepared on a going concern basis. The trustees have reviewed the accounts, funding and liquidity of the charity and agree that there are no material uncertainties that prevent it operating.

1.2 Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

1.3 Incoming resources and funds

All income in the accounts is recognised if the charity has entitlement to the funds; it is probable that the income will be received; and the amount can be measured reliably.

Income is assessed as either unrestricted- and can be used at the discretion of the trustees to further the charitable objectives-or restricted-and subject to specific conditions by funders as to how it is used. Expenditure attributable to these resources is charged to the funds.

Income should be recognised in year received or receivables, whichever is earlier, unless funder specifies for future financial period, in which case it is deferred.

1.4 Support costs

Support costs are those functions that assist the work of the charity but do not directly influence charitable objectives. These may include but are not limited to finance, office costs, payroll and governance. Agreements with funders mostly have a support cost allocation included and therefore these accounts include this allocation where applicable and charged to the appropriate fund.

Most of the employees of the charity can and have been allocated to the programme that they predominately support.

Remaining support costs are re-allocated to each of charitable activities based on the size of the corresponding activity.

1.5 Fixed assets

It is the policy of the charity that any assets purchased over the value of £5,000 will be capitalised.

As at 31 March 2023, there have been no assets purchased over £5,000 and therefore currently the Charity has no fixed assets.

1.6 Corporation Tax

Causeway Education became a charity in October 2017. The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or 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 charitable purposes.

1.7 Financial Instruments Policy

The charitable company 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 settlement value.

1.8 Pension Policy

The charitable company offers a defined contribution pension scheme, and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year

1.9 Operating lease

Rental charges are charged on a straight-line basis over the term of the lease.

1.10 Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

1.11 Expenditure and irrecoverable VAT

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 recognised on an accruals basis as a liability incurred, including any VAT which cannot be fully recovered.

Fundraising is the costs of raising funds related to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering the Access Champions and other programmes undertaken to further the purposes of the charity and their associated support costs.

Research and Policy is the costs associated with evaluation of the work being done by the charity and to influence government policy to further the work of Causeway Education.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.12 Debtors

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

1.13 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash is also held by an outside company for the purposes of loading onto prepaid corporate cards to be used by employees for general expenses, these funds are also included.

1.14 Creditors

Creditors and provisions are recognised where 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

A doubtful debt provision has been made on a case-by-case basis depending upon the likelihood of receipt and age of debt.

2 Statutory information and status of the charity

Causeway Education is a registered charity limited by shares and is incorporated in England. Its registered office and principal place of business is Second Floor, 168 Shoreditch High Street, London E1 6RA

3 Income from charitable activities

	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022
	£	£	£	£	£	£
Trusts and Foundations	37,581	201,114	238,695	52,637	201,741	254,378
Universities	90,460	59,329	149,789	122,808	94,257	217,064
Statutory	87,760		87,760	91,093		91,093
Private Sector	221,765		221,765	124,845		124,845
Schools and Colleges	3,754		3,754	8,000		8,000
3rd Sector	7,782		7,782	6,237		6,237
Other Income	717		717	792		792
Bank Interest	474		474			
Total	450,293	260,443	710,736	406,413	295,997	702,410

4 Programme costs

Included within programme costs is restricted expenditure of £246,239, split between The Sutton Trust Summer Provision, Application Mentoring UCL and Sutton Trust Teacher Champion Programmes

Programme	Direct Programme Costs			Support Allocation	Total
	Staffing	Freelancers	Direct Costs		
	2023	2023	2023	2023	2023
	£	£	£	£	£
Sutton Trust Summer Provision	(67,384)	(51,048)		(23,687)	(142,119)
Application Mentoring UCL	(40,981)	(23,905)		(12,977)	(77,863)
Sutton Trust - Teacher Champions	(16,116)	(125)		(3,248)	(19,489)
Other Programmes		(84,325)	(4,400)	(331,819)	(420,544)
Total	(124,481)	(159,403)	(4,400)	(371,731)	(660,016)

The Charity received no benefits in kind for the Financial Year 2022 -23.

Programme costs (Prior Year)

Programme	Staffing	Freelancers	Direct Costs	Support Allocation	Total
	2022	2022	2022	2022	2022
	£	£	£	£	£
Sutton Trust Summer Provision	(64,080)	(60,109)		(24,838)	(149,026)
Application Mentoring UCL	(42,686)	(23,966)		(13,330)	(79,982)
Sutton Trust - Teacher Champions	(14,359)			(2,872)	(17,231)
Other Programmes		(23,270)	(2,166)	(231,991)	(257,428)
Total	(121,125)	(107,345)	(2,166)	(273,031)	(503,667)

5 Support and general costs

	Staffing 2023	Other 2023	Total 2023	Staffing 2022	Other 2022	Total 2022
	£	£	£	£	£	£
Support and General Costs						
Executive, Governance and Finance	(99,109)	(12,008)	(111,117)	(79,781)	(12,781)	(92,562)
IT, Communication and Evaluation	(37,278)	(35,949)	(73,227)	(31,129)	(28,805)	(59,934)
Overheads			-		3,917	3,917
General Programme Costs	(153,458)	(33,929)	(187,387)	(101,503)	(22,947)	(124,450)
Support Total	(289,845)	(81,886)	(371,731)	(212,414)	(60,616)	(273,030)
Research & Policy			-	(5,110)		(5,110)
Fundraising activities	(55,341)		(55,341)	(50,196)		(50,196)
Grand Total	(345,186)	(81,886)	(427,072)	(267,720)	(60,616)	(328,336)

6 Governance Costs

	Total 2023	Total 2022
	£	£
Stated after charging:		
Independent Examination Fee	(1,560)	(1,560)
Trustees Expenses	-	-
Operating Lease on property	-	(5,250)

7 Employee information

	Total 2023	Total 2022
Raising Funds	1	1
Charitable Activities	9	8
Support (Including Governance)	2	2
Average Employees	12	11

Staff Costs Including directors' remuneration	Total 2023	Total 2022
	£	£
Wages and Salaries	(404,396)	(334,514)
Social Security	(39,736)	(32,025)
Pension	(22,817)	(22,306)
Total	(466,949)	(388,845)

The total number of employees whose emoluments (salaries, wages and benefits in kind) fell within the following bands

	Total 2023	Total 2022
	£	£
£80,000 - £89,999	1	1
Total	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £99,108. (2022: £98,674).

There were no redundancy costs in the year. (2022: £0)

The charity trustees have not received any remuneration.

There were no expenses paid to Trustees' (2022: £0).

8 Debtors

	Total 2023	Total 2022
	£	£
Trade Debtors	89,602	72,913
Accrued Income	31,416	11,757
Prepayments		
Other Debtors (suspense account and The Office for Students)	10,487	0
Total	131,504	84,670

9 Creditors

	Total 2023	Total 2022
	£	£
Trade Creditors	(726)	(1,306)
Other Creditors	(47,679)	(40,030)
Deferred Income	(38,656)	(21,151)
Staff Expenses	0	0
Accruals	(12,582)	(32,500)
Total	(99,643)	(94,987)

Deferred Income Breakdown

Deferred Income Brought Forward	(21,151)
Deferred Income Released In Year	32,458
Income Deferred In Year	(49,963)
Total Deferred Income	(38,656)

10 Analysis of the fund position: unrestricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	65,758	450,293	(475,885)	(4,259)	(29,851)	35,907
Total	65,758	450,293	(475,885)	(4,259)	(29,851)	35,907

10b. Analysis of the fund position: unrestricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement In Year	Closing Balance
	£	£	£	£	£	£
General Fund	(27,921)	406,412	(312,733)	-	93,679	65,758
Total	(27,921)	406,412	(312,733)	-	93,679	65,758

11 Analysis of the funds position: restricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement In Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	2,687	-	-	-	-	2,687
Application Mentoring UCL	14,275	59,329	(77,863)	4,259	(14,275)	0
Sutton Trust - Teacher Champions	40,128	11,618	(19,489)	-	(7,871)	32,257
Sutton Trust - Summer Provision	95,151	189,496	(142,119)	-	47,377	142,528
Total	152,242	260,443	(239,471)	4,259	25,231	177,473

11b. Analysis of the funds position: restricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement In Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	2,687	-	-	-	-	2,687
Pathways to Law	57,054	-	-	(57,054)	(57,054)	(0)
Teacher Summer Schools	16,496	-	-	(16,496)	(16,496)	0
Application Mentoring UCL	-	94,257	(79,982)	-	14,275	14,275
Sutton Trust - Teacher Champions	26,246	14,617	(17,231)	16,496	13,882	40,128
Sutton Trust - Summer Provision	-	187,124	(149,026)	57,054	95,151	95,151
Total	102,483	295,998	(246,239)	-	49,759	152,242

Purpose of Restricted Funds

The purposes of the above funds are to provide monies to run each of the programmes. Each of the programmes have a separate agreement and run past 31 March 2022 into the new financial year and

beyond. Further information on the purposes of the programmes can be found in the annual report on page 6.

All the restricted funds are linked to the charitable objectives of the organisation which is improving the life chances of children and young people in the UK by supporting them and their influencers through key educational transitions.

The balances of the Pathways to Law and Teacher Summer Schools funds were moved to become part of the current programmes, Sutton Trust – Teacher Champions and Sutton Trust – Summer Provision.

No restricted funds ran into deficit to 31 March 2022.

12 Analysis of net assets (Current year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	8,315	173,213	181,528
Other net current assets /(liabilities)	30,077		30,077
Creditors of more than one year			
TOTAL	38,392	173,213	211,605

12.b Analysis of net assets (Previous year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	76,085	152,241	228,326
Other net current assets /(liabilities)	(10,317)		(10,317)
Creditors of more than one year			
TOTAL	65,768	152,241	218,009

13 Pension obligations

The Charity has a defined contribution pension scheme where both the employee and employer pay contributions every month in the employees' pension.

The amount owed to the pension scheme was £8,038 (2022: £14,242). There are 9 employees enrolled on the pension scheme.

14 Related party transactions

During the year, the charity received income of £7,500 (2022: £Nil) from "The Fair Education Alliance", of which N Perera is also a Trustee. No amounts were outstanding at year end (2022: £Nil). There were no other related party transactions during the period.

15 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	Total 2023	Total 2022
	£	£
Net income / (expenditure) for the reporting period	(4,620)	143,438
Interest	(474)	
(Increase)/decrease in debtors	(46,834)	(1,364)
Increase/(decrease) in creditors	4,656	15,587
Total	(47,272)	157,659

16 Analysis of cash and cash equivalents

	Total 2022	Total 2022
	£	£
Cash at bank and in hand	179,621	227,823
Prepaid Cards	1,907	503
Petty Cash	0	0
Total	181,528	228,326

17 Operating lease commitments

Causeway Education has an operating lease on its office space, the total of which expensed in the year was £5,250. (2021: £9,600). It has no other operating leases as at 31 March 2023.

	Property 2023	Property 2022
	£	£
Less than one year	-	(5,250)
Total	0	(5,250)

18 Share capital

The Charity is a private company limited by shares. The Charity has 10 £10 shares which have been partly paid, with the shares held by the Trustees of the Charity.

CAUSEWAY EDUCATION LTD

England & Wales - Charity number 1175109

Accounts

Causeway Education Ltd

Report and Financial Statements for the year ended 31 March 2022

Company Number England 09239703

Charity Number England and Wales 1175109

Charity Number Scotland SCO48038

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2021-2022 Highlights

Supporting young people to overcome barriers in accessing
higher education and apprenticeships

OUR SUPPORT IS **HIGH-QUALITY** AND **PRACTICAL**

In the past year we have

Delivered high quality workshops to **2195 professionals**
(2021: 2096)



Improved **progression to universities** for our students¹

83% of our Application Mentoring participants
applied to a higher tariff university,
compared to 53% in a matched comparison group



WE ARE **COLLABERATIVE** AND **EVIDENCE-LED**

We piloted the first ever **Post-Graduate Certificate in Access, Outreach and Social Mobility** with Aspire to HE and the University of Wolverhampton. This supported professionals across the country to develop evidence-led approaches to tackling barriers to social mobility in education.

We worked with Allen & Overy to launch a new digital component to their **Smart Start** work experience programme. Feedback from participants showed that 90% of students reported feeling better prepared to carry out experience in the workplace as a result of taking part in the Smart Skills course.

Further information on our impact and achievements can be found on pages 7-11.

We exist to make sure that progression is not determined by privilege

¹ This information has been derived from the Universities and Colleges Admissions Service STROBE analytical data service.

Company information

Trustees

- Iain Littlejohn (Chair)
- Andrea Carr (resigned 13/10/2022)
- Natalie Perera
- Natalie Whitty
- Michael Englard
- Angela Newton (resigned 8/7/2022)
- Christine Kinnear
- Penelope Peng (appointed 8/7/2022)
- Nicola Ladier (appointed 8/7/2022)
- Tirenoluwa Ajilore (appointed 8/7/2022)
- Andreas Piepke (appointed 8/7/2022)

Registered office

Causeway Education
Second Floor
168 Shoreditch High Street
London E1 6RA

Independent Examiners

S M Robinson
Kreston Reeves
Second Floor
168 Shoreditch High Street
London E1 6RA

Bank

Unity Trust Bank
4 Brindley Place
Birmingham
B1 2JB

Directors and key personnel

- Sam Holmes, CEO
- Clare Addy, Head of Partnerships
- Katie Buckingham, Head of Programmes

Trustees' report

Our mission

Supporting young people to overcome barriers in accessing higher education and apprenticeships.

We exist to make sure that progression is not determined by privilege.

With the right support in exploration, choices and applications, all young people can find and realise their ambition. In our unequal society, some young people face far greater challenges than others in accessing higher education. Dedicated teachers, advisors and outreach professionals work tirelessly on redressing these inequalities. We are there for all those confronting these barriers, helping to bring about:

1. Expert support

We give teachers the skills and resources they need to ensure all their students can navigate HE applications effectively.

2. Transformational outreach

We help universities, charities and corporates to develop initiatives which inspire *and* equip participants to take their next steps.

3. Outstanding applications

We support students directly, providing impactful workshops and mentoring to help them successfully clear the hurdles of a complex application process.

Public benefit statement

The only objects for which the Charity is established are for the public benefit to promote the education of people under the age of 25 in the UK in particular but not exclusively by increasing the chances of students accessing higher education, further training, apprenticeships and careers.

Our values

Our work is:

1. High-quality

Our impact is greatest when the quality of our work is highest.

- We bring strong expertise in the areas where we work.
- We are passionate about what we do, and this motivates us to strive for constant improvement.
- We believe high quality is achieved through an open, honest and critical approach to our own work and that of our partners.

2. Collaborative

Our mission is shared by a vast range of individuals and organisations – through supporting each other we can reach more individuals with higher quality interventions.

- Everyone we work with is a partner.
- We work hard to understand our partners, recognise their expertise and speak a common language.
- We are approachable and empowering in the support we provide.

3. Practical

Take-up of our support is greatest when it is easy to implement.

- We provide actionable support to partners in the form of user-friendly tools and sector-leading resources
- We apply our extensive first-hand experience of working with schools, colleges and universities to develop frictionless strategies for improving application support

4. Evidence-led

The best solutions build on the greatest accumulation of insights

- We take time to understand problems in detail, identify needs and form considered solutions
- We apply insights from published research as well as our own evaluation data and practical experience

Our key programmes

Our work at Causeway falls into three main strands:

1. Training, research and consultancy for teachers and outreach professionals at universities, charities and corporates
2. Workshops and mentoring for students
3. Practical resources

Our key programmes in each of these areas are outlined below.

Training, research and consultancy

Post-Graduate Certificate in Access, Outreach and Social Mobility

We collaborated with Aspire to HE and the University of Wolverhampton to deliver the first ever Post-Graduate Certificate in Access, Outreach and Social Mobility. This supports professionals across the sector to develop evidence-led approaches to tackling barriers to social mobility in education.

Sutton Trust Teacher Champions

The Sutton Trust Teacher Champions Programme supports schools and 6th form colleges to increase progression to competitive HE courses through an annual series of best-practice webinars. These focus on enhancing ongoing systems of support for students and have been distilled from analysis of relevant research, as well as Causeway's extensive experience in this area.

Supported Mentoring

With the shift to online provision in response to the COVID-19 Pandemic, we adapted our mentoring platform to enable other organisations to use it for their own programmes. We now support a range of universities and other organisations to deliver online mentoring through our platform. Causeway provides training and oversight of mentors (usually student ambassadors or Widening Participation staff members) as well as technical support.

Student workshops and mentoring

Application Mentoring

Our Application Mentoring supports students through the admissions process to Higher Education, particularly in the last, most decisive stages. Students follow subject-specific pathways developed by academics and teachers and get support from an expert mentor trained in applications. We deliver the programme for a number of partners, including the Sutton Trust, University College London, and Wadham College, Oxford.

Offer-holder mentoring

A growing strand of our work is supporting university offer-holders in their final year of school/college, before they transition to university. We have piloted this with Lucy Cavendish College, Cambridge. Year 13 students were given regular academic tutorials online to help them excel in their current studies and prepare for the academic level required at university. They also benefitted from meeting their future classmates in these tutorials and developing a sense of cohort before the start of term.

Pathways to Law

We deliver part of the Sutton Trust's Pathways to Law programme, providing support to students on personal statements and the LNAT.

Smart Start

We deliver elements of the Allen & Overy Smart Start Programme. This includes managing recruitment, and the design and delivery of the Smart Start week.

Access Ashurst

We deliver workshops on personal statements and the LNAT as part of the Access Ashurst work experience scheme.

Resources

OSCAR

OSCAR (Online System for Completing Applications & References) is our online platform which has been designed with outstanding university applications in mind. OSCAR supports students to develop competitive, subject-focused personal statements and teachers to produce effective references. It allows students to submit drafts of their personal statement for review and teachers or mentors to submit line-by-line feedback and comments. OSCAR is a free tool available to all state schools in the UK. This year we have developed specific apprenticeship tools on the platform to support applicants to higher and degree apprenticeships.

Key achievements in the year

Training, research and consultancy

Sutton Trust Teacher Champions

For the second year, we successfully deliver the programme as a national online scheme. In collaboration with the Sutton Trust we achieved:

- 550 session attendees
- 83% respondents strongly agreed that the sessions were useful and 75% strongly agreed they felt better able to support their students thinking about HE
- Estimated student reach of 60,000

Student workshops and mentoring

Smart Start

We worked with Allen & Overy to redesign their Smart Start work experience scheme to include a two-week e-learning course for successful and unsuccessful applicants. Delivered via the online learning platform Future Learn the Smart Skills course included video messages from A&O staff and introduced students to the 8 Skill Builder Essential Skills. The virtual Smart Start work experience week was redesigned and delivered virtually for the second time.

Sutton Trust Online

We delivered a series of 44 live webinars on personal statements, admissions tests and interviews to 1658 students on the Sutton Trust Online platform.

Offer-holder support

In 2021 we worked with Lucy Cavendish College, Cambridge to deliver our offer-holder mentoring pilot to Year 13 offer-holders in their final year of school/college. Students were given regular academic tutorials online to help them excel in their current studies and prepare for the academic level required at university. They also benefitted from meeting their future classmates in these tutorials and developing a sense of cohort before the start of term.

We also designed and delivered offer-holder support programmes for the University of Bristol and Cardiff University. Both programmes consisted of a series of webinars covering topics such as 'Planning your first week', 'Making the most of your first term', 'Healthy Living', 'Successful social life' and 'Independent research skills'.

Resources

Sutton Trust Online – Taster Videos

We produced a series of short taster videos to be hosted on the Sutton Trust Online platform. The videos were designed to give students a taste of Causeway's key messages around personal statements, admissions tests and interviews.

Advancing Access - Modules

We produced content to be used in resources on the Advancing Access website. The content was on the theme of creating cultures of success within schools and colleges with respect to access to competitive universities. The project involved sourcing case studies of best practice from staff in schools and colleges, creating seven self-contained learning modules and producing video content for these, devising an evaluation approach to gauge the impact of the material on its audience and promoting the completed material to a network of over 100 schools and colleges.

Impact highlights from FY 2021-2022

Application Mentoring

Our evaluation of Application Mentoring demonstrated that the programme continues to make an impact on outcomes of participating young people:

- The evaluation of our 2020-21 cohort by the UCAS STROBE service found that that young people who participated in the programme were significantly more likely to apply to higher tariff HE institutions and Russell Group HE institutions than similar students benchmarked by the UCAS STROBE service. 83% of mentees applied to higher tariff HE compared with 53% of similar students and 83% of mentees applied to Russell Group HE institutions compared to 55% of similar students. 89% of those who applied to HE went on to accept a place.

92% of our 2020-21 cohort rated the feedback and guidance that they received as helpful or very helpful, and 94% felt confident that they'd written a high-quality personal statement.

- *"I would definitely recommend this to everyone! My mentor really helped me and as a first generation student, I didn't have any idea of how to structure my personal statement and so my*

mentor gave me tips on how to write a personal statement for a competitive course at competitive unis."

Smart Start

- 92% of participants rated their mock job interviews as useful or very useful
- 94% rated our webinars on course choices, personal statements and admissions tests as useful or very useful.

90% of students reported feeling better prepared to carry out experience in the workplace as a result of taking part in the Smart Skills course.

- *"Although I generally knew the skills required in a workspace, I did not know its full depth on how it works and functions in scenarios, for example a team at Allen and Overy. Breaking down the skills required help highlight the skills that need improvement too."*
- *"I feel like I'm able to identify the skills I've been using and how to improve on them when participating in placements."*
- *"I found the videos taken by different members of staff at A&O incredibly useful in understanding how the different skills we learned apply in the workplace and how it interacts in various settings."*
- *"The support from all the webinars and the course itself was detailed and very informative. The depth and effort behind it was very helpful."*

OSCAR for schools

In 2021-22 we reached 1214 education professionals and 5,372 students through the OSCAR for Free initiative, when we reached out to state-maintained schools to offer the chance of using the platform for free.

Lucy Cavendish Offer-holder mentoring

In 2021, the overall success rate for students enrolled on the programme was 85%.

- *'I'd like to say a final thank you for mentoring me this year, and I hope that you have success in getting the go-ahead for the continuation of the programme next year! I know many students would benefit from it as much as I and the other mentees have.'*
- *'The skills I've learnt over these six months will come with me to Cambridge for sure so I cannot thank you enough!'*
- *'Although I am in a few Cambridge offer holder group chats, they can be quite an overwhelming place to be so it's been great to be able to get to know a couple of people, just so there will be some familiar faces once we arrive!'*

Reach for financial year 2021-22

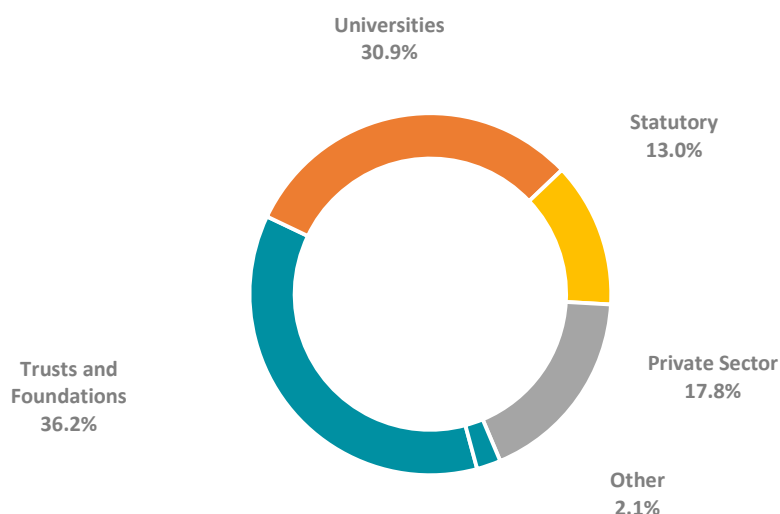
	Schools direct reach	Professionals direct reach	Students direct reach	Professionals indirect reach	Students indirect reach
Application mentoring – UCL Sutton Trust Summer School	0	0	35	0	0
Application mentoring – UCL Summer School	0	0	73	0	0
Application mentoring – UCL Building Futures	0	0	12	0	0
Application mentoring – Wadham	0	0	112	0	0
Application mentoring – STSS	0	0	611	0	0
Application mentoring – Computer Science	0	0	6	0	0
Sutton Trust Online	0	0	1658	0	0
A&O Smart Start	0	0	464	0	0
Sutton Trust Teacher Champions	0	550	0	0	60,000
Lucy Cavendish offer holder mentoring	0	0	27		
OSCAR for Schools	68	1214	5372	0	0
Events and small projects	7	431	1876	0	0
Grand Total	75	2,195	10,246	0	60,000

Notes:

- Schools: A primary- or secondary-level educational institution with a DfE number (or equivalent), from which people – either staff or students – have benefitted from our services.
- Professionals: People we are training as part of their job, or as work they have volunteered to do, and who work with students.
- Students: Young people who we would consider the ‘end users’ of our services, such as our mentoring programmes and student-facing events
- Direct reach: People (or organisations) who we have directly worked with, trained, or mentored.
- Indirect reach: People who have benefited second-hand from people we have reached directly (for example students who benefit from a professional, such as teacher, who we have trained). We currently only measure indirect reach for the Access Champions programme.
- ‘Other delivery’ covers one-off events that are not part of a larger programme, such as workshops, training sessions or events.

How we are funded

Causeway's funding comes from a large range of partners. Our largest single funder is The Sutton Trust, funding various programmes. These included Access Champions, Teacher Champions, Application Mentoring, and the Online digital platform tool.



Future strategic plans

For the last few years, we have been involved in delivering large programmes for various NCOP (now UniConnect) consortia. We increased our organisational capacity in line with this work, and have now streamlined our capacity as these programmes have drawn to a close. As part of this, the balance of our portfolio of work has shifted from a small number of large programmes, to a larger number of medium-sized projects.

Our key focus remains the achievement of systemic change in schools and colleges. We want to develop and embed better systems of support for students so that both current and future cohorts can overcome barriers to accessing Higher Education. We are in the second stage of a five-year plan to refine our operations by using a new school/college-based metric to target our work and maximise our impact. This involves the following stages:

Stage 1 (FYs 2020-21 and 2021-22)

During this stage we will research, develop and implement a new impact metric based on school/college-level progression data to post-18 destinations. We will also evaluate our current programme offering in terms of its effectiveness at delivering systemic change within schools/colleges, using this to refine and extend our programmes where necessary.

Stage 2 (FYs 2022-23, 2023-24 and 2024-25)

During this stage we will seek funding for, and carry out, an evidenced-based scaling up of our programmes. Through this, we aim to deliver systemic change across the schools and colleges serving young people who face the greatest barriers in accessing Higher Education.

How we manage our affairs

Trustees

Causeway Education is a charitable company limited by shares, incorporated on 29 September 2014 and registered as a charity in England and Wales on 11 October 2017 and in Scotland on 9 January 2018.

The company was established under a memorandum of association detailing its objects and powers and is governed under its articles of association by a Board of Trustees.

The Board's work includes critical analysis of the strategic plans and agreeing our financial plan. The Board acts on advice and information from regular meetings with the Senior Management Team. They are also responsible for management of the Chief Executive Officer.

All our trustees give their time voluntarily and receive no benefits from the organisation. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

In 2021-22 the Board had four meetings. Each meeting has a set agenda that usually involves, but not limited to, reviewing Charity performance, strategy, policy and the organisations risks and mitigating actions.

Appointment of Trustees

The appointment of trustees is governed by our Articles of Association. Our trustees are also directors of Causeway Education for the purposes of company law.

Trustee induction and training

We make new trustees aware of their legal obligations under charity law and company law. Our induction programme for new trustees includes an overview of our decision-making processes, our strategic aims, and our recent performance. As part of our safer recruitment processes we ensure trustees have an enhanced DBS, provide two references and take online safeguarding training. Trustees are invited to see our programme delivery in action. We involve trustees in specific pieces of work depending on their interests and expertise. They are also invited to specific Trustee related training courses run by external suppliers.

Trustee decision making

Pay policy

Our trustees are responsible for the annual salary review for staff in the organisation on recommendation of the Senior Management Team, at which pay is normally increased in line with annual inflation (RPI). Trustees review and approve appointment salaries and salary increases for senior staff; appointment salaries and salary increases for junior staff are reviewed and approved by the senior management team. Recruitment panels for senior management must include at least one trustee

A new formal pay policy is due to be implemented in the coming financial year that will look at the pay of individual roles as well as the individuals within the roles to ensure fairness, transparency and stability across the organisation.

Trustee responsibilities

Our trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires our trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice 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.

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

In so far as the trustees are aware:

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

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

Shareholders of the charity will lose their shares in the event of the charity winding up. The total number of such guarantees at 31 March 2022 was 7 (2021: 8). The trustees are shareholders of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity and this is monitored by each board member completing their declarations of interest.

Compliance information

Data protection

Our policies and procedures are robust and we meet the General Data Protection Regulation, in effect from May 25 2018. We are registered with the Information Commissioner's Office.

Fundraising

We comply with all relevant statutory regulations and with a range of codes of practice and standards. We are members of the Institute of Fundraising and are registered with the Fundraising Regulator. We are committed to best practice and to responding to and learning from any complaints we receive; our complaints procedure is published on our website. Our fundraising promise, also published on our website, is to

- Commit to high standards
- Be clear, honest and open
- Be fair and reasonable
- Be accountable & responsible

We do not use volunteers to fundraise, and we do not fundraise from members of the public.

Whistleblowing policy

Our whistleblowing policy protects anyone who discloses concerns from discrimination.

Child safeguarding

All staff, volunteers, contractors, and third-party organisations with whom we partner are bound by our Child Safeguarding policy and procedures. All staff, contractors and volunteers are required to complete child safeguarding training as part of their induction. We publish our Child Safeguarding Policy on our website and have a dedicated e-mail address to which concerns can be reported.

Equal opportunities

We are committed to the principle and practice of equal opportunities in employment, recruitment, and programme delivery.

Anti-bribery, anti-corruption and anti-fraud policies

Our Anti-Bribery and Anti-Corruption policy and our Anti-Fraud policy and related procedures ensure that we have controls and processes designed to prevent and detect fraud and dishonesty. We investigate any allegations that arise and take appropriate action where needed.

Independent Examiner

Susan Robinson of Kreston Reeves LLP was appointed as the charitable company's independent examiner during the year and has expressed her willingness to continue in that capacity.

Financial review

This year, the charity has further consolidated its transition from a larger organisation delivering significant Uni Connect funded programmes, to a smaller organisation focused on medium-sized projects. Costs have again reduced significantly which, accompanied by a healthy increase in revenue, means the charity has now returned to a surplus. During 2021-22, we saw an increase in bookings across all our areas of activity. This included the more strategic areas of resource development and training, which had reduced significantly during the pandemic. Already in 2022-23 we have seen this trend continue and, as a result, the charity anticipates maintaining this surplus in this coming financial year.

Income has increased from £483k to £702k, a 45% increase. The proportion of our total income which comes from The Sutton Trust reduced from 64% to 34%, and the proportion of our income which comes from Allen and Overy reduced from 25% to 15%.

Other programmes run by Causeway Education account for 50% of the charity's total income.

Expenditure has decreased by a further 14%, from £647k to £559K.

Risks & uncertainties

Our trustees are responsible for ensuring proper risk management processes are in place. A formal risk register has been formulated and agreed, and trustees discuss risks and uncertainties at each trustee meeting.

The trustees consider that the most significant risks facing the charity are:

- **Shortfalls in future funding.** The organisation regularly monitors and reports on the future funding opportunities that the charity has at least a year into the future. Over the past year, the charity has continued to consolidate and expand our most secure income streams, as well as developing a number of new projects.
- **Cash flow.** Due to the current economic conditions, the organisation is at risk from sudden cash flow shortfalls in the medium term. The senior management team along with the Trustees regularly monitor cash flow forecasts over 12 months in the future highlighting significant risk that cash will fall below a safe level considerably in advance of it happening, with agreed actions in place should this occur.
- **Information security breach.** With the increasing shift towards online working and service delivery, the security of our IT systems and our online platform (OSCAR) have become even more important. To ensure the organisation has a very high level of protection in place, we have obtained Cyber Essentials Certification and carried out a comprehensive audit and penetration test of OSCAR (refreshed on a monthly basis). We also have specific insurance to cover this area.

Reserves and reserves policy

Reserves have increased by 193 % to £218k, (2021: £75k). The total funds of the charity, excluding the share capital, have been classified as either Unrestricted or Restricted funds.

All unrestricted funds are free reserves to be used at the trustees' discretion to take advantage of opportunities or to mitigate against negative financial impact of unforeseen events. As at the end of the financial year, these stood at £66k, (2021: -£28k).

Restricted funds, which are not available for general purpose, have increased to £152k, (2021: £102k). Further details of the restricted funds can be found in note 11.

The charity has no investments or tangible fixed assets.

The reserve policy of the charity is to maintain available funds above a level equal to three months of overheads, with cash flow forecasts being monitored regularly. If within three months the available funds are due to fall below this safe level, an extraordinary meeting of the Trustees is called to decide if any immediate actions are required.

Going concern

The Charity has £218k in reserve and with plans to turn a comfortable surplus in the coming year.

The trustees' annual report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 7/12/2022 and signed on their behalf by



Iain Littlejohn

Causeway Education – Chair of Trustees

Independent examiner's report to the members of Causeway Education

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 19 to 31.

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 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no 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.

Signed:



S M Robinson BA FCA FCIE DChA MCMl

Kreston Reeves LLP

Chartered Accountants
Second Floor
168 Shoreditch High Street
London E1 6RA

Date: 12th December 2022

Causeway Education

Statement of financial activities

For the year ended 31 March 2022

		Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Unrestricted Funds 2021 as restated	Restricted Funds 2021 as restated	Total Funds 2021
	Notes	£	£	£	£	£	£
Income from charitable activities:							
Resources	3	144,386		144,386	92,661	-	92,661
Training, Research and Consultancy	3	90,878	14,617	105,495	36,822	33,000	69,822
Student Delivery	3	170,356	281,381	451,737	135,995	183,815	319,810
Other Income	3	792		792	703	-	703
Total Incoming Resources		406,412	295,998	702,410	266,181	216,815	482,996
Expenditure from:							
Direct Programme Costs	4	(25,437)	(84,075)	(109,511)	(34,885)	(57,836)	(92,721)
Staffing Costs	4	(200,778)	(132,761)	(333,539)	(282,791)	(187,083)	(469,874)
Other Costs	5	(31,212)	(29,404)	(60,616)	(40,401)	(32,895)	(73,296)
Total cost of charitable activities		(257,427)	(246,240)	(503,667)	(358,076)	(277,814)	(635,891)
Raising Funds:							
Research Costs	5	(5,110)		(5,110)	(11,560)		(11,560)
Fundraising activities	5	(50,196)		(50,196)	-	-	-
Total Resources Expended		(312,733)	(246,240)	(558,973)	(369,637)	(277,814)	(647,451)
Net Income for the year	6	93,679	49,758	143,438	(103,456)	(60,999)	(164,455)
Transfers between funds				-	(14,940)	14,940	-
Net Movement in Funds		93,679	49,758	143,438	(118,396)	(46,059)	(164,455)
Reconciliation of funds:							
Total funds brought forward		(27,921)	102,483	74,562	90,476	148,542	239,018
Total funds carried forward		65,758	152,241	217,999	(27,920)	102,483	74,562

The statement of financial activities includes all gains and losses recognised in the year.

Causeway Education

Statement of financial position

As at 31 March 2022

	Notes	2022 £	2021 £
Current Assets			
Debtors	8	84,670	83,306
Fixed Assets		0	0
Cash at bank and in hand	15	228,326	70,666
		312,997	153,972
Creditors: Amounts falling due with one year	9	(94,987)	(79,400)
Net Assets		218,009	74,572
Unrestricted Funds	10	65,758	(27,921)
Restricted Funds	11	152,241	102,483
Share Capital	18	10	10
Total Funds		218,009	74,572

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.



Approved by the trustees on 7/12/22 and signed on their behalf by Iain Littlejohn

Company registered number: 09239703

For progression not determined by privilege

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Causeway Education

Statement of cash flows

For the year end 31 March 2022

	Notes	2022 £	2021 £
Net cash used in operating activities	14	157,660	(63,545)
Movement in Fixed Asset		0	0
Change in cash and cash equivalents		157,660	(63,545)
Cash brought forward		70,666	134,211
Cash carried forward	15	228,326	70,666

Notes to the accounts

1. Accounting policies

These accounts have been prepared in accordance with “Accounting and Reporting by Charities” the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting standard applicable in the UK and Republic of Ireland (FRS 102), effective 1st January 2019. The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. The charitable company’s accounts are prepared in British Sterling and rounded to the nearest Pound.

1.1 Going concern

At the time of approving the accounts, the trustees believe that Causeway Education has adequate resources to continue trade into the foreseeable future. These accounts have therefore been prepared on a going concern basis. The trustees have reviewed the accounts, funding and liquidity of the charity and agree that there are no material uncertainties that prevent it operating.

1.2 Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

1.3 Incoming resources and funds

All income in the accounts is recognised if the charity has entitlement to the funds; it is probable that the income will be received; and the amount can be measured reliably.

Income is assessed as either unrestricted- and can be used at the discretion of the trustees to further the charitable objectives-or restricted-and subject to specific conditions by funders as to how it is used. Expenditure attributable to these resources is charged to the funds.

Income should be recognised in year received or receivables, whichever is earlier, unless funder specifies for future financial period, in which case it is deferred.

1.4 Support costs

Support costs are those functions that assist the work of the charity but do not directly influence charitable objectives. These may include but are not limited to finance, office costs, payroll and governance. Agreements with funders mostly have a support cost allocation included and therefore these accounts include this allocation where applicable and charged to the appropriate fund.

Most of the employees of the charity can and have been allocated to the programme that they predominately support.

Remaining support costs are re-allocated to each of charitable activities based on the size of the corresponding activity.

1.5 Fixed assets

It is the policy of the charity that any assets purchased over the value of £5,000 will be capitalised.

As at 31 March 2022, there have been no assets purchased over £5,000 and therefore currently the Charity has no fixed assets.

1.6 Corporation Tax

Causeway Education became a charity in October 2017. The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or 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 charitable purposes.

1.7 Financial Instruments Policy

The charitable company 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 settlement value.

1.8 Pension Policy

The charitable company offers a defined contribution pension scheme, and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year

1.9 Operating lease

Rental charges are charged on a straight-line basis over the term of the lease.

1.10 Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

1.11 Expenditure and irrecoverable VAT

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 recognised on an accruals basis as a liability incurred, including any VAT which cannot be fully recovered.

Fundraising is the costs of raising funds related to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering the Access Champions and other programmes undertaken to further the purposes of the charity and their associated support costs.

Research and Policy is the costs associated with evaluation of the work being done by the charity and to influence government policy to further the work of Causeway Education.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.12 Debtors

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

1.13 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash is also held by an outside company for the purposes of loading onto prepaid corporate cards to be used by employees for general expenses, these funds are also included.

1.14 Creditors

Creditors and provisions are recognised where 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

A doubtful debt provision has been made on a case-by-case basis depending upon the likelihood of receipt and age of debt.

2 Statutory information and status of the charity

Causeway Education is a registered charity limited by shares and is incorporated in England. Its registered office and principal place of business is Second Floor, 168 Shoreditch High Street, London E1 6RA

3 Income from charitable activities

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021
	£	£	£	£	£	£
Trusts and Foundations	52,637	201,741	254,378	42,611	174,773	217,383
Universities	122,808	94,257	217,064	112,226	37,042	149,268
Statutory	91,093		91,093	42,777		42,777
Private Sector	124,845		124,845	57,892		57,892
Schools and Colleges	8,000		8,000	1,058		1,058
3rd Sector	6,237		6,237	9,413		9,413
Other Income	792		792	5,205		5,205
Bank Interest			-			-
			-			-
Total	406,413	295,997	702,410	266,181	216,815	482,995

4 Programme costs

Included within programme costs is restricted expenditure of £246,239, split between The Sutton Trust Summer Provision. Application Mentoring UCL and Sutton Trust Teacher Champion Programmes

Programme	Staffing 2022 £	Direct Programme Costs		Support Allocation 2022 £	Total 2022 £
		Freelancers 2022 £	Direct Costs 2022 £		
Sutton Trust Summer Provision	(64,080)	(60,109)		(24,838)	(149,026)
Application Mentoring UCL	(42,686)	(23,966)		(13,330)	(79,982)
Sutton Trust - Teacher Champions	(14,359)			(2,872)	(17,231)
Other Programmes		(23,270)	(2,166)	(231,991)	(257,428)
Total	(121,125)	(107,345)	(2,166)	(273,031)	(503,667)

The Charity received no benefits in kind for the Financial Year 2021 -22.

Programme costs (Prior Year)

Programme	Staffing	Freelancers	Direct Costs	Support Allocation	Total
	2021	2021	2021	2021	2021
	£	£	£	£	£
Access Champions	(14,933)	-	(7)	-	(14,940)
Academic Apprenticeship	(39,035)	(11,625)	(32)	(6,901)	(57,592)
Pathways to Law	(32,390)	(10,000)	-	(5,215)	(47,605)
Pathways to Coding	-	-	-	-	-
Teacher Champions	(16,839)	-	-	(3,368)	(20,207)
Other Programmes	(83,885)	(64,993)	-	(346,669)	(495,548)
Total	(187,082)	(86,618)	(38)	(362,153)	(635,891)

5 Support and general costs

	Staffing 2022	Other 2022	Total 2022	Staffing 2021	Other 2021	Total 2021
Support and General Costs	£	£	£	£	£	£
Executive, Governance and Finance	(79,781)	(12,781)	(92,562)	(185,744)	(17,920)	(203,664)
IT, Communication and Evaluation	(31,129)	(28,805)	(59,934)	(26,309)	(41,805)	(68,114)
Overheads		3,917	3,917	27,594	(14,865)	12,729
General Programme Costs	(101,503)	(22,947)	(124,450)	(98,334)	(4,770)	(103,103)
Support Total	(212,414)	(60,616)	(273,030)	(282,793)	(79,360)	(362,153)
Research & Policy	(5,110)		(5,110)	(11,559)	-	(11,559)
Fundraising activities	(50,196)		(50,196)		-	-
Grand Total	(267,720)	(60,616)	(328,336)	(294,352)	(79,360)	(373,712)

6 Governance Costs

	Total 2022	Total 2021
Stated after charging:	£	£
Independent Examination Fees	(1,560)	(1,500)
Trustees Expenses	-	-
Operating Lease on property	(5,250)	(9,600)

7 Employee information

	Total 2022	Total 2021
Raising Funds	1	0
Charitable Activities	8	7
Support (Including Governance)	2	4
Average Employees	11	11

Staff Costs Including directors' remuneration	Total 2022	Total 2021
	£	£
Wages and Salaries	(334,514)	(416,544)
Social Security	(32,025)	(40,808)
Pension	(22,306)	(24,083)
Total	(388,845)	(481,434)

The total number of employees whose emoluments (salaries, wages and benefits in kind) fell within the following bands

	Total 2022	Total 2021
	£	£
£80,000 - £89,999	1	1
Total	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £98,674. (2021: £163,870).

There were no redundancy costs in the year. (2021: £0)

The charity trustees have not received any remuneration.

There were no expenses paid to Trustees' (2021: £0).

8 Debtors

	Total 2022	Total 2021
	£	£
Trade Debtors	72,913	79,593
Accrued Income	11,757	3,750
Other Debtors (suspense account)	0	(37)
Total	84,670	83,306

9 Creditors

	Total 2022	Total 2021
	£	£
Trade Creditors	(1,306)	(1,254)
Other Creditors	(40,030)	(12,983)
Deferred Income	(21,151)	(42,363)
Staff Expenses	0	0
Accruals	(32,500)	(22,800)
Total	(94,987)	(79,400)

Deferred Income Breakdown

Deferred Income Brought Forward	(42,363)
Deferred Income Released in Year	69,157
Income Deferred in Year	(47,945)
Total Deferred Income	(21,151)

10 Analysis of the fund position: unrestricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	(27,921)	406,412	(312,733)	-	93,679	65,758
Total	(27,921)	406,412	(312,733)	-	93,679	65,758

10b. Analysis of the fund position: unrestricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	90,476	266,181	(369,637)	(14,940)	(118,397)	(27,921)
Total	90,476	266,181	(369,637)	(14,940)	(118,397)	(27,921)

11 Analysis of the funds position: restricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	2,687			-	-	2,687
Pathways to Law	57,054			(57,054)	(57,054)	(0)
Teacher Summer Schools	16,496			(16,496)	(16,496)	0
Application Mentoring UCL	-	94,257	(79,982)		14,275	14,275
Sutton Trust - Teacher Champions	26,246	14,617	(17,231)	16,496	13,882	40,128
Sutton Trust - Summer Provision	-	187,124	(149,026)	57,054	95,151	95,151
Total	102,483	295,998	(246,239)	-	49,759	152,241

11b. Analysis of the funds position: restricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	60,711	82,095	(140,118)	-	(58,023)	2,687
Pathways to Coding	0	-	-	-	-	0
Pathways to Law	74,379	30,280	(47,605)	-	(17,325)	57,054
Teacher Summer Schools	(0)	71,440	(54,943)	-	16,496	16,496
Access Champions - Sutton Trust	-	-	(14,940)	14,940	0	0
Access Champions - Scotland	-	-	-	-	-	-
Teacher Champions - Sutton Trust	13,453	33,000	(20,207)	-	12,793	26,246
Innovate	-	-	-	-	-	-
Total	148,543	216,815	(277,814)	14,940	(46,059)	102,483

Purpose of Restricted Funds

The purposes of the above funds are to provide monies to run each of the programmes. Each of the programmes have a separate agreement and run past 31 March 2022 into the new financial year and beyond. Further information on the purposes of the programmes can be found in the annual report on page 6.

All the restricted funds are linked to the charitable objectives of the organisation which is improving the life chances of children and young people in the UK by supporting them and their influencers through key educational transitions.

The balances of the Pathways to Law and Teacher Summer Schools funds were moved to become part of the current programmes, Sutton Trust – Teacher Champions and Sutton Trust – Summer Provision.

No restricted funds ran into deficit to 31 March 2022.

12 Analysis of net assets (Current year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	76,085	152,241	228,326
Other net current assets /(liabilities)	(10,317)		(10,317)
Creditors of more than one year			
TOTAL	65,768	152,241	218,009

12.b Analysis of net assets (Previous year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	- 20,317	90,983	70,666
Other net current assets /(liabilities)	(7,594)	11500	3,907
Creditors of more than one year			
TOTAL	(27,921)	102,483	74,572

13 Pension obligations

The Charity has a defined contribution pension scheme where both the employee and employer pay contributions every month in the employees' pension.

The amount owed to the pension scheme was £14,242 (2021: £7,198). There are 9 employees enrolled on the pension scheme.

14 Related party transactions

The Charity had no related party transactions in the current year or prior year. There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

15 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	Total 2022	Total 2021
	£	£
Net income / (expenditure) for the reporting period	143,438	(164,456)
(Increase)/decrease in debtors	(1,364)	66,005
Increase/(decrease) in creditors	15,587	34,904
Total	157,660	(63,546)

16 Analysis of cash and cash equivalents

	Total 2022	Total 2021
	£	£
Cash at bank and in hand	227,823	66,211
Prepaid Cards	503	4,431
Petty Cash	0	24
Total	228,326	70,666

17 Operating lease commitments

	Property 2022	Property 2021
	£	£
Less than one year	(5,250)	(9,600)
Total	(5,250)	(9,600)

Causeway Education has an operating lease on its office space, the total of which expensed in the year was £5,250. (2021: £9,600). It has no other operating leases as at 31 March 2022.

18 Share capital

The Charity is a private company limited by shares. The Charity has 10 £10 shares which have been partly paid, with the shares held by the Trustees of the Charity.

CAUSEWAY EDUCATION LTD

England & Wales - Charity number 1175109

Accounts

Causeway Education Ltd

Report and Financial Statements for the year ended 31 March 2021

Company Number England 09239703

Charity Number England and Wales 1175109

Charity Number Scotland SCO48038

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2020-2021 Highlights

Supporting young people to overcome barriers in accessing
higher education and apprenticeships

OUR SUPPORT IS HIGH-QUALITY AND PRACTICAL

In the past year we have

Delivered high quality workshops to **2096 professionals**
(2020: 780)



Improved **progression to universities** for our students¹

93% accepted a place via Application Mentoring
(vs 88% control group)



Our **Big Idea Small Idea** event series reached **342** people across 3 events. In feedback, **94%** rated the sessions as **useful** or **very useful**.

WE ARE COLLABORATIVE AND EVIDENCE-LED

We are collaborating with Aspire to HE and the University of Wolverhampton to design the first ever **Post-Graduate Certificate in Access, Outreach and Social Mobility**. This will support professionals across the sector to develop evidence-led approaches to tackling barriers to social mobility in education.

We have worked with Allen & Overy to redesign their **Smart Start** work experience programme for online delivery. Feedback from participants showed that **100%** rated their **mock job interviews**, as well as their **webinars on course choices, personal statements and admissions tests**, as **useful** or **very useful**.

Further information on our impact and achievements can be found on pages 8-11.

We exist to make sure that progression is not determined by privilege

¹ This information has been derived from the Universities and Colleges Admissions Service STROBE analytical data service.

Company information

Trustees

- Iain Littlejohn (Chair)
- Andrea Carr
- Natalie Perera
- Natalie Whitty
- Jamie Potter (resigned 13 October 2021)
- Michael England
- Angela Newton
- Christine Kinnear

Registered office

NCC Space
New City College
Falkirk Street
London
N1 6HQ

Independent Examiners

S M Robinson
Kreston Reeves
24 Chiswell Street
London
EC1Y 4YX

Bank

Unity Trust Bank
4 Brindley Place
Birmingham
B1 2JB

Directors and key personnel

- Sam Holmes, CEO
- Clare Addy, Head of Partnerships
- Katie Buckingham, Head of Programmes

Trustees' report

Our mission

Supporting young people to overcome barriers in accessing higher education and apprenticeships.

We exist to make sure that progression is not determined by privilege.

With the right support in exploration, choices and applications, all young people can find and realise their ambition. In our unequal society, some young people face far greater challenges than others in accessing higher education. Dedicated teachers, advisors and outreach professionals work tirelessly on redressing these inequalities. We are there for all those confronting these barriers, helping to bring about:

1. Expert support

We give teachers the skills and resources they need to ensure all their students can navigate HE applications effectively.

2. Transformational outreach

We help universities, charities and corporates to develop initiatives which inspire *and* equip participants to take their next steps.

3. Outstanding applications

We support students directly, providing impactful workshops and mentoring to help them successfully clear the hurdles of a complex application process.

Public benefit statement

The only objects for which the Charity is established are for the public benefit to promote the education of people under the age of 25 in the UK in particular but not exclusively by increasing the chances of students accessing higher education, further training, apprenticeships and careers.

Our values

Our work is:

1. High-quality

Our impact is greatest when the quality of our work is highest.

- We bring strong expertise in the areas where we work.
- We are passionate about what we do, and this motivates us to strive for constant improvement.
- We believe high quality is achieved through an open, honest and critical approach to our own work and that of our partners.

2. Collaborative

Our mission is shared by a vast range of individuals and organisations – through supporting each other we can reach more individuals with higher quality interventions.

- Everyone we work with is a partner.
- We work hard to understand our partners, recognise their expertise and speak a common language.
- We are approachable and empowering in the support we provide.

3. Practical

Take-up of our support is greatest when it is easy to implement.

- We provide actionable support to partners in the form of user-friendly tools and sector-leading resources
- We apply our extensive first-hand experience of working with schools, colleges and universities to develop frictionless strategies for improving application support

4. Evidence-led

The best solutions build on the greatest accumulation of insights

- We take time to understand problems in detail, identify needs and form considered solutions
- We apply insights from published research as well as our own evaluation data and practical experience

Our key programmes

Our work at Causeway falls into three main strands:

1. Training, research and consultancy for teachers and outreach professionals at universities, charities and corporates
2. Workshops and mentoring for students
3. Practical resources

Our key programmes in each of these areas are outlined below.

Training, research and consultancy

Post-Graduate Certificate in Access, Outreach and Social Mobility

We are collaborating with Aspire to HE and the University of Wolverhampton to design the first ever Post-Graduate Certificate in Access, Outreach and Social Mobility. This will support professionals across the sector to develop evidence-led approaches to tackling barriers to social mobility in education. Participants will be drawn from across universities, schools, colleges, corporates and the third sector, with the first cohort launching in January 2022

Sutton Trust Teacher Champions

The Sutton Trust Teacher Champions Programme supports schools and 6th form colleges to increase progression to competitive HE courses through an annual series of best-practice webinars. These focus on enhancing ongoing systems of support for students and have been distilled from analysis of relevant research, as well as Causeway's extensive experience in this area.

Supported Mentoring

With the shift to online provision in response to the COVID-19 Pandemic, we adapted our mentoring platform to enable other organisations to use it for their own programmes. We now support a range of universities and other organisations to deliver online mentoring through our platform. Causeway provides training and oversight of mentors (usually student ambassadors or Widening Participation staff members) as well as technical support.

Student workshops and mentoring

Application Mentoring

Our Application Mentoring supports students through the admissions process to Higher Education, particularly in the last, most decisive stages. Students follow subject-specific pathways developed by academics and teachers and get support from an expert mentor trained in applications. We deliver the programme for a number of partners, including the Sutton Trust, University College London, and Wadham College, Oxford.

Offer-holder mentoring

A new strand of our work is supporting university offer-holders in their final year of school/college, before they transition to university. We have piloted this with the Blakey Mentoring Programme at Lucy Cavendish College, Cambridge. Year 13 students were given regular academic tutorials online to help them excel in their current studies and prepare for the academic level required at university. They also benefitted from meeting their future classmates in these tutorials and developing a sense of cohort before the start of term.

Pathways to Law

We deliver part of the Sutton Trust's Pathways to Law programme, providing support to students on personal statements and the LNAT.

Smart Start

We deliver elements of the Allen & Overy Smart Start Programme. This includes managing recruitment, and the design and delivery of the Smart Start week.

Access Ashurst

We deliver workshops on personal statements and the LNAT as part of the Access Ashurst work experience scheme.

Resources

OSCAR

OSCAR (Online System for Completing Applications & References) is our online platform which has been designed with outstanding university applications in mind. OSCAR supports students to develop competitive, subject-focused personal statements and teachers to produce effective references. It allows students to submit drafts of their personal statement for review and teachers or mentors to submit line-by-line feedback and comments. OSCAR is a free tool available to all state schools in the UK. This year we developed OSCAR to enable single sign-on with the Sutton Trust's online platform so that it could be integrated into the Sutton Trust Online offer.

Key achievements in the year

Training, research and consultancy

Sutton Trust Teacher Champions

We successfully transformed this programme from a face-to-face regional initiative to a national online scheme. In this pilot year, in collaboration with the Sutton trust we achieved:

- 860 session attendees (including 560 unique attendees)
- 74% respondents rating sessions "very useful" and further 21% rating "useful"
- Estimated student reach of 70,000 including 4500 students on FSM

Student workshops and mentoring

Smart Start redesign

We worked with Allen & Overy to help transfer their Smart Start work experience scheme to online delivery. Smart Start was awarded "Highest Impact Employer Initiative" at the Student Social Mobility Awards 2021.

Resources

Wider Reading database

With funding from the Allen & Overy Foundation, within 6 weeks of the first lockdown in 2020, we had produced and launched an open access database of wider reading materials to support students in identifying and carrying out wider reading online.

Impact highlights from FY 2020-2021

Application Mentoring

Our evaluation of Application Mentoring demonstrated that the programme continues to make an impact on outcomes of participating young people:

- The evaluation of our 2019-20 cohort by the UCAS STROBE service found that that young people who participated in the programme were significantly more likely to apply and progress to HE and higher tariff HE than similar students benchmarked by the UCAS STROBE service: 95% of mentees applied to HE compared with 70% of similar students, and 93% of those who applied went on to accept a place, compared with 88% of similar students benchmarked by UCAS STROBE.²
- 92% of our 2020-21 cohort rated the feedback and guidance that they received as helpful or very helpful, and 94% felt confident that they'd written a high-quality personal statement.

"The most helpful part was working with my mentor. Even if I wrote something that was not great, they never made me feel bad and they were always really encouraging. Being able to talk to someone who has been through a similar process made the programme unique; even though we never actually spoke to one another in real life, I felt like they understood how I was feeling and what I was going through." Segen, Application Mentee 2020-21 cohort

"A mentor reviewing your work notices things you would not and having someone who is an expert in your subject means they know what to add and what a university is looking for. It was less stressful knowing someone was working with me." Michael, Application Mentee, 2020-21 cohort

Smart Start

- 100% of participants rated their mock job interviews as useful or very useful
- 100% rated our webinars on course choices, personal statements and admissions tests as useful or very useful.

"My experience with Smart Start could not have been better. The webinars and online workshops were really useful, as they provided a lot of detail and really got students involved in the discussion. At first I was disappointed that we couldn't go into the office [because of the pandemic], but having the videos of the webinars recorded and available on the online portal was actually one of the most useful things." Ravleen, Smart Start cohort 2020

OSCAR for Schools

In 2020-21 we reached 958 education professionals and 4,356 students through the OSCAR for Free initiative, when we reached out to state-maintained schools to offer the chance of using the platform for free.

"The OSCAR personal statement platform will be invaluable" - Teacher participating in one of our CPD events.

² This information has been derived from the Universities and Colleges Admissions Service STROBE analytical data service. We tracked the outcomes of students who had fully participated in the programme. We defined full participation as students who had received feedback on at least one draft of their personal statement from their online mentor and completed at least one of the suggested stages on the OSCAR platform.

Access Champions

We received outstanding feedback from participating schools when our Access Champions programme came to an end in 2020:

"This is the first year we had a successful application to medicine, and our systems for supporting students are so much more informed that we hope to ensure that students with the capability are able to fulfil their plans."

"Students have access to better opportunities, are more successful in their P18 applications and therefore are more socially mobile than ever before."

"Our school now has a much more systemic approach to supporting our students in securing post-18 destinations that are both 'brave yet right' for them and their ambitions"

Big Idea Small Idea event series

342 people attended across the 3 events and 94% rated the events as useful or very useful.

"The session left me feeling completely inspired and hoping to put the ideas into effect!"

Reach for the financial year 2020-2021

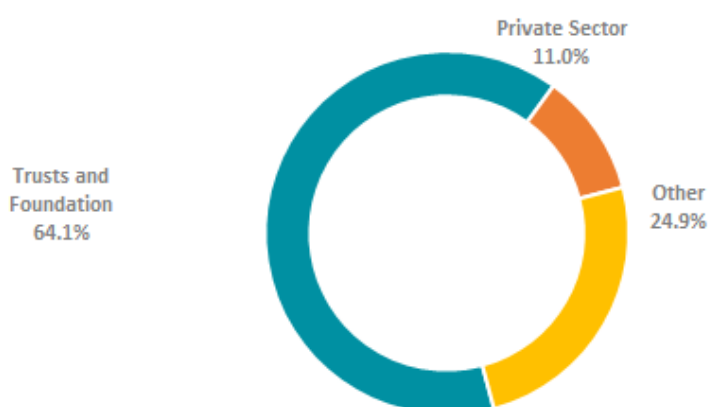
	Schools direct reach	Professionals direct reach	Students direct reach	Professionals indirect reach	Students indirect reach
Application mentoring – UCL	0	0	150	0	0
Application mentoring – Alternative Provision	0	0	420	0	0
Application mentoring – UCL Shadowing Scheme	0	0	15	0	0
Application mentoring – Wadham	0	0	234	0	0
Application mentoring – HOP	0	16	2	0	0
Application mentoring – K+	0	31	227	0	0
Application mentoring – STSS Alternative	0	30	279	0	0
Sutton Trust Online	0	0	2018	0	0
P2L and Banking and Finance	0	0	306	0	0
Degree Apprenticeship Pathway	0	0	58	0	0
A&O Smart Start	0	0	335	0	0
Sutton Trust Teacher Champions	31	327	560	0	56,000
Sutton Trust Access Champions	19	193	911	660	1650
Lucy Cavendish (Blakey) offer holder mentoring	0	2	29		
OSCAR for Schools	60	958	4356		
Events and small projects	0	539	452	0	0
Grand Total	110	2096	10352	660	57650

Notes:

- Schools: A primary- or secondary-level educational institution with a DfE number (or equivalent), from which people – either staff or students – have benefitted from our services.
- Professionals: People we are training as part of their job, or as work they have volunteered to do, and who work with students.
- Students: Young people who we would consider the ‘end users’ of our services, such as our mentoring programmes and student-facing events
- Direct reach: People (or organisations) who we have directly worked with, trained, or mentored.
- Indirect reach: People who have benefited second-hand from people we have reached directly (for example students who benefit from a professional, such as teacher, who we have trained). We currently only measure indirect reach for the Access Champions programme.
- ‘Other delivery’ covers one-off events that are not part of a larger programme, such as workshops, training sessions or events.

How we are funded

Most of Causeway Education's funding this year was through one of our key partners, The Sutton Trust, funding various programmes. These included Access Champions, Teacher Champions, Application Mentoring, and the Online digital platform tool.



Future strategic plans

For the last few years, we have been involved in delivering large programmes for various NCOP (now UniConnect) consortia. We increased our organisational capacity in line with this work, and have now streamlined our capacity as these programmes have drawn to a close. As part of this, the balance of our portfolio of work has shifted from a small number of large programmes, to a larger number of medium-sized projects.

Our key focus remains the achievement of systemic change in schools and colleges. We want to develop and embed better systems of support for students so that both current and future cohorts can overcome barriers to accessing Higher Education. We are in the first stage of a five-year plan to refine our operations by using a new school/college-based metric to target our work and maximise our impact. This involves the following stages:

Stage 1 (FYs 2020-21 and 2021-22)

During this stage we will research, develop and implement a new impact metric based on school/college-level progression data to post-18 destinations. We will also evaluate our current programme offering in terms of its effectiveness at delivering systemic change within schools/colleges, using this to refine and extend our programmes where necessary.

Stage 2 (FYs 2022-23, 2023-24 and 2024-25)

During this stage we will seek funding for, and carry out, an evidenced-based scaling up of our programmes. Through this, we aim to deliver systemic change across the schools and colleges serving young people who face the greatest barriers in accessing Higher Education.

How we manage our affairs

Trustees

Causeway Education is a charitable company limited by shares, incorporated on 29 September 2014 and registered as a charity in England and Wales on 11 October 2017 and in Scotland on 9 January 2018.

The company was established under a memorandum of association detailing its objects and powers and is governed under its articles of association by a Board of Trustees.

The Board's work includes critical analysis of the strategic plans and agreeing our financial plan. The Board acts on advice and information from regular meetings with the Senior Management Team. They are also responsible for management of the Chief Executive Officer.

All our trustees give their time voluntarily and receive no benefits from the organisation. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

In 2020-21 the Board had four meetings. Each meeting has a set agenda that usually involves, but not limited to, reviewing Charity performance, strategy, policy and the organisations risks and mitigating actions.

Appointment of Trustees

The appointment of trustees is governed by our Articles of Association. Our trustees are also directors of Causeway Education for the purposes of company law.

Trustee induction and training

We make new trustees aware of their legal obligations under charity law and company law. Our induction programme for new trustees includes an overview of our decision-making processes, our strategic aims, and our recent performance. As part of our safer recruitment processes we ensure trustees have an enhanced DBS, provide two references and take online safeguarding training. Trustees are invited to see our programme delivery in action. We involve trustees in specific pieces of work depending on their interests and expertise. They are also invited to specific Trustee related training courses run by external suppliers.

Trustee decision making

Pay policy

Our trustees are responsible for the annual salary review for staff in the organisation on recommendation of the Senior Management Team, at which pay is normally increased in line with annual inflation (RPI). Trustees review and approve appointment salaries and salary increases for senior staff; appointment salaries and salary increases for junior staff are reviewed and approved by the senior management team. Recruitment panels for senior management must include at least one trustee

A new formal pay policy is due to be implemented in the coming financial year that will look at the pay of individual roles as well as the individuals within the roles to ensure fairness, transparency and stability across the organisation.

Trustee responsibilities

Our trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires our trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice 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.

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

In so far as the trustees are aware:

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

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

Shareholders of the charity will lose their shares in the event of the charity winding up. The total number of such guarantees at 31 March 2021 was 8 (2020: 5). The trustees are shareholders of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity and this is monitored by each board member completing their declarations of interest.

Compliance information

Data protection

Our policies and procedures are robust and we meet the General Data Protection Regulation, in effect from May 25 2018. We are registered with the Information Commissioner's Office.

Fundraising

We comply with all relevant statutory regulations and with a range of codes of practice and standards. We are members of the Institute of Fundraising and are registered with the Fundraising Regulator. We are committed to best practice and to responding to and learning from any complaints we receive; our complaints procedure is published on our website. Our fundraising promise, also published on our website, is to

- Commit to high standards
- Be clear, honest and open
- Be fair and reasonable
- Be accountable & responsible

We do not use volunteers to fundraise, and we do not fundraise from members of the public.

Whistleblowing policy

Our whistleblowing policy protects anyone who discloses concerns from discrimination.

Child safeguarding

All staff, volunteers, contractors, and third-party organisations with whom we partner are bound by our Child Safeguarding policy and procedures. All staff, contractors and volunteers are required to complete child safeguarding training as part of their induction. We publish our Child Safeguarding Policy on our website and have a dedicated e-mail address to which concerns can be reported.

Equal opportunities

We are committed to the principle and practice of equal opportunities in employment, recruitment, and programme delivery.

Anti-bribery, anti-corruption and anti-fraud policies

Our Anti-Bribery and Anti-Corruption policy and our Anti-Fraud policy and related procedures ensure that we have controls and processes designed to prevent and detect fraud and dishonesty. We investigate any allegations that arise and take appropriate action where needed.

Independent Examiner

Susan Robinson of Kreston Reeves LLP was appointed as the charitable company's independent examiner during the year and has expressed her willingness to continue in that capacity.

Financial review

This year, the charity has consolidated its transition from a larger organisation delivering significant Uni Connect funded programmes, to a smaller organisation focused on medium-sized projects. Costs have reduced significantly, but changes in the funding landscape related to the pandemic mean the charity has not yet returned to a surplus. Although 2020-21 saw an increase in bookings for mentoring, more strategic projects around training and resource development were put on hold. However, this strand of work has since opened up again and we have taken a number of steps to ensure the charity is in a good position to secure and deliver projects in this area. Already in 2021-22 we have secured significant bookings for strategic projects and, as a result, the charity anticipates returning to a surplus in this coming financial year.

Income has decreased from £494k to £483k, a 2% decrease. Income from The Sutton Trust rose from 53% to 64% and income from Allen and Overy rose from 5% to 25% of total funding.

Other programmes run by Causeway Education account for 25% of the charity's total income.

Expenditure has decreased by a further 28%, from £902k to £647K. 78% of costs relate to other programmes, Academic Apprenticeships (now renamed Application mentoring) and Pathways to Law.

Risks & uncertainties

Our trustees are responsible for ensuring proper risk management processes are in place. A formal risk register has been formulated and agreed, and trustees discuss risks and uncertainties at each trustee meeting.

The trustees consider that the most significant risks facing the charity are:

- **Shortfalls in future funding.** The organisation regularly monitors and reports on the future funding opportunities that the charity has at least a year into the future. Over the past year, the charity has continued to consolidate and expand our most secure income streams, as well as developing a number of new projects.
- **Cash flow.** Due to the current economic conditions, the organisation is at risk from sudden cash flow shortfalls in the medium term. The senior management team along with the Trustees regularly monitor cash flow forecasts over 12 months in the future highlighting significant risk that cash will fall below a safe level considerably in advance of it happening, with agreed actions in place should this occur.
- **Information security breach.** With the increasing shift towards online working and service delivery, the security of our IT systems and our online platform (OSCAR) have become even more important. To ensure the organisation has a very high level of protection in place, we have obtained Cyber Essentials Certification and carried out a comprehensive audit and penetration test of OSCAR (refreshed on a monthly basis). We also have specific insurance to cover this area.

Reserves and reserves policy

Reserves have decreased by 69% to £75k, (2020: £239k). The total funds of the charity, excluding the share capital, have been classified as either Unrestricted or Restricted funds.

All unrestricted funds are free reserves to be used at the trustees' discretion to take advantage of opportunities or to mitigate against negative financial impact of unforeseen events. As at the end of the financial year, these stood at -£28k, (2020: £90k).

Restricted funds, which are not available for general purpose, have decreased by 31% to £102k, (2020: 148k). Further details of the restricted funds can be found in note 11.

The charity has no investments or tangible fixed assets.

The reserve policy of the charity is to maintain available funds above a level equal to three months of overheads, with cash flow forecasts being monitored regularly. If within three months the available funds are due to fall below this safe level, an extraordinary meeting of the Trustees is called to decide if any immediate actions are required.

Going concern

The Charity has £74.5k in reserve and with plans to turn a significant surplus in the coming year. The trustees are confident that the surplus in the 2021-22 year will eliminate the deficit in the unrestricted funds at the end of 2020-21. The nature of Causeway Education's work means that it is in a good position to provide valuable programmes and secure the necessary funding during the COVID-19 pandemic. The Trustees are continuing to monitor the pandemic situation closely and the impact on the organisation's future.

The trustees' annual report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 13th December 2021 and signed on their behalf by



Iain Littlejohn

Causeway Education – Chair of Trustees

Independent examiner's report to the members of Causeway Education

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021 which are set out on pages 19 to 31.

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 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no 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.

Signed:



S M Robinson BA FCA FCIE DChA MCMI

Kreston Reeves LLP

Chartered Accountants
Chatham Maritime

Date: 20/12/2021

Causeway Education

Statement of financial activities

For the year ended 31 March 2021

		Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021	Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020
	Note s	£	£	£	£	£	£
Income from charitable activities:							
Access Champions	3	-	-	(1,500)	114,486	63,364	177,850
Other Programmes	3	175,085	216,815	391,900	67,103	160,415	227,518
Other Income	3	92,595	-	92,595	88,247	-	88,247
Investments	3	-	-	-	703	-	703
Total Incoming Resources		266,181	216,815	482,995	270,539	223,779	494,318
Expenditure from:							
Research & Policy	4	(11,559)	-	(11,559)	(25,487)	-	(25,487)
Access Champions	5	-	(14,940)	(14,940)	(414,943)	(181,931)	(596,874)
Other Programmes	5	(358,078)	(262,874)	(620,952)	(108,287)	(137,331)	(245,618)
Total cost of charitable activities		(369,637)	(277,814)	(647,451)	(548,717)	(319,263)	(867,979)
Raising Funds:							
Fundraising activities	4	-	-	-	(34,173)	-	(34,173)
Total Resources Expended		(369,637)	(277,814)	(647,451)	(582,889)	(319,263)	(902,152)
Net Income for the year	6	(103,457)	(60,999)	(164,456)	(312,350)	(95,484)	(407,833)
Transfers between funds		(14,940)	14,940	-	7,802	(7,802)	-
Net Movement in Funds		(118,397)	(46,059)	(164,456)	(304,548)	(103,286)	(407,833)
Reconciliation of funds:							
Total funds brought forward		90,476	148,542	239,018	395,023	251,828	646,851
Total funds carried forward		(27,921)	102,483	74,562	90,476	148,542	239,017

Causeway Education

Statement of financial position

As at 31 March 2021

	Notes	2021 £	2020 £
Current Assets			
Debtors	8	83,306	149,311
Fixed Assets		0	0
Cash at bank and in hand		70,666	134,212
		153,972	283,523
Creditors: Amounts falling due with one year	9	(79,399)	(44,495)
Net Assets		74,572	239,027
Unrestricted Funds	11	(27,921)	90,476
Restricted Funds	12	102,483	148,542
Share Capital	13	10	10
Total Funds		74,572	239,027

Approved by the trustees on 13th December 2021 and signed on their behalf by Iain Littlejohn



Causeway Education

Statement of cash flows

For the year end 31 March 2021

	Notes	2021 £	2020 £
Net cash used in operating activities	14	(63,545)	(490,560)
Movement in share capital		0	0
Net Cash flows from Investing Activities		0	0
Change in cash and cash equivalents		(63,545)	(489,856)
Cash brought forward		134,211	624,068
Cash carried forward	15	70,666	134,211

Notes to the accounts

1. Accounting policies

These accounts have been prepared in accordance with “Accounting and Reporting by Charities” the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting standard applicable in the UK and Republic of Ireland (FRS 102), effective 1st January 2019. The charity is a Public Benefit Entity as defined by FRS 102.

1.1 Going concern

At the time of approving the accounts, the trustees believe that Causeway Education has adequate resources to continue trade into the foreseeable future. These accounts have therefore been prepared on a going concern basis. The trustees have reviewed the accounts, funding and liquidity of the charity, taking into account the impact of the COVID-19 pandemic, and agree that there are no material uncertainties that prevent it operating.

1.2 Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

1.3 Incoming resources and funds

All income in the accounts is recognised if the charity has entitlement to the funds; it is probable that the income will be received; and the amount can be measured reliably.

Income is assessed as either unrestricted- and can be used at the discretion of the trustees to further the charitable objectives-or restricted-and subject to specific conditions by funders as to how it is used. Expenditure attributable to these resources is charged to the funds.

Income should be recognised in year received or receivables, whichever is earlier, unless funder specifies for future financial period, in which case it is deferred.

1.4 Support costs

Support costs are those functions that assist the work of the charity but do not directly influence charitable objectives. These may include but are not limited to finance, office costs, payroll and governance. Agreements with funders mostly have a support cost allocation included and therefore these accounts include this allocation where applicable and charged to the appropriate fund.

Most of the employees of the charity can and have been allocated to the programme that they predominately support.

Remaining support costs are re-allocated to each of charitable activities based on the size of the corresponding activity.

1.5 Fixed assets

It is the policy of the charity that any assets purchased over the value of £5,000 will be capitalised.

As at 31 March 2021, there have been no assets purchased over £5,000 and therefore currently the Charity has no fixed assets.

1.6 Corporation Tax

Causeway Education became a charity in October 2017 and as a charity it is exempt from paying corporation tax.

1.7 Operating lease

Rental charges are charged on a straight-line basis over the term of the lease.

1.8 Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

1.9 Expenditure and irrecoverable VAT

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 recognised on an accruals basis as a liability incurred, including any VAT which cannot be fully recovered.

Fundraising is the costs of raising funds related to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering the Access Champions and other programmes undertaken to further the purposes of the charity and their associated support costs.

Research and Policy is the costs associated with evaluation of the work being done by the charity and to influence government policy to further the work of Causeway Education.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.10 Debtors

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

1.11 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash is also held by an outside company for the purposes of loading onto prepaid corporate cards to be used by employees for general expenses, these funds are also included.

1.12 Creditors

Creditors and provisions are recognised where 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

A doubtful debt provision has been made on a case-by-case basis depending upon the likelihood of receipt and age of debt.

2 Statutory information and status of the charity

Causeway Education is a registered charity limited by shares and is incorporated in England. Its registered office and principal place of business is NCC Space, New City College, Falkirk Street, London, N1 6HQ.

3 Income from charitable activities

	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021	Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020
	£	£	£	£	£	£
The Sutton Trust	92,961	216,815	309,775	40,509	223,779	264,288
Allen & Overy	52,992	-	52,992	26,844	-	26,844
Innovate UK	-	-	-	-	(0)	(0)
NCOP	(1,500)	-	(1,500)	114,486	-	114,486
Scottish Funding Council	-	-	-	-	-	-
Programmes - Other	121,728	-	121,728	76,997	-	76,997
Other Income	-	-	-	11,000	-	11,000
Bank Interest	-	-	-	703	-	703
Total	266,181	216,815	482,995	270,539	223,779	494,318

4 Support and general costs

	Staffing 2021	Other 2021	Total 2021	Staffing 2020	Other 2020	Total 2020
	£	£	£	£	£	£
Support and General Costs						
Executive, Governance and Finance	(185,744)	(17,920)	(203,664)	(224,077)	(17,174)	(241,251)
IT, Communication and Evaluation	(26,309)	(41,805)	(68,114)	(47,689)	(44,717)	(92,405)
Overheads	27,594	(14,865)	12,729	-	(33,845)	(33,845)
General Programme Costs	(98,334)	(4,770)	(103,103)	(133,642)	(10,448)	(144,090)
Support Total	(282,793)	(79,360)	(362,153)	(405,408)	(106,184)	(511,592)
Research & Policy	(11,559)	-	(11,559)	(24,317)	(1,169)	(25,487)
Fundraising activities	-	-	-	(34,006)	(167)	(34,173)
Grand Total	(294,352)	(79,360)	(373,712)	(463,731)	(107,520)	(571,252)

5 Programme costs

	Staffing 2021	Freelancers 2021	Direct Costs 2021	Support Allocation 2021	Total 2021
	£	£	£	£	£
Programme					
Access Champions	(14,933)	-	(7)	-	(14,940)
Academic Apprenticeship	(39,035)	(11,625)	(32)	(6,901)	(57,592)
Pathways to Law	(32,390)	(10,000)	-	(5,215)	(47,605)
Pathways to Coding	-	-	-	-	-
Teacher Champions	(16,839)	-	-	(3,368)	(20,207)
Other Programmes	(83,885)	(64,993)	-	(346,669)	(495,548)
Total	(187,082)	(86,618)	(38)	(362,153)	(635,891)

The Charity received no benefits in kind for the Financial Year 2020-21.

Programme costs (Prior Year)

	Staffing 2020	Freelancers 2020	Direct Costs 2020	Support Allocation 2020	Total 2020
Programme	£	£	£	£	£
Access Champions	(87,567)	(65,303)	(48,010)	(395,995)	(596,874)
Academic Apprenticeship	(24,547)	(8,959)	(94)	(5,457)	(39,057)
Pathways to Law	(14,408)	(6,570)	(1,628)	(3,894)	(26,500)
Pathways to Coding	-	-	-	-	-
Teacher Champions	(3,685)	-	(2,385)	(477)	(6,547)
Other Programmes	(36,397)	(24,887)	(6,461)	(105,769)	(173,514)
Total	(166,605)	(105,718)	(58,577)	(511,592)	(842,492)

6 Net income for the year

Stated after charging:	Total 2021	Total 2020
	£	£
Independent Examination Fee	(1,500)	(1,500)
Trustees Expenses	-	(14)
Operating Lease on property	(9,600)	(49,920)

7 Employee information

	Total 2021	Total 2020
Raising Funds	0	0
Charitable Activities	7	7
Support (Including Governance)	4	4
Average Employees	11	11

Staff Costs Including directors' remuneration	Total 2021	Total 2020
	£	£
Wages and Salaries	(416,544)	(552,036)
Social Security	(40,808)	(53,941)
Pension	(24,083)	(24,359)
Total	(481,434)	(630,336)

	Total 2021	Total 2020
	£	£
£80,000 - £89,999	1	1
£90,000 - £100,000	0	0
Total	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £163,870. (2020: £261,639).

There were no redundancy costs in the year. (2020: £27,077)

The charity trustees have not received any remuneration.

There were no expenses paid to Trustees' (2020: £14).

8 Debtors

	Total 2020	Total 2020
	£	£
Trade Debtors	79,593	64,663
Accrued Income	3,750	83,609
Other Debtors	(37)	1,039
Total	83,306	149,311

9 Creditors

	Total 2021	Total 2020
	£	£
Trade Creditors	(1,254)	(1,619)
Other Creditors	(12,983)	(14,377)
Deferred Income	(42,363)	0
Staff Expenses	0	0
Accruals	(22,800)	(28,500)
Total	(79,400)	(44,496)

10 Analysis of the fund position: unrestricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	90,476	266,181	(369,637)	(14,940)	(118,397)	(27,920)
Total	90,476	266,181	(369,637)	(14,940)	(118,397)	(27,920)

10b. Analysis of the fund position: unrestricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	395,024	270,539	(582,889)	7,802	(304,547)	90,476
Total	395,024	270,539	(582,889)	7,802	(304,547)	90,476

11 Analysis of the funds position: restricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	60,711	82,095	(140,118)	-	(58,023)	2,687
Pathways to Coding	0	-	-	-	-	0
Pathways to Law	74,379	30,280	(47,605)	-	(17,325)	57,054
Teacher Summer Schools	(0)	71,440	(54,943)	-	16,496	16,496
Access Champions - Sutton Trust	-	-	(14,940)	14,940	0	0
Access Champions - Scotland	-	-	-	-	-	-
Teacher Champions - Sutton Trust	13,453	33,000	(20,207)	-	12,793	26,246
Innovate	-	-	-	-	-	-
Total	148,543	216,815	(277,814)	14,940	(46,059)	102,484

11b. Analysis of the funds position: restricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	73,164	90,931	(103,384)	-	(12,453)	60,711
Pathways to Coding	12,814	-	-	(12,814)	(12,814)	0
Pathways to Law	51,395	49,484	(26,500)	-	22,984	74,379
Teacher Summer Schools	(0)	-	-	-	-	(0)
Access Champions - Sutton Trust	114,455	63,364	(181,931)	4,112	(114,455)	-
Access Champions - Scotland	-	-	-	-	-	-
Teacher Champions - Sutton Trust	-	20,000	(6,547)	-	13,453	13,453
Innovate	-	(0)	(900)	900	(0)	(0)
Total	251,829	223,779	(319,263)	(7,802)	(103,286)	148,543

Purpose of Restricted Funds

The purposes of the above funds are to provide monies to run each of the programmes. Each of the programmes have a separate agreement and run past 31 March 2021 into the new financial year and beyond. Further information on the purposes of the programmes can be found in the annual report on page 6.

All the restricted funds are linked to the charitable objectives of the organisation which is improving the life chances of children and young people in the UK by supporting them and their influencers through key educational transitions.

The Access Champions – Sutton Trust restricted fund had additional costs of £14,940 paid in the year which was funded from the Charity's general fund.

No other restricted funds ran into deficit to 31 March 2021.

12 Pension obligations

The Charity has a defined contribution pension scheme where both the employee and employer pay contributions every month in the employees' pension.

The amount owed to the pension scheme was £7,198 (2020: £3,586). There are 10 employees enrolled on the pension scheme.

13 Related party transactions

The Charity has no related party transactions. There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

14 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	Total 2021	Total 2020
	£	£
Net income / (expenditure) for the reporting period	(164,456)	(407,833)
Bank Interest (Received)	0	(703)
(Increase)/decrease in debtors	66,005	10,257
Increase/(decrease) in creditors	34,904	(92,280)
Total	(63,546)	(490,560)

15 Analysis of cash and cash equivalents

	Total 2021	Total 2020
	£	£
Cash at bank and in hand	66,211	129,757
Prepaid Cards	4,431	4,431
Petty Cash	24	24
Total	70,666	134,212

16 Operating lease commitments

	Property 2021	Property 2020
	£	£
Less than one year	(9600)	(49,920)
Total	(9,600)	(49,920)

Causeway Education has an operating lease on its office space, the total of which expensed in the year was £9,600. (2020: £49,920). It has no other operating leases as at 31 March 2021.

17 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

18 Share capital

The Charity is a private company limited by shares. It was incorporated in September 2014 but amended by special resolution passed in June 2017 with shares fully issued to the trustees between July and January 2018.

The original 20 shares were relinquished by the original holders and 10 new shares were issued and distributed amongst the Trustees, with the remaining 10 not being issued by the Charity.