



# 2024 ANNUAL REPORT





# ABOUT MOSAIK EDUCATION

## OUR VISION

Our vision is that refugees<sup>1</sup> can access the education they need for rebuilding their societies, or for success in new ones.

## OUR MISSION

Our mission is to close the gap in access to tertiary education for refugees.

## OUR VALUES

- **Empowering:** especially communities affected by conflict and displacement to participate in the design and delivery of our programmes, acknowledging that resilience is best achieved by building community capacity.
- **Inclusive:** striving to create opportunities for those who are most disadvantaged and marginalised.
- **Collaborative:** incorporating others' ideas and sharing our own, acknowledging that they are improved through modification and reinvention by others.
- **Learning:** Always looking to reflect, seek feedback and improve what we do and how we work alongside the beneficiaries of our programmes.

*1. 'Refugees' here is used as shorthand to include asylum seekers, displaced people and conflict-affected communities too.*



## OUR ACTIVITIES

In July 2024, Mosaik adopted a new strategy. This broadens our aims to encompass brokering new opportunities for refugees with the UK university sector, as well as developing research and advocacy. In order to catalyse new interest and resources for refugee university access, our new strategy seeks to reframe refugee tertiary education (TE) as a strategic opportunity for aid agencies, education stakeholders, and governments. Most efforts to expand refugee TE opportunities - whether by reducing fees, lowering costs, or generating resources - are framed as fulfilling rights to education or improving futures of refugee youth. All of this is correct, but risks limiting interest to a narrow pool of funders whose focus is on TE, refugees and rights to education.

Universities are keen to ‘internationalise’ their courses to generate revenue in new markets. They (and their students) are also keen to fulfil their social mission and address global challenges. Our TE partnerships emphasise the strategic case for universities and how partnership with Mosaik lowers the costs of investing in new contexts.

Our advocacy highlights the strategic opportunity of refugee TE to aid agencies, education actors, and governments. Large scholarship providers are looking to broaden their applicant pool, whilst businesses want to diversify their recruitment. Both our TE partnerships and advocacy activities work hand-in-hand with programmes and draw on our strengths: expertise in the challenge and contexts of operation, data on refugee youth and their needs, and a network of refugee leaders engaged in our mission. Our guidance programmes support refugees to reach university and are designed with refugees; using technology to ensure accessibility; and working with local organisations in Jordan, Lebanon, Uganda and the UK to facilitate access for young refugees.



# INTRODUCTION FROM THE CHAIR OF TRUSTEES



I am delighted to introduce Mosaik Education's annual report, covering my first full year as Chair of the Trustee Board.

In 2024, we invested in exploring new ways to fulfil our charitable objective of helping more young refugees get access to tertiary education, closing the gap with their non-displaced peers. As a result, in the summer Trustees agreed on an ambitious new strategy, developed by the whole team.

Mosaik's heritage lies in supporting displaced learners using guidance workshops and other content, delivered through a network of refugee-led partner organisations. This work continues to be at the heart of what we do. Since July 2024, Mosaik has also been working on two new areas to create scale and momentum on narrowing the tertiary education gap.

On the one hand, the team is investing in developing advocacy materials, campaigns, and resources. We think it is vital to articulate the case for ensuring refugees can access tertiary education. Not only is this their, as any learner's, right, it is also critical for the future peace and prosperity of their home or adopted countries.

On the other, Mosaik is working to build a network of higher education partnerships, with the aim of helping the sector grow opportunities for refugee students. In addition to scholarships, we are looking to work with UK HEIs on inclusion in transnational education models and other ways of expanding the availability of courses and materials to displaced learners.

The strategy also seeks to build resilience in what is shaping up to be a challenging funding environment. And we have also started saying goodbye to founding Trustees reaching the end of their second term, a process that began with the retirement of Professor Diana Laurillard in September 2024. We have taken the opportunity therefore of starting a search for new Trustees who can support the team in these new areas of work from 2025 onwards.

Mosaik Education would not be able to deliver without the unwavering support and commitment of funders and partners, staff and volunteers. I am extremely grateful to every organisation and individual that is part of our community, and look forward to working with you in the coming years. Thank you on behalf of all the Trustees.

Victoria Collis  
Chair, Board of Trustees





# ACTIVITIES & ACHIEVEMENTS IN 2024

■ Mosaik's Guidance Programme was recognised as the 'gold standard' for refugee university access guidance by the UNHCR-established Guidance Steering Group. In August, the Guidance Steering Group decided that Mosaik's model would be adopted as a global standard to be used across displacement contexts.

■ We reached 2967 young refugees with our Guidance Programme, an increase of 45% on 2023. Participants came from Syria, South Sudan, Sudan, Congo, Iraq, Jordan, Lebanon, Palestine, Somalia, Yemen, Eritrea. We expanded our programming to Egypt, and Jordan, Lebanon, Turkey, Uganda and the UK.





- We strengthened the impact of our Guidance Programme on young refugees. As in 2023, two thirds reported using skills acquired through the program within six weeks of completion. And 44% had offers or had enrolled in a tertiary education within six months, up from 37% in 2023.
- We began to support students from Gaza, receiving 65 support requests on topics such as applications and supporting writing CVs and personal statements. This effort was led by experienced facilitators of the Guidance Programme, tailoring resources on accessing and continuing higher education for use by students inside and outside of Gaza.
- We increased our support for higher education access in Ukraine, expanding the number of UK-Ukraine higher education partnerships Mosaik is supporting alongside Cormac Consulting Group (CCG) from six to ten and expanding the number of students enrolled to 277.
- In November, Mosaik hosted an event on ‘How Can UK Universities Respond to Crises and Displacement Overseas?’ in collaboration with the UN Refugee Agency and Cormack Consultancy Group. The event was opened by youth from the Tertiary Education Student Network to make the case for why investing in higher education in crisis contexts is essential. Representatives from 30 UK higher education institutions joined, alongside business, civil society, and higher education sector representatives.
- We increased our income by 33% to £950K+ and diversified the number of grant funders and funding sources.





# INCREASING OUR IMPACT THROUGH THE GUIDANCE PROGRAMME

Our flagship Guidance Programme is composed of a seven-session curriculum that equips young refugees with the tools and resources to access higher education opportunities and confidently prepare for the application.

In 2024, the Guidance Programme continued to implement delivery models tailored to different contexts: in-person workshops, online workshops, and webinars. To ensure inclusivity and accessibility in Uganda, we adapted these models to address local challenges. For example, we provided students with additional compensation for internet and data to support access to our webinars. This made access more equitable in a context where the internet is both expensive and unreliable. We also conducted in-person workshops on-site when possible and students had the option to use smartphones to access programme content when access to computer labs posed a barrier.

Guidance Programmes also supported students from Gaza in 2024. Programmes were led by experienced facilitators who tailored resources on accessing and continuing higher education for students inside and outside of Gaza. 90k students from Gaza have no access to university, approximately 10% of whom are outside of Gaza.

Our goal for 2025 is to strengthen and scale the Guidance Programme by deepening partnerships with universities and higher education institutions globally. We aim to enhance the programme's reach and impact by ensuring sustained access to guidance for students navigating higher education pathways. Additionally, we are conducting a tracer study to assess the long-term outcomes of the programme, generating evidence to refine our approach and advocate for more effective support structures within higher education systems.





# EXPANDING UNIVERSITY PARTNERSHIPS & SUPPORT

In 2024, we expanded our support to higher education in Ukraine reaching a total of 277 students in collaboration with Cormack Consultancy Global. These partnerships created dual degrees jointly managed between UK and Ukrainian universities that respond to challenges stemming from the war in Ukraine, leveraging philanthropic and in-kind support from UK universities. New UK-Ukrainian partnerships include University of West Scotland and University of Railway Transport, Warwick University and Kharkiv University of Radio Electronics, Coventry University and Alfred Nobel University, and Edge Hill University and Yaroslav Mudryi National Law University.

The relevance of the programmes to Ukraine's current challenges are evident in the Dual Degree programmes. For instance, the Nottingham Trent University - Lviv Polytechnic National University's Psychology and Mental Health, Trauma, and Psychological Wellbeing course has introduced systematic reflective practice. This approach helps students cope with the war, better understand themselves, and build a stronger sense of identity. As a result, it has led to a research project exploring students' experiences of studying trauma while living through it. Students have reported that reflective practice has significantly enhanced their self-awareness, emotional management, and stress coping mechanisms.

While Russian missile attacks on critical infrastructure have hampered the education process in general and disrupted the technology for online teaching and materials, university partners have adapted through flexible teaching and coordination, and providing individual support to students.





Our November event 2024 in collaboration with the UN Refugee agency and the CCG identified seven areas of support needed to enhance the UK higher education's response to crises and displacement:

1. Coordination to catalyse action, share best practice, and map existing efforts.
2. Access to reliable data on the needs of displaced communities and institutions affected by crises is essential.
3. Technical assistance to adapt programmes and enhance institutional capacity to respond.
4. Sustained funding and donor engagement to bolster universities' ability to invest in these initiatives.
5. Partnerships with local institutions and organisations (including refugee-led organisations).
6. Securing Vice-Chancellor leadership endorsement is critical for embedding these initiatives.
7. Advocacy focused systems level change is required to enable responses, as well as work on specific crises.

Building on the success of this event, our goal for 2025 is to collaborate with UK higher sector stakeholders to develop a model for coordinating and catalysing the responses of UK higher education to crises and displacement overseas. To overcome this, new sources of finance need to be generated and/or the costs of TE for refugees need to be reduced - both the purchase and delivery costs. There is a need to advocate for changes that can bring about these outcomes at scale. This includes changes to policy and institutional behaviour, and to increase engagement of actors who could bring increased financing: particularly bilateral and multilateral development agencies, and to a lesser extent NGOs and the private sector.





# WORKING TOWARDS ADVOCACY IN 2025

Fundamentally, opportunities for refugees to access university are limited because there is a mismatch between the resources required and the resources available to fund opportunities. New sources of finance need to be generated and the costs of university for refugees need to be reduced. There is a need to advocate for changes to policy and institutional behaviour, and to increase engagement of actors who could bring increased financing.

In 2024, we established advocacy as a pillar of our renewed strategy to address the lack of opportunities for refugees and to fulfil our mission. We are well positioned to take on a role in advocacy. We have considerable experience and knowledge of the challenge and contexts. Our existing programmes can be a source of data to inform advocacy materials. The refugee youth who lead our programmes can be highly effective advocates with direct experience of the challenge and expertise on the landscape of refugee university access. With no existing advocacy in place, we also have an opportunity to create a niche in how we conduct advocacy, compared to other larger organisations with existing approaches in place.

Starting from 2025, we will work towards establishing a comprehensive research agenda on refugee access to TE. This research will focus on contributions of refugee graduates and the potential benefits for the global development agenda.





# STRENGTHENING MOSAIK'S FINANCIAL BASE AND SUSTAINABILITY

In 2024, Mosaik increased our income to £950K+ from £716K in 2023. We received our first-ever multi-year unrestricted grant from the Charities Aid Foundation—a milestone that has been transformative. This funding enabled us to revise our strategy and respond nimbly to emerging opportunities.

## DELIVERING ON PUBLIC BENEFIT

Trustees have given careful consideration to the Charity Commission guidance on public benefit. In 2024, this has been particularly important when reviewing and adopting Mosaik Education's new strategy.

Young refugees are our beneficiaries. Mosaik's charitable purpose is to close the gap that exists between this group and their peers as it relates to access to tertiary education.

Trustees have satisfied themselves that all aspects of Mosaik Education's strategy have been designed to meet this purpose. Specifically that:

- The provision of guidance workshops and other programming, delivered by refugee intermediaries, demonstrably increases access among beneficiaries to tertiary education.
- Advocacy for improving the prospects of young refugees seeking access to tertiary education raises awareness of this issue, and helps expand opportunities for beneficiaries.
- Working with higher education institutions and other partners to create more routes to tertiary education for young refugees helps expand opportunities for beneficiaries.

# FINANCIAL REVIEW

## Financial activities

The key financial information for the year ended 31 December 2024:

All values in £	2024	2023
Total incoming resources:	957,051	716,118
Total outgoing resources:	953,475	600,551
Net cash inflow:	(17,121)	116,184
Unrestricted reserves:	35,670	29,185

During the year Mosaik Education's main sources of funding were restricted grants from UNHCR Agency, Theirworld, Choose Love, and UBS UK Donor-Advised Foundation. Other sources of funding included Charities Aid Foundation, donations from trustees, board advisors and other individuals.

## Our approach to fundraising

Our relationships with our donors are very important. Mosaik Education aims to ensure that fundraising is respectful, open, honest and accountable. We have a close relationship with individuals, foundations and organisations that support us.

All fundraising is conducted by internal contracted staff and volunteers. Mosaik Education does not use external professional fundraisers, does not employ the services of any fundraising agencies or third parties, and does not run telephone or door to door fundraising campaigns.

Mosaik Education has ensured compliance with the general data protection regulations (GDPR), and, as part of an ongoing commitment to best practice, strives to adhere to the standards set by the Fundraising Regulator and the Institute of Fundraising. During the year, there were no instances of non-compliance with the requirements of the fundraising code of practice, and no complaints have been received by Mosaik Education regarding fundraising activities.





## **INVESTMENT POLICY**

The trustees do not believe it necessary for Mosaik Education to have a formal investment policy given the nature of activities and relatively low level of cash. This position is reviewed regularly.

## **RESERVES POLICY AND UNRESTRICTED FUNDS**

On 31 December 2024 Mosaik had total reserves of £129,955 (2023: £126,379) of which £35,670 were unrestricted (2023: £29,185). Unrestricted reserves are cash or liquid funds that can be spent on any of Mosaik's aims and do not include funding that has been restricted by the donor for a specific purpose. The trustees have considered the level of unrestricted reserves, taking into consideration current and future risks alongside the likelihood of those risks materialising. These include:

- short-term cash deficits arising from non-renewal or an unforeseen delay in restricted grant funding;
- unforeseen costs to deliver agreed project outcomes not covered by the project budget;
- unforeseen day-to-day operating costs;
- emergencies.

## **RESERVES TARGET**

Based on the analysis above, the trustees have set a target range for unrestricted reserves of £15,000 to £45,000. On 31 December 2024, unrestricted reserves fell within this range. Subsequent to year end Mosaik has secured additional funding, both restricted and unrestricted, to cover activities to the end of December 2024 and has a number of applications in progress to secure further funding.

# STRUCTURE, GOVERNANCE AND MANAGEMENT

Mosaik Education is a charitable incorporated organisation and registered as a charity on 1 February 2018.

## TRUSTEES

The trustees are responsible for establishing clear strategic goals for Mosaik Education. These goals, together with performance targets, are established annually, and the chief executive reports on them at trustee meetings.

According to their skills, experience and interests, trustees take responsibility for one or more areas of activity.

## RECRUITMENT, INDUCTION AND TRAINING

Board vacancies are advertised externally. Applications are screened by the Chair of trustees, and short-listed applicants are invited to meet with representatives from the board and management team. On appointment, each trustee completes a register of interests, which is renewed annually.







## **MANAGEMENT, STAFF AND VOLUNTEERS**

While the trustees are responsible for establishing Mosaik Education's strategic goals, day-to-day activities are directed by the chief executive. The chief executive is responsible for developing strategies, products, and services within overall guidelines, and implementing policies set by the trustees. They are responsible for representing Mosaik Education externally and for ensuring that Mosaik Education's values are communicated and observed. They are also responsible for the recruitment, training, and development of staff and volunteers.

During the year ended 31 December 2024, Mosaik Education did not employ any staff. The team comprises 23 paid contractors and two volunteers.

## **SAFEGUARDING**

Mosaik Education believes that all children and vulnerable adults, regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation or socio-economic background, have the right to be protected from abuse, neglect or exploitation.

During 2024, we continued to deliver safeguarding training to the Mosaik team and partners, as well as updating our policies and capturing learning to refine our safeguarding processes and procedures.

# Risks

Mosaik Education has a risk management process in place to enable the trustees and the chief executive to assess the risks facing the charity, and to devise and implement strategies and controls to mitigate or address these risks. A comprehensive risk register is maintained and is reviewed regularly by the Trustee Operations Group. The board considers the following to be highest risk areas:



Financial Risk	Mitigating Activities
<p>Failure to secure adequate funding to plan for the next two years.</p> <p>Ideal reserves policies not met.</p> <p>Gaps in funding lead to cash flow difficulties.</p> <p>Grants in pipeline are delayed or cancelled.</p> <p>Fraud or error.</p> <p>Non-compliance with anti terrorism legislation.</p> <p>Pay bands not matching inflation and cost of living.</p>	<p>Prioritise funding pipeline and look to diversify potential funding sources.</p> <p>Risk-based approach to reserves where the reserves target should be a range, not an absolute number of £15-45k.</p> <p>CEO or Finance Advisor to provide a budget forecast at each board meeting and to review monthly management accounts with an accountant/finance advisor on board.</p> <p>Regular communication with grant manager and timelines on approval.</p> <p>Regular finance reporting to the board. Fraud policy introduced. Staff trained.</p> <p>If transfers required to states under bank legislation, take advice from other NGO actors.</p> <p>Pay reviewed each year.</p>



Operational Risks	Mitigating Activities
<p>Over reliance on one or two key staff or on volunteer positions, undermines organisational sustainability, key relationships or consistent delivery of programs.</p> <p>Travel of staff to areas with safety risk.</p> <p>Abuse of vulnerable beneficiaries.</p> <p>Instability forces programme to stop or become irrelevant.</p> <p>Team members experiencing vicarious trauma from long-term work in displacement contexts and with refugee communities.</p>	<p>Delegate tasks more widely through the team. Work on more horizontal structure with a share of responsibilities.</p> <p>Staff agree to a set of security guidelines and travel insurance is taken out in all cases.</p> <p>Safeguarding policy, code of conduct and reporting mechanisms in place.</p> <p>Develop an online option to deliver independently; keeping up to date with partners.</p> <p>Track political developments.</p> <p>Provide training to enhance awareness in team and managers.</p>





# REFERENCE AND ADMINISTRATIVE DETAILS

Charity registration number	1176947
Trustees & Board Advisors	Victoria Collis Sarah Broad to March 2025 Sianne Haldane Diana Laurillard to September 2024 Salim Salamah Amir Raki from September 2024 Matthew Wingate Paul Fean Martin Pugh from March 2025 Bayan Louis from March 2025 Nishat Riaz from March 2025 Elif Ulun from March 2025 Michael Paller from March 2025
Chief executive	Ben Webster
Registered office	Market Peckham, 133a Rye Lane, London, SE15 4BQ
Bankers	Virgin Money, Northampton, NN1 1EN Barclays Bank plc, Leicester, LE87 2BB



# INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MOSAIK EDUCATION

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2024 which are set out on pages 22-29.

## RESPONSIBILITIES AND BASIS OF REPORT

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

I report in respect of my examination of Mosaik Education's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

## INDEPENDENT EXAMINER'S STATEMENT

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales (ICAEW).

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

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

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



Signed: Nicola Bullock. Date: 9<sup>th</sup> May 2025

Relevant professional qualification: Fellow of the Institute of Chartered Accountants in England and Wales. Address: 27 Seymour Road, St Albans, Herts, AL3 5HN

# (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 December 2024

	Notes	Unrestricted Funds £	Restricted Funds £	2024 Total £	2023 Total £
<b>Income from</b>					
Donations and legacies	2	44,901		44,901	27,222
Charitable activities	3	-	909,745	909,745	688,896
Other income		2,405	-	2,405	-
<b>Total income</b>		<b>47,306</b>	<b>909,745</b>	<b>957,051</b>	<b>716,118</b>
<b>Expenditure on</b>					
Raising funds		652	12,125	12,777	10,542
Charitable activities		40,169	900,529	940,698	590,009
<b>Total expenditure</b>	4	<b>40,821</b>	<b>912,654</b>	<b>953,475</b>	<b>600,551</b>
Net income /(expenditure) for the year		6,485	(2,909)	3,576	115,567
Balance brought forward at 1 January		29,185	97,194	126,379	10,812
Balance carried forward at 31 Dec		35,670	94,285	129,955	126,379

All of the above results are derived from continuing activities; all gains and losses recognised in the year are included above. Movements in funds are disclosed in notes X to the financial statements.



# MOSAİK EDUCATION BALANCE SHEET

As at 31 December 2024

	£ 2024	£ 2023
Cash	114,547	131,667
Debtors	35,830	-
Accrued income	776	1,656
Prepayments	1,365	517
<b>Current assets</b>	<b>152,518</b>	<b>133,840</b>
Creditors	(1)	(1)
Deferred income	-	-
Bank loan	-	-
Accruals	22,564	7,462
<b>Current liabilities</b>	<b>22,563</b>	<b>7,461</b>
<b>Net current assets</b>	<b>129,955</b>	<b>126,379</b>
Non-current liabilities	-	-
<b>Net assets</b>	<b>129,955</b>	<b>126,379</b>
<b>Funds</b>		
General funds	35,670	29,185
Restricted funds	94,285	97,194
<b>Total funds</b>	<b>129,955</b>	<b>126,379</b>
<b>Funds</b>		
Surplus b/f	126,379	10,812
Surplus current year	3,576	115,567
<b>Total funds</b>	<b>129,955</b>	<b>126,379</b>

The financial statements were approved by the Trustees on 8 May 2025 and signed on their behalf by:



Victoria Collis, Chair

# MOSAİK EDUCATION CASH FLOW STATEMENT

For the year ended 31 December 2024

	£ 2024	£ 2023
<b>Net income</b>	<b>3,576</b>	<b>115,567</b>
Adjustments for:		
Non-cash activities: conversion of loan to donation	-	-
Interest income	2,450	
(Increase)/Decrease in debtors	(35,799)	(1,746)
(Decrease)/Increase in creditors	15,102	2,364
<b>Net cash provided by operating activities</b>	<b>(14,716)</b>	<b>116,185</b>
<b>Cash flow from investing activities</b>	<b>-</b>	<b>-</b>
Investment income—bank interest	(2,405)	-
<b>Net cash provided by investing activities</b>	<b>(2,405)</b>	<b>-</b>
<b>Cash flow from financing activities</b>		
Interest free loan	-	-
<b>Net cash provided by financing activities</b>	<b>-</b>	<b>-</b>
<b>Change in cash and cash equivalents in the year</b>	<b>(17,121)</b>	<b>116,185</b>
Cash and cash equivalents at the beginning of the year	131,668	15,483
<b>Cash and cash equivalents at the end of the year</b>	<b>114,547</b>	<b>131,668</b>



# MOSAİK EDUCATION NOTES FORMING PART OF THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

## 1. ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are material in relation to the financial statements.

### a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)–(Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (January 2019) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the trustees have considered the charity's forecasts and projections and have taken account of pressures on donations and grant income. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

### b) Public benefit entity

In reviewing Mosaik Education's aims and planning future activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit. Our vision and mission show that Mosaik Education is committed to working with communities and technology to support refugees into higher education. Our beneficiaries are therefore refugees.

All our activities contribute to our strategic aims and are for the benefit of the public. This report has set out Mosaik Education's activities and achievements and illustrates how they benefit refugees. The charity meets the definition of a public benefit entity under FRS 102.

## **c) Income**

All income is included in the statement of financial activities (SOFA) when it is probable that the income will be received and the amount can be quantified with reasonable accuracy.

- Donations are recognised when received.
- Gifts are taken into account on a receivable basis, but only when capable of exact financial measurement.
- Restricted grants are recognised as income when they become receivable. Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions, the income is deferred.

## **d) Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Expenditure is allocated to the particular activity where the cost relates directly to that activity, along with any associated irrecoverable VAT.

## **e) Expenditure on raising funds**

Expenditure on funds relate to the costs incurred by the charitable company in developing relationships with third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

## **f) Fund accounting**

Funds held by the charity are either restricted or unrestricted.

- Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- Unrestricted funds can be used in accordance with the charitable objects at the discretion of the trustees.



## **g) Taxation**

The charity is exempt from taxation on its charitable activities.

## **h) Financial instruments**

Financial assets, such as cash and debtors, are measured at their present value of the amounts receivable, less an allowance for the expected level of doubtful receivables.

Financial liabilities, such as trade creditors, loans and finance leases, are measured at the present value of the obligation. An equity instrument is any contract that evidences a residual interest in the assets of Mosaik Education after deducting all of its liabilities.

## **i) 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.

## **j) Cash**

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.

## **k) Creditors and provisions**

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.

The charity only has financial assets and financial 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, with the exception of bank loans, which are subsequently measured at amortised cost using the effective interest method.

## **l) Foreign currency**

The charity's functional and presentation currency is pounds sterling. Foreign currency transactions are translated at the spot rate of exchange on the date of the transaction. Foreign currency balances are translated at the spot rate of exchange on the balance sheet date. Any gain or loss arising is charged to the SOFA.

## m) Judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

## n) Statutory information

Mosaik Education is a charitable incorporated organisation. The registered office address is Hatch Peckham, Peckham Levels, 95A Rye Lane, London SE15 4ST.

## 2. DONATIONS AND LEGACIES

	£ 2024	£ 2023
Donations from or on behalf of trustees	-	-
Other donations	44,901	27,222
<b>Total donations and legacies</b>	<b>44,901</b>	<b>27,222</b>

All income from donations and legacies was unrestricted.

## 3. RESTRICTED REVENUE

	£ 2024	£ 2023
Open University	-	-
Al Tajir	-	5,000
Choose Love	54,805	54,800
Programming Activities		
Theirworld	57,500	72,500
UNHCR	70,441	91,090
UBS UK Donor-Advised Foundation	653,161	465,506
DD energy campaign	66,000	-
OUR (CoHere)	7,838	-
<b>Total restricted revenue</b>	<b>909,745</b>	<b>688,896</b>



## 4. EXPENDITURE

	Cost of raising funds £	Charitable activities £	2024 Total £	2023 Total £	2022 Total £
<b>Direct programme costs</b>					
Contracted staff	12,777	114,368	127,145	114,512	98,384
Travel & subsistence	-	12,220	12,220	3,676	4,829
Local co-design facilitation	-	-	-	-	-
Programme delivery cost	-	709,602	709,602	398,590	63,088
Other direct costs	-	752	752	57,880	2,995
<b>Governance</b>					
Contracted staff	-	4,850	4,850	4,180	1,000
Audit fees	-	-	-	-	-
Trustee recruitment	-	-	-	-	-
<b>Support costs</b>					
Contracted staff	-	9,874	9,874	4,660	16,133
Travel & subsistence	-	602	602	4,129	5,131
Office costs	-	1,708	1,708	1,339	463
Website & IT	-	4,894	4,894	3,790	2,515
Insurance	-	1,629	1,629	1,848	1,911
Professional Fees	-	77,169	77,169	5,805	6,132
Foreign exchange (gain)/loss	-	3,030	3,030	142	75
<b>Total expenditure</b>	<b>12,777</b>	<b>940,698</b>	<b>953,475</b>	<b>600,551</b>	<b>201,656</b>

## 5. TRUSTEES' REMUNERATION AND EXPENSES

The trustees neither received nor waived any emoluments during the year and no expenses were reimbursed to trustees.

## 6. STAFF COSTS

Mosaik Education did not employ any staff during the year. The charity engaged 23 paid contractors to provide professional services. The total fee paid to these individuals was £127,145 (2023: £114,512).

## 7. RELATED PARTY TRANSACTIONS

During the year Mosaik Education received the following from related parties:

	£ 2024	£ 2023
Relationship		
Donations from trustees	705	1920
Donations from Board Advisors and paid contractors	100	30
Interest free loan from trustees and paid contractors	-	-

## 8. DEBTORS AND PREPAYMENTS

	£ 2024	£ 2023
Prepayments	1,365	517
Gift aid receivable	776	-
Grant receivable	-	-
Donations receivable	-	1,656
Partner Advance	35,830	-
<b>Total</b>	<b>37,971</b>	<b>2,173</b>

## 9. CREDITORS

	£ 2024	£ 2023
Amounts falling due within one year		
Trade creditors	-1	-1
Bank Loan	0	-
Accruals	22,564	7,462
<b>Total</b>	<b>22,563</b>	<b>7,461</b>



## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

<b>Fund balances at 31 December 2024 are represented by:</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total £</b>
Current assets	58,233	94,285	152,518
Current liabilities	(22,563)	-	(22,563)
Non-current liabilities	-	-	0
<b>Total net assets</b>	<b>35,670</b>	<b>94,285</b>	<b>129,955</b>

<b>Fund balances at 31 December 2023 are represented by:</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total £</b>
Current assets	42,667	91,173	133,840
Current liabilities	(7,461)	-	(7,461)
Non-current liabilities	0	-	0
<b>Total net assets</b>	<b>35,206</b>	<b>91,173</b>	<b>126,379</b>

## 11. RESTRICTED & UNRESTRICTED FUNDS

The funds of the charity include restricted funds. These are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Unrestricted funds can be used in accordance with the charitable objects at the discretion of the trustees.

<b>Fund balances at 31 December 2024 are represented by:</b>	<b>At the start of the year £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Foreign exchange gain / (loss) £</b>	<b>At the end of the year £</b>
Restricted Funds	97,194	909,745	(912,654)	-	94,285
Unrestricted Funds	29,185	47,306	(37,791)	(3,030)	35,670
<b>Total Funds</b>	<b>126,379</b>	<b>957,051</b>	<b>(905,445)</b>	<b>(3,030)</b>	<b>129,955</b>

<b>Fund balances at 31 December 2023 are represented by:</b>	<b>At the start of the year £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Foreign exchange gain / (loss) £</b>	<b>At the end of the year £</b>
Restricted Funds	6,021	688,896	(597,723)	-	97,194
Unrestricted Funds	4,791	27,222	(2,686)	(142)	29,185
<b>Total Funds</b>	<b>10,812</b>	<b>716,118</b>	<b>(600,409)</b>	<b>(142)</b>	<b>126,379</b>

## 12. FINANCIAL COMMITMENTS

As at 31 December 2024 Mosaik Education was not committed to making any payments under non-cancellable operating leases.

## 13. POST BALANCE SHEET EVENTS

Since the end of 2024, Mosaik has had new grants agreements approved by Choose Love, AL Tajir, Theirworld, and UBS UK Donor-Advised Foundation. In January and February 2025, UK and US Governments confirmed reductions in overseas development aid, which will have a significant impact on the global aid sector. Since then, Mosaik has taken steps to re-plan 2025 budget and objectives, secure stability, and identify alternative funding and revenue sources.







Report and Financial Statements for the  
year ended 31 December 2023

Registered Charity Number: 1176947

Email: [hello@mosaik.ngo](mailto:hello@mosaik.ngo)

Website: [www.mosaik.ngo](http://www.mosaik.ngo)

Address: Market Peckham, 133a Rye  
Lane, London, SE15 4BQ