

# LEUCATE

England & Wales · Charity number 1181403

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2019-01-03

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

## Contact

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## Activities

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**Objects:** TO ADVANCE THE EDUCATION OF THE PUBLIC IN GENERAL AND IN PARTICULAR YOUNG PEOPLE ON THE SUBJECT OF LAW BY PROVIDING AN ONLINE PORTAL AND IN SUCH OTHER WAYS AS THE TRUSTEES CONSIDER APPROPRIATE

**Activities:** Leducate aims to promote an understanding of everyday legal rights and responsibilities among the public in general, and secondary school-aged students in England in particular. This is achieved through the provision of interactive curriculum resources made available to teachers in the classroom and to the public online.

## Classification

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- **How:** Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, The General Public/mankind

## Geography

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- Throughout England

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-31	£191	£719	-	-
2024-01-31	£277	£443	-	-
2023-01-31	£622	£2,194	-	-
2022-01-31	£1,336	£908	-	-
2021-01-31	£1,948	£859	-	-

## Trustees

Name	Role	Appointed
<b>ADAM KAYANI</b>	Chair	2019-02-11
DANIEL JAMES OGILVIE		2019-02-11
OLIVIA LOUISE ENGLISH		2019-02-11

**LEDUCATE**

England & Wales - Charity number 1181403

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# Accounts

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# **Trustees' Annual Report and Financial Statement**

**2024-25**



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# Message from the Chair and Director

Dear valued stakeholders,

We are pleased to present our annual report for the period of February 2024 to January 2025.

Over the past year, we have continued to work to educate the public about the law. Schools and teachers continue to face challenges in the shadow of the pandemic and the sharp rise in operating costs across the world have not been kind to the already stretched school budgets and teacher wellbeing. This continues to highlight the importance of our work and, in particular, our proud commitment to supporting free legal education for all.

In this report, we will provide an overview of our achievements, financial performance, and impact over the past year. We are prioritising aggressive growth; both in terms of the number of partner schools and students who can benefit from our materials, and funds to maintain the breadth of our offer that provides such great value to young people. Our lean, scalable model continues to give us confidence to approach more schools and expand our direct delivery this year even beyond previous years.

We are particularly proud to have continued our long-standing partnership with the Redhill Academy Trust of schools in delivering sessions to their students as part of their 'Moving On Day'. This year has marked an enormous growth in the scale of the event. Where previously it involved approximately 250 students across two school campuses, this year we are proud to have supported the trust in partnering with Nottingham Trent University in order to deliver to all ten trust schools in one day - comprising almost 500 students. For the first time we delivered three separate modules to all of those students in one day, deploying two simultaneous teams of volunteers to deliver our 'Consent and Healthy Relationships', 'Criminal Rights and Responsibilities' and 'Life skills' (covering consumer, debt and housing laws) modules. In fact, we did this twice in the same calendar year - in April 2024 and again in September 2024 - reaching a whopping c.1,600 students in this reporting period.

Moreover, Joseph Myers, our Teaching and Learning Officer, has worked hard to train all of our volunteers in behavioural management, pedagogy and safeguarding to ensure that we produced the best quality of teaching - showcasing our commitment to professional, high quality delivery for our students.

We were also delighted to continue our work with City Law School's Pro Bono Society, taking part in panel discussions promoting the benefits of Pro Bono and other forms of volunteer work to give their members a more holistic picture of how volunteering their time can enrich their future careers, no matter the sector they choose to join after graduation.

I would like to take this opportunity to thank our donors, partners, volunteers, and officers for their support and commitment to our cause. Without their contributions, we would not be able to take the strides that we have. In particular, we must recognise the enormous trust shown by the teachers in our partner schools in giving us the opportunity to present to their students year on year - and in such particularly vast numbers this year.

Last year we underwent a root-and-branch reorganisation of the Directorate and pledged to recruit new specialist staff members to take over our financial management as well as to guide our fundraising efforts. I am pleased to say that we have done just that with both of those strategic positions being filled by Jacques Hockey and Bethany Watson. I am entirely confident that their presence will add further assurance for new funders that we are a solid partner with robust, compliant governance beyond our size.

We hope that this report demonstrates our dedication to transparency and accountability and provides insight into the progress we have made towards our goals. We welcome any feedback or questions and look forward to continuing our work towards a better future for all.

Sincerely,



*Adam Kayani, Director and Chair of Trustees*



# About Us

Leducate is a legal educational charity that promotes people having a better understanding of the law and everyday legal rights especially amongst young people. We provide curriculum resources, support, sessions, and training allowing teachers to deliver lessons on a range of legal topics easily and for no cost. Our sessions cover topics from criminal responsibility, including interacting with the police and driving offences, to consumer finance and debt, and human rights.

Our curriculum aims to **inform** students of what their legal rights are (and where they come from), **empower** them with the confidence to use them and ultimately **enable** them to become thriving members of society. Lastly, we hope to **encourage** young people to explore a career in law.

Our curriculum aims to make the law more accessible than ever, focussing on day to day legal scenarios that reflect the situations young people will most likely find themselves in, using the most interactive and engaging methods available.

Since teachers know their students best, Leducate provides tailored training packages to enable them to deliver high quality legal education to their students. We focus on minimising the effort required by the teacher and school so that they can focus on their students.

In their own classrooms, students will learn the answers to questions, including:

- What is a tenancy agreement?
- What are my rights under an employment contract?
- What are my tax paying responsibilities?
- What are my rights if I am arrested?
- What does it mean to have consumer rights?
- What are my human rights?

Armed with this knowledge, they may feel confident enough to hold local government decision-makers to account, enforce their rights against unfair opposition from big corporations or rogue landlords, and understand their civic rights and responsibilities enough to effectively participate in a society that they feel supports them.

We passionately believe that empowering young people with an understanding of the law will improve their attitudes towards it, and support their journey into becoming informed, active members of society as adults.

At the same time, we hope that our curriculum will encourage young people from underrepresented communities to explore careers in the law, which they might not otherwise have felt they had access to. In the longer term, we hope that this will broaden diversity and inclusion in the legal sector, which for too long has not been reflective of the diverse demography of England and Wales.

# Our Strategy

Leducate's purpose, as set out in its constitution, is to:

*Advance the education of the public in general and, in particular, young people on the subject of law by providing an online portal and in such other ways as the trustees consider appropriate.*

Leducate aims to ultimately achieve a basic legal literacy in all secondary school leavers. We are achieving this by creating curriculum and classroom resources that are delivered by teachers to their students, from professionally illustrated and designed work books to interactive online sessions. We call this '**Leducation**'.

Leducate's objective is to **provide free legal education for everyone on their rights and responsibilities**. A major part of our strategy in this is to achieve a basic legal literacy in all secondary school leavers. We are achieving this by creating curriculum and classroom resources that are delivered by teachers to their students, from professionally illustrated and designed work books to interactive online sessions. We call this '**Leducation**'.

In addition to our core provision, Leducate aims to give students and teachers in its partner schools access to a wider range of activities that will expand their interest in and understanding of legal affairs more broadly. This programme, known as '**Inspire**', includes initiatives such as trips to legal institutions and educational facilities and presentations by keynote speakers. Inspire is designed to support the core curriculum, so students do not just learn about how laws are made, but actually see where they are made and speak with those who impact their creation.

Finally, through its '**Aspire**' programme, Leducate aims to encourage a broad range of young people to aspire to pursue further legal education and careers in the legal sector through taking part in and providing events focussed on university admissions and professional networking in the profession. Our Aspire programme supports young people in whatever route they wish to take to practice law in their future careers.

The Trustees are in agreement that our aims fully reflect the purpose that the charity was created to further.

# Our Work

2024 continues to be a year where Leducate expands and confirms its place as a reliable provider of public legal education. Leducate's focus this year has been on consolidating the hard work of the past four years to ensure that we continue to be a leader in public legal education and considerably expanding our direct delivery to students - to really cement the proof that our delivery model works.

We worked hard to considerably expand our provision of legal education at Moving On Day with our partner school trust Redhill and to ensure our curriculum material is updated and amended to reflect changes to the law. We published regular articles in our Leducate Explains series to continue to develop and grow our library of supplementary legal articles to demystify topical legal subjects for a wider audience.

Leducate also focused this year on ensuring our staff - all volunteers - are able to continue providing the ever high level of work that enables Leducate to run. We continued to develop our commitment to the wellbeing of our officers as well as devising and delivering in-house training to ensure that all of our volunteers were safe, confident and effective when operating within the school environment.

# Our Objectives

Leducate manages its performance over the course of each year by setting objectives. In 2024, our objectives within our 3 key areas were:

- **Core Leducation:** To continue expanding the reach of our core material and 'Leducation' programme into more schools reaching more students and online.
- **Inspire:** To maintain momentum in engaging with young people and society as a whole digitally, and bring the law to life in school trips and experiences.
- **Aspire:** To continue to draw on our budding partnerships to support young people into careers in the law.

As the reader will see below, the Trustees are satisfied that Leducate has successfully furthered these objectives.

# Our Highlights this Year

2024 was a year working alongside schools in grappling with the renewed social challenges emerging in the aftermath of the pandemic and the ever-changing world of the social-media generation. Teachers are battling now-entrenched social challenges, from school refusers to a rising number of students suffering different kinds of anxiety. New areas of challenging behaviour are emerging from a whole cadre of students who have missed key in-person experiences, which has impacted on their ability to socialise comfortably with others, and others who are exposed to extremist material online. Key milestones in core competencies such as literacy and numeracy are proving more difficult to achieve. In response, Leducate has been focussing our energies towards our core activities: Leducation in schools. We are particularly proud of the considerable expansion of the number of students we have delivered to in this reporting period and continuing to produce a wealth of current-affairs focussed content via our Leducate Explains publication. Our team continued to go directly into schools to deliver the materials that we normally pass to teachers; this is an opportunity for us to engage directly with young people and be re-energised by our impact on them. We did this again in Nottingham, attending our now-traditional spot at Moving On Day with the largest team of volunteers we have ever deployed - trained, for the first time, in behavioural management (including an ever-present refresher on up-to-date safeguarding protocols).

We have re-focused our internal management structures around a mixture of regular online meetings in smaller functional teams, and purposeful in-person meetings. These are an opportunity to better engage: with each other, our mission, our impact, and the sharing of ideas.

Leducate is powered by its people. In 2024, we specifically recruited three new members of the team. These are:

- **Bethany Watson**, as Fundraising Officer, to help drive Leducate's financial growth, strengthen our compliance regime and develop our development and growth strategy into the coming years.
- **Jacques Hockey**, as Financial Officer, to bring meticulous financial oversight and robust budgetary planning in a key phase of financial expansion for Leducate during this period of planned growth.
- **Kajal Mavji**, as Strategy and Policy Officer, with a particular specialty in managing our stakeholder engagement strategy and providing important strategic development planning.

Sadly, we said goodbye to several members of the team this year. We wish Ammarah Balouch (Events Officer), Anya Myers (Administrative Officer), Brittany Buckell (Education Officer) and Millie Johnson (Strategy and Growth Consultant) the very best in their next endeavours and thank them for all their hard work in helping to make Leducate what it is today.

# Summary of Income and Expenditure

## **Where our income came from:**

Income for the year totalled £191.06. This is directly from donations. This marks a 16% decrease in income over last year. This helped finance the services outlined in our budget and also covered the charity's direct costs for the year.

## **Where we spent the money:**

Total expenses for the year totalled £718.83. This marks a 62% increase in spending over the previous year.

## Financial Commentary

Leducate's financial year runs from 1st February 2024 to the 31st January 2025. The accounts, and annual report, are therefore prepared to comply with the Charities Act 2011.

The income of Leducate totalled £191.06 for the year. This was raised through donations, most notably from organisations Leducate works with, online services such as Amazon and one off donations.

The level of income remains low for Leducate; however, as a low cost charity with minimal running costs, these are not anticipated to be an issue for the foreseeable future.

Expenditure for the year was £718.83. Expenditure for this year includes the website and associated costs, learning environment and general expenditure to run the charity and increase its awareness.

## PUBLIC BENEFIT

The Trustees confirm that they have complied with their duty set out in section 4 of the Charities Act 2011. Further decisions and actions for future activities for the charity have been made with consideration of the Charity Commission's guidance on public benefit.

# Risk Management

The Trustees recognise their duty to minimise any such risks that would leave the Charity exposed. Leducate's Risk Management is led by Daniel Ogilvie as Director and Trustee, who updates the risk register regularly. This is shared with the Trustees and actions are assigned where appropriate. Daniel brings his professional experience in large Civil Service departments to bear on foreseeing and weighing the risks to Leducate. We have identified no new risks to Leducate's delivery in the reporting period, we have seen a shift in our risk profile towards compliance and capacity risks. This reflects success and positive movement in the financial and human resources factors that were highlighted in the previous year, as well as the priority that we place on meeting our reporting and other obligations. We must also recognise that significant external funding inevitably comes with some expectations of reporting and other collaboration, which are both positive and require the commitment of time and effort to meet.

The Trustees consider Leducate's key risks for the year to be:

- **Follow-through:** There is a risk that Leducate fails to deliver on its commitments.
- **Data Protection:** There is a risk that Leducate breaches personal/confidential data (and that we fail to report it within 72 hours).
- **Compliance:** There is a risk that Leducate fails to comply with legal requirements of it and its Trustees.
- **Information:** Leducate relies too heavily on members of the committee without backups should this person no longer be available for the charity, leading to a loss of knowledge.

In particular, we are conscious that transparency and reporting obligations through these Trustee Reports and annual accounts are vital to maintaining our charitable status, and the confidence of our present and future supporters and have set a target to submit reporting within four months of the close of our Jan-Jan reporting period.

## TRUSTEE AND CONNECTED PERSONS TRANSACTIONS

There were no disclosable transactions or reimbursements this year.

# ***Structure, Governance and Management***

## **Trustees:**

Adam Kayani (Chair)  
Daniel Ogilvie (Vice Chair)  
Olivia English (Secretary)

## **Directorate:**

Adam Kayani (Executive Director)  
Daniel Ogilvie (Policy and Research Director)  
Kieran Pereira (Operations, Finance and, Technology Director)

## **Officers:**

Olivia English (Education and Compliance Officer)  
Joseph Myers (Learning and Teaching Officer)  
Bethany Watson (Fundraising Officer)  
Nicoleen Wong (Design Officer)  
Fran Clark (Leducate Explains Editor)  
Jaques Hockey (Finance Officer)  
Kajal Mavji (Strategy and Policy Officer)  
Amrit Athwal (Research Officer)  
Millie Johnson (Strategy and Growth Consultant)  
Alex Ridgway (Operations Consultant)

Sachin Varma continued as a volunteer intern, contributing substantial time and expertise in the development of our teaching materials.

# CONSTITUTION

Leducate is a Charitable Incorporated Organisation (CIO), incorporated on the 3 January 2019 in England and Wales, [Charity No. 1181403](#).

# ORGANISATION

The CIO is managed by a board of unpaid trustees. Trustees are appointed by resolution of trustees and selected with regard to skills, knowledge and experience for the effective administration of the CIO. The Director was appointed by the Board of Trustees for the day-to-day management of the charity of the charity, who in turn appoints and chairs the Executive Committee.

# LEDUCATE

Registered Address

44 Chase Way, London, N14 5DE

Bankers

HSBC UK Bank PLC: 1 Centenary Square,  
Birmingham, B1 1HQ

[leducate.co.uk](http://leducate.co.uk) ■ [edu.leducate.co.uk](http://edu.leducate.co.uk)

**LEDUCATE**

England & Wales - Charity number 1181403

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# Accounts

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# Trustees' Annual Report and Financial Statement

**2023-24**

**LEDUCATE**

# Overview

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# Message from the Chair and Director

— Dear valued stakeholders,

We are pleased to present our annual report for the period of January 2023 to January 2024.

Over the past year, we have continued to work to educate the public about the law. The challenges facing schools and teachers in the last year have highlighted the importance of our work, and we are proud to have played a part in supporting education for all.

In this report, we will provide an overview of our achievements, financial performance, and impact over the past year. We see further growth on the horizon, driven by our strong relationships with partner schools and the opportunities provided by our breadth of offer that provide such great value to their young people. Fundamentally, our scalable model continues to prove itself able to rise to any challenge.

We are particularly proud to have continued our long-standing partnership with the Red Hill Trust of schools in delivering sessions to their students as part of their 'Moving On Day', involving over 250 students across two school campuses. Our focus this year was on delivering our 'Consent and Healthy Relationships' module in order to give students the best preparation for the intricacies of the modern dating world and equipping them with the best tools to stay safe and support others as they transition into life beyond school. We were also delighted to continue our work with City Law School's ProBono Society, taking part in panel discussions promoting the benefits of ProBono and other forms of volunteer work to give their members a more holistic picture of how volunteering their time can enrich their future careers, no matter the sector they choose to join after graduation.

I would like to take this opportunity to thank our donors, partners, volunteers, and officers for their support and commitment to our cause. Without their contributions, we would not be able to take the strides that we have. In particular, we must recognise the unwavering dedication of teachers to providing the best education possible to their students, in which we are honoured to be able to help.

Behind the scenes we are undertaking a root-and-stem reorganisation of how we do business - moving to a more dynamic and flexible management structure in the Directorate whilst recruiting new specialist staff members to operate the various branches of delivery and strategic thinking. The Directorate have identified new roles within the team to take ensure that we have people with the right expertise

leading the way in specialist internal roles and that we have the highest capability in-house to deliver on our financial regulatory responsibilities as well as to guide our fundraising efforts into the forthcoming year.

We hope that this report demonstrates our dedication to transparency and accountability and provides insight into the progress we have made towards our goals. We welcome any feedback or questions and look forward to continuing our work towards a better future for all.

Sincerely,

Adam Kayani - Director and Chair of Trustees

A handwritten signature in black ink that reads "Adam Kayani". The signature is fluid and cursive, with a long horizontal stroke at the end.

*Adam Kayani, Director and Chair of Trustees*



# About Us

Leducate is a legal educational charity that promotes people having a better understanding of the law and everyday legal rights especially amongst young people. We provide curriculum resources, support, sessions, and training allowing teachers to deliver lessons on a range of legal topics easily and for no cost. Our sessions cover topics from criminal responsibility, including interacting with the police and driving offences, to consumer finance and debt, and human rights.

Our curriculum aims to inform students of what their legal rights are (and where they come from), empower them with the confidence to use them and ultimately enable them to become thriving members of society. Lastly, we hope to encourage young people to explore a career in law.

Our curriculum aims to make the law more accessible than ever, focussing on day to day legal scenarios that reflect the situations young people will most likely find themselves in, using the most interactive and engaging methods available.

Since teachers know their students best, Leducate provides tailored training packages to enable them to deliver high quality legal education to their students. We focus on minimising the effort required by the teacher and school so that they can focus on their students.

In their own classrooms, students will learn the answers to questions including:

- What is a tenancy agreement?
- What are my rights under an employment contract?
- What are my tax paying responsibilities?
- What are my rights if I am arrested?
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Armed with this knowledge, they may feel confident enough to hold local government decision-makers to account, enforce their rights against unfair opposition from big corporations or rogue landlords, and understand their civic rights and responsibilities enough to effectively participate in a society that they feel supports them.

We passionately believe that empowering young people with an understanding of the law will improve their attitude towards it, and support their journey into becoming informed, active members of society as adults.

At the same time, we hope that our curriculum will encourage young people from underrepresented communities to explore careers in the law, which they might not otherwise have felt they had access to. In the longer term, we hope that this will broaden diversity and inclusion in the legal sector, which for too long has not been reflective of the diverse demography of England and Wales.

# Our Strategy

Leducate's purpose, as set out in its constitution, is to:

*Advance the education of the public in general and, in particular, young people on the subject of law by providing an online portal and in such other ways as the trustees consider appropriate.*

Leducate's objective is to provide free legal education for everyone on their rights and responsibilities. A major part of our strategy in this is to achieve a basic legal literacy in all secondary school leavers. We are achieving this by creating curriculum and classroom resources that are delivered by teachers to their students, from professionally illustrated and designed work books to interactive online sessions. We call this 'Leducation'.

In addition to our core provision, Leducate aims to give students and teachers in its partner schools access to a wider range of activities that will expand their interest in and understanding of legal affairs more broadly. This programme, known as 'Inspire', includes initiatives such as trips to legal institutions and educational facilities and presentations by keynote speakers. Inspire is designed to support the core curriculum, so students do not just learn about how laws are made, but actually see where they are made and speak with those who impact their creation.

Finally, through its 'Aspire' programme, Leducate aims to encourage a broad range of young people to aspire to pursue further legal education and careers in the legal sector through taking part in and providing events focussed on university admissions and professional networking in the profession. Our Aspire programme supports young people in whatever route they wish to take to practise law in their future careers.

The Trustees are in agreement that our aims fully reflect the purpose that the charity was created to further.

# Our Work

2023 continues to be a year where Leducate expands and sets confirms its place as a reliable provider of public legal education. Leducate's focus this year has been on consolidating the hard work of the past 4 years to ensure that we continue to be a leader in public legal education.

We worked hard to ensure we continued to provide legal education to a range of at moving on day, with our partner school and our curriculum material is updated and amended to reflect changes to the law. We published regular articles in our LeducateExplains series to continue to develop and grow our library of supplementary legal articles to demystify the law.

Leducate also focused this year on ensuring our staff, all volunteers, are able to continue to provide the ever high level of work that enables Leducate to run. We put into place strategies and structures to ensure staff can continue to operate alongside any other commitments and work without burnout.

# Our Objectives

Leducate manages its performance over the course of each year by setting objectives. In 2023, our objectives within our 3 key areas were:

- Core 'Leducation': To continue expanding the reach of our core material and 'leducation' programme into more schools reaching more students and online.
- Inspire: To maintain momentum in engaging with young people and society as a whole digitally, and bring the law to life in school trips and experiences.
- Aspire: To continue to draw on our budding partnerships to support young people into careers in the law.

As the reader will see below, the Trustees are satisfied that Leducate has successfully furthered these objectives.

# Our Highlights this Year

2023 was a year working alongside schools to fundamentally re-evaluate what it means to educate young people in the after-math of the pandemic. Teachers are battling new emerging challenges, from school refusers to rising numbers of students suffering different kinds of anxiety. There is a whole cadre of students who have missed key in-person experiences which has impacted on their ability to socialise comfortably with others. Key milestones in literacy and numeracy are proving more difficult to achieve and society and businesses at large are struggling to reorient to people's changed habits and attitudes to socialising. To that end Leducate has been required to divert our energies and focus, particularly that of our volunteers and officers, principally towards our core activities: Leducation in schools. This work has fewer visible milestones but is core to delivering the value that we deliver. We are particularly proud of the expansion of our material to cover emerging and interesting areas of law include extremism and to produce more current-affairs focussed content via our LeducateExplains publication. Our team continued to go directly into schools to deliver the materials that we normally pass to teachers; this is an opportunity for us to engage directly with young people and be re-animated by our impact on them. We did this again in Nottingham, attending our now-traditional spot at Moving On Day with an ever-expanding team of volunteers in tow.

We have re-focused our delivery structures around regular online meetings in smaller functional teams, and less-frequent in person meetings. These are an opportunity to better engage - with each other, our mission, our impact, and share ideas.

Leducate is powered by its people. In 2023, we directed some of our leadership effort at attracting four exciting new members of the team. These are:

- Millie Johnson, a Strategy and Growth Consultant, to help with the growth of Leducate and our strategy moving into the coming years.
- Amrit Athwal, as Research Officer, as Leducate is dedicated to establish the importance of Legal Education, and continue to be innovative in how we do this.
- Alex Ridgway, as Operations Consultant, with a particular specialty in preparing and delivering educational programmes, to help us expand our network of schools, offering support and bespoke material to schools.

Physical events are some of the most enjoyable for us. We were very excited to continue our association with the National Justice Museum in London by funding and organising for a group of students from King Solomon Academy (a member of the ARK Trust) to undertake one of their signature mock trials in the resplendent environs of the Royal Courts of Justice. Our Director, Adam, joined them for part of the day.

# Summary of Income and Expenditure

## Where our income came from:

Income for the year totalled £277.37. This is directly from donations. This marks a 63% decrease in income over last year.

## Where we spent the money:

Total expenses for the year totalled £442.94. This marks an 80% decrease in spending over the previous year. This helped finance the services outlined in our budget and also covered the charity's direct costs for the year.

## Financial Commentary

Leducate's financial year runs from 1st February 2023 to the 31st January 2024. The accounts, and annual report, are therefore prepared to comply with the Charities Act 2011.

The income of Leducate totalled £277.37 for the year. This was raised through donations, most notably from organisations Leducate works with, online services such as Amazon and one off donations.

The level of income remains low for Leducate; however, as a low cost charity with minimal running costs, these are not anticipated to be an issue for the foreseeable future.

Expenditure for the year was £442.94. Expenditure for this year includes the website and associated costs, learning environment and general expenditure to run the charity and increase its awareness.

## PUBLIC BENEFIT

The Trustees confirm that they have complied with their duty set out in section 4 of the Charities Act 2011. Further decisions and actions for future activities for the charity have been made with consideration of the Charity Commission's guidance on public benefit.

## RISK MANAGEMENT

The Trustees recognise their duty to minimise any such risks that would leave the Charity exposed. Leducate's Risk Management is led by Daniel Ogilvie as Deputy Director and Trustee, who updates the risk register regularly. This is shared with the Trustees and actions are assigned where appropriate. Daniel brings his professional experience in large Civil Service departments to bear on foreseeing and weighing the risks to Leducate. We have identified no new risks to Leducate's delivery in the reporting period, we have seen a shift in our risk profile towards financial as well as human resource risks.

The Trustees consider Leducate's key risks for the year are:

- Financial: There is a risk that Leducate does not have the money to deliver what is needed (e.g. website or transport costs)
- Compliance: There is a risk that Leducate fails to comply with legal requirements of it and its Trustees
- Reliance on key team members: Leducate relies too heavily on members of the committee without backups should this person no longer be available for the charity, leading to a loss of knowledge.

In particular, we are conscious that an oversight on behalf of the Directorate and Trustees led to the Jan 2022-Jan 2023 Annual Report being submitted significantly late. We have taken this seriously, escalating it significantly in our assessment of our risks, and have recruited additional support to ensure that this critical obligation is met in a timely manner for 2023.

## TRUSTEE AND CONNECTED PERSONS TRANSACTIONS

There were no disclosable transactions or reimbursements this year.

# Structure, Governance and Management

## Trustees:

Adam Kayani (Chair)  
Daniel Ogilvie (Vice Chair)  
Olivia English (Secretary)

## Directorate:

Adam Kayani (Executive Director)  
Daniel Ogilvie (Policy and Research Director)  
Kieran Pereira (Operations, Finance and Technology Director)

## Officers

Olivia English (Education and Compliance Officer)  
Joseph Myers (Learning and Teaching Officer)  
Nicoleen Wong (Design Officer)  
Brittany Buckell (Education Officer)  
Fran Clark (Leducate Explains Editor)  
Ammarah Balouch (Events Officer)  
Anya Myers (Administrative Officer)  
Amrit Athwal (Research Officer)  
Millie Johnson (Strategy and Growth Consultant)  
Alex Ridgway (Operations Consultant)

Sachin Varma continued as volunteer interns, contributing substantial time and expertise in the development of our teaching materials.

## Constitution:

Leducate is a Charitable Incorporated Organisation (CIO), incorporated on the 3 January 2019 in England and Wales, [Charity No. 1181403](#).

## Organisation:

The CIO is managed by a board of unpaid trustees. Trustees are appointed by resolution of trustees and selected with regards to skills, knowledge and experience for the effective administration of the CIO. A director is appointed by the board of trustees for the day to day management of the charity, who in turn appoints and chairs the Executive Committee.

# LEDUCATE

Registered Address

44 Chase Way, London, N14 5DE

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HSBC UK Bank PLC: 1 Centenary Square,  
Birmingham, B1 1HQ

[leducate.co.uk](http://leducate.co.uk) ■ [edu.leducate.co.uk](http://edu.leducate.co.uk)

**LEDUCATE**

England & Wales - Charity number 1181403

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# Accounts

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# Trustees' Annual Report and Financial Statement

**2022-23**

**LEDUCATE**

# Overview

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# Message from the Chair and Director

— Dear valued stakeholders,

We are pleased to present our annual report for the period of January 2022 to January 2023.

Over the past year, we have continued to work to educate the public about the law. The challenges facing schools and teachers in the last year have highlighted the importance of our work, and we are proud to have played a part in supporting education for all.

In this report, we will provide an overview of our achievements, financial performance, and impact over the past year. We see further growth on the horizon, driven by our strong relationships with partner schools and the opportunities provided by our breadth of offer that provide such great value to their young people. Fundamentally, our scalable model continues to prove itself able to rise to any challenge.

We are particularly proud to have continued our long-standing partnership with the Red Hill Trust of schools in delivering sessions to their students as part of their 'Moving On Day', involving over 250 students across two school campuses. Our focus this year was on delivering our 'Consent and Healthy Relationships' module in order to give students the best preparation for the intricacies of the modern dating world and equipping them with the best tools to stay safe and support others as they transition into life beyond school. We were also delighted to expand our work with City Law School's ProBono Society, taking part in panel discussions and their careers fair in order to give their members a more holistic picture of how volunteering their time can enrich their future careers, no matter the sector they choose to join after graduation.

I would like to take this opportunity to thank our donors, partners, volunteers, and officers for their support and commitment to our cause. Without their contributions, we would not be able to take the strides that we have. In particular, we must recognise the unwavering dedication of teachers to providing the best education possible to their students, in which we are honoured to be able to help.

We hope that this report demonstrates our dedication to transparency and accountability and provides insight into the progress we have made towards our goals. We welcome any feedback or questions and look forward to continuing our work towards a better future for all.

Sincerely,

Adam Kayani - Director and Chair of Trustees

A handwritten signature in black ink that reads "Adam Kayani". The signature is fluid and cursive, with a long horizontal stroke at the end.

*Adam Kayani, Director and Chair of Trustees*



# About Us

Leducate is a legal educational charity that promotes people having a better understanding of the law and everyday legal rights especially amongst young people. We provide curriculum resources, support, sessions, and training allowing teachers to deliver lessons on a range of legal topics easily and for no cost. Our sessions cover topics from criminal responsibility, including interacting with the police and driving offences, to consumer finance and debt, and human rights.

Our curriculum aims to inform students of what their legal rights are (and where they come from), empower them with the confidence to use them and ultimately enable them to become thriving members of society. Lastly, we hope to encourage young people to explore a career in law.

Our curriculum aims to make the law more accessible than ever, focussing on day to day legal scenarios that reflect the situations young people will most likely find themselves in, using the most interactive and engaging methods available.

Since teachers know their students best, Leducate provides tailored training packages to enable them to deliver high quality legal education to their students. We focus on minimising the effort required by the teacher and school so that they can focus on their students.

In their own classrooms, students will learn the answers to questions including:

- What is a tenancy agreement?
- What are my rights under an employment contract?
- What are my tax paying responsibilities?
- What are my rights if I am arrested?
- What does it mean to have consumer rights?
- What are my human rights?

Armed with this knowledge, they may feel confident enough to hold local government decision-makers to account, enforce their rights against unfair opposition from big corporations or rogue landlords, and understand their civic rights and responsibilities enough to effectively participate in a society that they feel supports them.

We passionately believe that empowering young people with an understanding of the law will improve their attitude towards it, and support their journey into becoming informed, active members of society as adults.

At the same time, we hope that our curriculum will encourage young people from underrepresented communities to explore careers in the law, which they might not otherwise have felt they had access to. In the longer term, we hope that this will broaden diversity and inclusion in the legal sector, which for too long has not been reflective of the diverse demography of England and Wales.

# Our Strategy

Leducate's purpose, as set out in its constitution, is to:

*Advance the education of the public in general and, in particular, young people on the subject of law by providing an online portal and in such other ways as the trustees consider appropriate.*

Leducate's objective is to provide free legal education for everyone on their rights and responsibilities. A major part of our strategy in this is to achieve a basic legal literacy in all secondary school leavers. We are achieving this by creating curriculum and classroom resources that are delivered by teachers to their students, from professionally illustrated and designed work books to interactive online sessions. We call this 'Leducation'.

In addition to our core provision, Leducate aims to give students and teachers in its partner schools access to a wider range of activities that will expand their interest in and understanding of legal affairs more broadly. This programme, known as 'Inspire', includes initiatives such as trips to legal institutions and educational facilities and presentations by keynote speakers. Inspire is designed to support the core curriculum, so students do not just learn about how laws are made, but actually see where they are made and speak with those who impact their creation.

Finally, through its 'Aspire' programme, Leducate aims to encourage a broad range of young people to aspire to pursue further legal education and careers in the legal sector through taking part in and providing events focussed on university admissions and professional networking in the profession. Our Aspire programme supports young people in whatever route they wish to take to practise law in their future careers.

The Trustees are in agreement that our aims fully reflect the purpose that the charity was created to further.

## Our Work

As our fourth year of operation, 2022 was a year of trying new things, after we focused on consolidation in 2021. We have worked hard to engage with further school trusts and expand within the trusts of our existing partner schools, as well as running our first trip from our longest-standing partner school in Nottingham to the Royal Courts of Justice in London. Our newly-hired Leducate Explains Editor, Fran Clark, has reinvigorated our LedEx series, drawing on our wealth of volunteer article writers to massively step up our output. And our nascent app nears completion for initial delivery.

With the base of our curriculum under our belt and revamped in the last year, we were able to turn our focus outward, to partnerships and engagement. Leducate stepped up its social media engagement across multiple platforms in order to reach a steadily wider audience. We continued to work hard to build relationships with more schools; as resources become tighter, we staff time and energy only more difficult to hold sufficiently long to establish a partnership. Our model is designed to minimise burden on teachers, but there remains a set-up effort required to build our materials into their curriculums. To help with this, Leducate has continued to play its networking role, supporting our partner schools to receive support from other charities such as In2Law without additional administration on their part.

Leducate is so excited to continue to work with our partners and build upon the new partners we have made in the coming year. We look forward to running our second Inspire trip in the next year, taking the lessons learnt in the classroom (and from the first trip!) and bringing them to life.

# Our Objectives

Leducate manages its performance over the course of each year by setting objectives. In 2022, aiming to make up for time lost during the COVID pandemic, we set ourselves 'stretch' objectives within our 3 key areas:

- Core 'Leducation': To expand the reach of our core material and 'leducation' programme into more schools and online.
- Inspire: To maintain momentum in engaging with young people and society as a whole digitally and on social media.
- Aspire: To continue to draw on our budding partnerships to support young people into careers in the law.

As the reader will see below, the Trustees are satisfied that Leducate has successfully furthered these objectives.

## Our Highlights this Year

2022 was a year of trying to re-establish momentum after the pandemic. With increasingly busy careers across the Directorate and wider cadre of officers, the flexibility of Leducate's expectations has been key. Our energies and focus, particularly that of our volunteers and officers, have been directed principally towards our core activities: Leducation in schools. This work has fewer visible milestones but is core to delivering the value that we deliver. We are particularly proud of the expansion of our material (as we aim to do at the request of any partner) for [Redemption Roasters](#). Our team continued to go directly into schools to deliver the materials that we normally pass to teachers; this is an opportunity for us to engage directly with young people and be re-energised by our impact on them. We did this twice in 2022, with our traditional spot at Moving On Day and with our Director, Adam, taking a session at his old secondary school, Haberdashers' School.

We have re-focused our delivery structures around regular online meetings in smaller functional teams, and less-frequent in person meetings. These are an opportunity to better engage - with each other, our mission, our impact, and share ideas.

Leducate is powered by its people. In 2022, we directed some of our leadership effort at attracting four exciting new members of the team. These are:

Fran Clark, Editor of Leducate Explains (LedEx), who has already massively increased the output of our online article series and engaged more of our volunteer base in the process.

Simran Johal, Human Resources Officer, who has taken on responsibility for all 'people' focused needs. This is important as Leducate grows and we are pleased to have secured the involvement of someone with professional experience in this area.

Our two volunteer interns, Sachin Varma and Grace Robertson, who have dedicated significant time to a variety of tasks, with great skill and energy. We look forward to welcoming more volunteer interns to the organisation in due course.

Physical events are some of the most enjoyable for us. We were very excited to fund and organise our first Inspire trip from our Nottingham-based partner school, Redhill, to the National Justice Museum in London, another Leducate partner. Our Director, Adam, joined them for part of the day.

Finally, we held a Summer Soiree, with refreshments and venue kindly provided by the City Law School. This was our opportunity to thank our officers, partners, volunteers and supporters, as well as to remind them of the importance of our mission.

# Summary of Income and Expenditure

## Where our income came from:

Income for the year totalled £622.01. This is directly from donations. This marks a 53% decrease in income over last year.

## Where we spent the money:

Expenses for the year totalled £2194.17. This marks a 142% increase in spending over the previous year. This is in line with the growing needs of the charity, increased cost of services, and an expansion to the services offered.

## Financial Commentary

Leducate's financial year runs from 1st February 2022 to the 31st January 2023. The accounts, and annual report, are therefore prepared to comply with the Charities Act 2011.

The income of Leducate totalled £622.01 for the year. This was raised through donations, most notably from organisations Leducate works with, online services such as Amazon and one off donations.

The level of income remains low for Leducate; however, as a low cost charity with minimal running costs, these are not anticipated to be an issue for the foreseeable future providing the level of income is balanced with the non-core services we offer.

Expenditure for the year was £2194.17. Expenditure for this year includes the website and associated costs, learning environment and general expenditure to run the charity and increase its awareness. We also organised and funded a school visit to the National Justice Museum, and organised and hosted debating sessions with City University and partner schools. The increased spending is also a reflection of this. The charity intends on moving to running events over the next financial year to increase donations along with continued increased expenditure on its charitable purpose, such as providing educational trips for schools in proportion with its income.

## PUBLIC BENEFIT

The Trustees confirm that they have complied with their duty set out in section 4 of the Charities Act 2011. Further decisions and actions for future activities for the

charity have been made with consideration of the Charity Commission's guidance on public benefit.

## RISK MANAGEMENT

The Trustees recognise their duty to minimise any such risks that would leave the Charity exposed. Leducate's Risk Management is led by Daniel Ogilvie as Deputy Director and Trustee, who updates the risk register regularly. This is shared with the Trustees and actions are assigned where appropriate. Daniel brings his professional experience in large Civil Service departments to bear on foreseeing and weighing the risks to Leducate. We have identified no new risks to Leducate's delivery in the reporting period, and closed the risk raised specifically relating to the impact of COVID-19. In the wake of the pandemic, we have realised that the greater risk to the Charity is a lack of human engagement, of a feeling of commitment, and of seeing the impact of your work on others. For that reason, though we have maintained a significant remote communication capability, we have also started to move back to more in person engagement amongst the team.

The Trustees consider Leducate's key risks for the year are:

- **Human Resources:** There is a risk that Leducate lacks the capacity and capability to deliver what is needed. Greater diversity has been sought through the increased use of volunteers who are identified through the website volunteering page. We hold 1:1 intro calls with volunteers to identify skills and commitment. In the coming year, we will look to make more use of these volunteers once onboarded, particularly through the development of a training course that would enable volunteers to represent Leducate and present materials in schools.
- **People:** There is a risk that Leducate fails to maintain an environment in which its Executive Committee, volunteers and stakeholders want to deliver to the best of their ability. As mentioned above, mitigating this risk has been a key focus of the Charity in the reporting period, with some success and a renewed commitment to continue to develop interpersonal relationships where possible.
- **Compliance:** There is a risk that Leducate fails to comply with legal requirements of it and its Trustees. The three Trustees and the Assistant Director all take responsibility for ensuring that the charity is sustained by met obligations. Given Leducate's late submission of this Annual Report, caused in part by the Deputy Director's distraction on an intensive Civil Service leadership development course, the likelihood of this has been increased.

# TRUSTEE AND CONNECTED PERSONS TRANSACTIONS

Trustee, Daniel Ogilvie, received reimbursement for reasonable expenses whilst acting in the capacity of Deputy Director of the charity. The total reimbursed amount for this financial year was £36.30 spent on safeguarding and compliance. No other Trustee or connected person to them was reimbursed for transactions for this financial year.

# Structure, Governance and Management

## Trustees:

Adam Kayani (Chair)  
Daniel Ogilvie (Vice Chair)  
Olivia English (Secretary)

## Directorate:

Adam Kayani (Director)  
Daniel Ogilvie (Deputy Director)  
Kieran Pereira (Assistant Director)

## Officers

Olivia English (Education and Compliance Officer)  
Nicoleen Wong (Design Officer)  
Brittany Buckell (Education Officer)  
Fran Clark (Leducate Explains Editor)  
Ammarah Balouch (Events Officer)  
Daniel Powell (Careers Officer)  
Anya Myers (Administrative Officer)

Joseph Myers also joined Leducate as Consulting Teacher, bringing his training and on-the-ground knowledge to our work.

Sachin Varma and Grace Robertson both joined as volunteer interns, contributing substantial time and expertise in the development of our teaching materials.

## Constitution:

Leducate is a Charitable Incorporated Organisation (CIO), incorporated on the 3 January 2019 in England and Wales, [Charity No. 1181403](#).

## Organisation:

The CIO is managed by a board of unpaid trustees. Trustees are appointed by resolution of trustees and selected with regards to skills, knowledge and experience for the effective administration of the CIO. A director is appointed by the board of trustees for the day to day management of the charity, who in turn appoints and chairs the Executive Committee.

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**LEDUCATE**

England & Wales - Charity number 1181403

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# Accounts

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# Trustees' Annual Report and Financial Statement

**2021-22**

**LEDUCATE**

# Overview

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# Message from the Chair and Director

— 2021 has been a year of change as the world comes to terms with a new normal. The effects of the pandemic ripple on and have profoundly changed education for a generation. Meanwhile, schools and the government turn their thoughts in earnest to catching up and recovering. We in Leducate have enjoyed taking strides on the return to in-person teaching, trips and visits; in particular, tailoring our engagement towards giving students the richest possible experience as the world opens back up. Leducate has grown and changed significantly in its management over the last year – for the first time, losing key members of the team as they move on to focus on new opportunities – while continuing to deliver our same core purpose of educating the public about the law.

I would like to pause here to say thank you to our *Partnerships and Events Officer* and *Public Relations Officer*, without whose contributions Leducate would be nowhere near where it is today. We wish you the best of luck in your endeavours.

Every year we celebrate the ingenuity and dedication of teachers to their vocation. This year we recognise that teachers will face the additional challenge of rehabilitating students back into the habit of classroom engagement. We hope that our innovative online approach allows us to pave the way for part of the solution. It also reaffirms our strategy – to make things as easy as possible for the teachers, and to do this for free – as the right one.

As we close our third year as an incorporated charity, we look back on the distance we have travelled. We will call out our successes below. Here, it suffices to say that we are growing so that we can do more. We are strengthening our flexibility by embedding online management processes. We are measuring our output in a framework that consistently counts and accumulates the number of engagements across multiple potentially overlapping areas. And we are thinking about how to link that output to the outcomes that we want to see in society as a result.

Watching Leducate grow from a simple idea to an organisation that helps young people pursue their dreams and understand their rights is such a humbling experience. We cannot wait to see what 2022 will bring.



Adam Kayani, Director and Chair of Trustees



# About Us

Leducate is a legal educational charity that promotes people having a better understanding of the law and everyday legal rights especially amongst young people. We provide curriculum resources, support, sessions, and training allowing teachers to deliver lessons on a range of legal topics easily and for no cost. Our sessions cover topics from criminal responsibility, including interacting with the police and driving offences, to consumer finance and debt, and human rights.

Our curriculum aims to **inform** students of what their legal rights are (and where they come from), **empower** them with the confidence to use them and ultimately **enable** them to become thriving members of society. Lastly, we hope to **encourage** young people to explore a career in law.

Our curriculum aims to make the law more accessible than ever, focussing on day to day legal scenarios that reflect the situations young people will most likely find themselves in, using the most interactive and engaging methods available.

Since teachers know their students best, Leducate provides tailored training packages to enable them to deliver high quality legal education to their students. We focus on minimising the effort required by the teacher and school so that they can focus on their students.

In their own classrooms, students will learn the answers to questions, including:

- What is a tenancy agreement?
- What are my rights under an employment contract?
- What are my tax paying responsibilities?
- What are my rights if I am arrested?
- What does it mean to have consumer rights?
- What are my human rights?

Armed with this knowledge, they may feel confident enough to hold local government decision-makers to account, enforce their rights against unfair opposition from big corporations or rogue landlords, and understand their civic rights and responsibilities enough to effectively participate in a society that they feel supports them.

We passionately believe that empowering young people with an understanding of the law will improve their attitudes towards it, and support their journey into becoming informed, active members of society as adults.

At the same time, we hope that our curriculum will encourage young people from underrepresented communities to explore careers in the law, which they might not otherwise have felt they had access to. In the longer term, we hope that this will broaden diversity and inclusion in the legal sector, which for too long has not been reflective of the diverse demography of England and Wales.

# Our Strategy

Leducate's purpose, as set out in its constitution, is to:

*Advance the education of the public in general and, in particular, young people on the subject of law by providing an online portal and in such other ways as the trustees consider appropriate.*

Leducate aims to ultimately achieve a basic legal literacy in all secondary school leavers. We are achieving this by creating curriculum and classroom resources that are delivered by teachers to their students, from professionally illustrated and designed work books to interactive online sessions. We call this '**Leducation**'.

Leducate's objective is to **provide free legal education for everyone on their rights and responsibilities**. A major part of our strategy in this is to achieve a basic legal literacy in all secondary school leavers. We are achieving this by creating curriculum and classroom resources that are delivered by teachers to their students, from professionally illustrated and designed work books to interactive online sessions. We call this '**Leducation**'.

In addition to our core provision, Leducate aims to give students and teachers in its partner schools access to a wider range of activities that will expand their interest in and understanding of legal affairs more broadly. This programme, known as '**Inspire**', includes initiatives such as trips to legal institutions and educational facilities and presentations by keynote speakers. Inspire is designed to support the core curriculum, so students do not just learn about how laws are made, but actually see where they are made and speak with those who impact their creation.

Finally, through its '**Aspire**' programme, Leducate aims to encourage a broad range of young people to aspire to pursue further legal education and careers in the legal sector through taking part in and providing events focussed on university admissions and professional networking in the profession. Our Aspire programme supports young people in whatever route they wish to take to practice law in their future careers.

The Trustees are in agreement that our aims fully reflect the purpose that the charity was created to further.

## Our Work

As our third year of operation, 2021 was a year of consolidation and evolution. We have worked hard to engage with further school trusts and expand within the trusts of our existing partner schools. We have expanded our online offer through the standardisation of a **'Leducate Explains (LedEx)'** series. We have even partnered with a tech firm to provide even more development into the technology space of education and are excited to see the results of this in the coming year.

With the base of our curriculum under our belt and revamped in the last year, we were able to turn our focus outward, to partnerships and engagement. Leducate stepped up its social media engagement across multiple platforms. We continued our **'Justice Diaries'** series, wrote to government ministers, and put in the legwork to identify contacts and build relationships with more schools. Importantly, Leducate has continued to play its networking role, supporting our partner schools to receive support from other charities such as In2Law.

Leducate is so excited to continue to work with our partners and build upon the new partnerships we have made in the coming year. We look forward to running our first Inspire trip early in the next year, taking the lessons learnt in the classroom and bringing them to life.

# Our Objectives

Leducate manages its performance over the course of each year by setting objectives. In 2021, with the pandemic not yet over, we continued to take a flexible approach to our objectives. With the final lifting of all COVID restrictions not taking place until the end of the academic year, this turned out to be prudent. Our objectives in 2021 were therefore a continuation of our 2020 objectives, without firm numeric targets:

- **Leducation:** To expand the reach of our core Leducation programme into more schools and online.
- **Inspire and fundraising:** To maintain momentum in engaging with young people and society as a whole digitally and on social media.
- **Aspire:** To continue to draw on our budding partnerships to support young people into careers in the law.

As the reader will see below, the Trustees are satisfied that Leducate has successfully furthered these objectives.

# Our Highlights this Year

We knew that 2021 would be another unpredictable year, and it is thanks to the dedication of our team and our partners that we have so much to celebrate. We continued to work flexibly with our schools as lessons returned to classrooms, alongside our consultant teacher.

We also took the summer holidays to create our own bespoke learning environment which takes all of our lessons and makes them more interactive than ever, letting students engage with the law in a way not possible before. Teachers are now able to instruct students to take our courses, track their progress and even see how well they performed in sessions. Moreover, teachers are now able to pick up these online lessons in persons.

We welcomed several other schools into the Leducate family, including South Nottinghamshire Academy, with whom we look forward to developing our relationship in the coming year. Throughout the year, despite education being even more challenging than ever, we have been able to provide material for students to learn about skills for life after school, covering debt and finance, consumer law, housing and contracts along with criminal responsibility and extremism.

We supported schools in September 2021 with their aspirations to study law at university, working with our partner In2Law, providing sessions on university applications, what studying law means and entrance exams. Moreover, with Leducate's support and mock interviews, we were pleased to see that 100% of students who worked with us secured work experience or university placements.

2021 also saw a continued influx of volunteers joining Leducate with 13 new members. Our volunteers produced a massive amount of work in the background, helping to carry out research for our curriculum so that we can produce new material, and writing exciting and engaging articles on various legal topics to assist with events. We could not be more grateful for their work, nor could we have accomplished all we have done without them.

We were thrilled to continue our interviews and blog series, including ['The Justice Diaries' with Millicent Grant QC \(hon\)](#), an [FAQ](#) on moving on to university in the pandemic with our partner LittleLaw, and an in depth [article](#) on the impact of COVID on the Immigration System by solicitor Ruth Budge.

Next year we are excited to holding more in-person events and being physically back into schools, returning to the Red Hill Trust's Moving On Day for university and apprenticeship leavers. 2022 will see us continuing to work to expand the awareness of public legal education and its importance, helping even more young people understand their rights and we cannot wait to see what it brings.

# Summary of Income and Expenditure

## Where our income came from:

Income for the year totalled £1335.94. This is directly from donations. This marks a 31% decrease in income for this year.

## Where we spent the money:

Total expenses for the year totalled £907.71. This marks a 5% increase in spending over the previous year. This is in line with the growing needs of the charity and increased cost of services.

## Financial Commentary

Leducate's financial year runs from 1 February 2021 to 31 January 2022. The accounts and annual report are therefore prepared to comply with the Charities Act 2011.

The income of Leducate totalled £1335.94 for the year. This was raised through donations, most notably from organisations Leducate works with, online services such as Amazon and one-off donations.

The level of income remains low for Leducate; however, as a low cost charity with minimal running costs, these are not anticipated to be an issue for the foreseeable future.

Expenditure for the year was £907.71. Expenditure for this year includes the website and associated costs, learning environment and general expenditure to run the charity and increase its awareness. The charity intends on moving to running events over the next financial year to increase donations but similarly increase expenditure on its charitable purpose, such as providing educational trips for schools.

## PUBLIC BENEFIT

The Trustees confirm that they have complied with their duty set out in section 4 of the Charities Act 2011. Further decisions and actions for future activities for the charity have been made with consideration of the Charity Commission's guidance on public benefit.

## RISK MANAGEMENT

The Trustees believe appropriate risk management to be the touchstone of good governance. Leducate holds a risk register, updated regularly, to ensure that systemic risks are managed over the medium term. The Trustees take into consideration the risks of any actions before authorising activity and, in addition to the risk register, short term risks are raised and discussed amongst the Trustees whenever they arise. The Trustees recognise their duty to minimise any such risks that would leave the Charity exposed.

The Trustees consider Leducate's key risks for the year to be:

- **Human Resources:** There is a risk that Leducate lacks the capacity and capability to deliver what is needed, particularly exacerbated by the loss of two specialised officers. Specific recruitment is underway to replace those skillsets. The Trustees have agreed to replace Executive Committee meetings with Strategy meetings so that the full diversity of the organisation can be brought to bear on the biggest decisions facing the charity.
- **People:** There is a risk that Leducate fails to maintain an environment in which its Executive Committee, volunteers and stakeholders want to deliver to the best of their ability. The culture of the charity has been impacted by the complete virtualisation of our interactions, in some ways positively through increased flexibility (as officers can join from university in across the UK), and in order ways negatively as the team do not build interpersonal relationships in the same way as a result.
- **Compliance:** There is a risk that Leducate fails to comply with legal requirements of it and its Trustees. This risk is rated high because of the potential impact, moderated downwards by the low probability. The three Trustees and the Assistant Director all take responsibility for ensuring that the charity is sustained by met obligations.

## TRUSTEE AND CONNECTED PERSONS TRANSACTIONS

No Trustee or connected person to them was reimbursed for transactions for this financial year.

# Structure, Governance and Management

## Trustees:

Adam Kayani (Chair)  
Daniel Ogilvie (Vice Chair)  
Olivia English (Secretary)

## Directorate:

Adam Kayani (Director)  
Daniel Ogilvie (Deputy Director)  
Kieran Pereira (Assistant Director)

## Officers

Olivia English (Education and Compliance Officer)  
Nicoleen Wong (Design Officer)  
Olivia Burn (Social Media Officer)  
Brittany Buckell (Education Officer)  
Anya Myers (Administrative Officer)

## Constitution:

Leducate is a Charitable Incorporated Organisation (CIO), incorporated on the 3 January 2019 in England and Wales, [Charity No. 1181403](#).

## Organisation:

The CIO is managed by a board of unpaid trustees. Trustees are appointed by resolution of trustees and selected with regard to skills, knowledge and experience for the effective administration of the CIO. The Director was appointed by the Board of Trustees for the day-to-day management of the charity of the charity, who in turn appoints and chairs the Executive Committee.

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**LEDUCATE**

England & Wales - Charity number 1181403

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# Accounts

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# Trustees' Annual Report and Accounts

**2020-21**

**LEDUCATE**

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# Message from the Chair and Director

— 2020 has been a trying year for people across the world. A global pandemic was not in our plans, and like everyone, it took us by surprise. All the trips, visits and sessions we had planned for the year were suddenly no longer possible, and even our lessons in schools looked uncertain. Yet, at the close of the year, we reflect on the growth of Leducate and the awe-inspiring stories of our teachers and students who, despite everything against them, still made it a year to remember.

In 2020 we celebrated the ingenuity, courage and skill of not just our partner teachers, but teachers all across the country. Teachers who found a way to continue education, even with pupils learning remotely, and in doing so, kept Leducate's goal of providing legal literacy to as many people as possible alive. In a time of uncertainty, having a constant such as school, college or university became more important than ever.

At Leducate we've always been convinced that what we do is of the utmost importance. In a year where freedoms taken for granted by many across the world were suddenly restricted, we were reminded of how important it is to know and understand your rights and obligations. More than ever, we were aware of how the law surrounds us; it is an integral part of everything we do, and Leducate continues in its mission to empower every person to understand and enforce their rights.

As we turn towards 2021, we proceed with hope that 'normal' might one day safely return, and that we will have learned greater flexibility as well as the value of human engagement. We view the year ahead with optimism that all of Leducate's work in 2020 will increase our benefit the public, and we'll continue to develop with our wonderful team, schools and supporters. Thank you to everyone who brought such a challenging year so many bright moments. Watching Leducate grow from a simple idea to an organisation that helps young people pursue their dreams and understand their rights is such a humbling experience. We cannot wait to see what 2021 will bring.



*Adam Kayani, Director and Chair of Trustees*



# About Us

Leducate is a legal education charity that aims to promote a better understanding of the law and everyday legal rights especially amongst young people. We provide curriculum resources, support, sessions, and training allowing teachers to deliver lessons on a range of legal topics easily and for no cost. Our sessions cover topics from criminal responsibility, including interacting with the police and driving offences, to consumer finance and debt, and human rights.

Our curriculum aims to **inform** students of what their legal rights are (and where they come from), **empower** them with the confidence to use them and ultimately **enable** them to become thriving members of society. Lastly, we hope to **encourage** young people to explore a career in law.

Our curriculum aims to make the law more accessible than ever, focussing on day to day legal scenarios that reflect the situations young people will most likely find themselves in, using the most interactive and engaging methods available.

Since teachers know their students best, Leducate provides tailored training packages to enable them to deliver high quality legal education to their students.

In their own classrooms, students will learn the answers to questions, including:

- What is a tenancy agreement?
- What are my rights under an employment contract?
- What are my tax paying responsibilities?
- What are my rights if I am arrested?
- What does it mean to have consumer rights?
- What are my human rights?

Armed with this knowledge, they will feel confident enough to hold local government decision-makers to account, enforce their rights against unfair opposition from big corporations or rogue landlords, and understand their civic rights and responsibilities enough to effectively participate in a society that they feel supports them.

We passionately believe that empowering young people with an understanding of the law will change their attitude towards it, and support their journey into becoming informed, active members of society as adults.

At the same time, we hope that our curriculum will encourage young people from underrepresented communities to explore careers in the law, which they might not otherwise have felt they had access to. In the longer term, we hope that this will broaden diversity and inclusion in the legal sector, which for too long has not been reflective of the diverse demography of England and Wales.

# Our Strategy

Leducate's purpose, as set out in its constitution, is to:

*Advance the education of the public in general and, in particular, young people on the subject of law by providing an online portal and in such other ways as the trustees consider appropriate.*

Leducate aims to ultimately achieve a basic legal literacy in all secondary school leavers. We are achieving this by creating curriculum and classroom resources that are delivered by teachers to their students, from professionally illustrated and designed work books to interactive online sessions. We call this '**Leducation**'.

In addition to our core provision, Leducate aims to give students and teachers in its partner schools access to a wider range of activities that will expand their interest in and understanding of legal affairs more broadly. This programme, known as '**Inspire**', includes initiatives such as trips to legal institutions and educational facilities and presentations by keynote speakers. Inspire is designed to support the core curriculum, so students do not just learn about how laws are made, but actually see where they are made and speak with those who impact their creation.

Finally, through its '**Aspire**' programme, Leducate aims to encourage a broad range of young people to aspire to pursue further legal education and careers in the legal sector through taking part in and providing events focussed on University admissions and professional networking in the profession. Our Aspire programme supports young people in whatever route they wish to take to practice law in their future careers.

The Trustees are in agreement that our aims fully reflect the purpose that the charity was created to further.

## *Our Work*

As our second year of operation, 2020 was a year of building upon all our hard work in our inaugural year. We have moved from our 'pilot' programmes to fully fledged lesson programmes, which are delivered in our partner schools across the country. We will continue to expand to new schools and increase our impact to ever more students over the coming years.

Our work has been increasingly challenging in 2020 due to the outbreak of COVID-19, so we used this time to re-formulate our lessons, taking initial programmes and completely redesigning and restructuring them from the ground up. We worked with teachers, lecturers and legal professionals to create our most dynamic, engaging and legally pertinent material yet. We then took all this material a step further and created a bespoke online learning platform so that each student can take their learning in their own hands, and support teachers in our aim to create the most accessible material possible.

Leducate is so excited to continue to work with our partners and build upon the new partners we have made in the coming year. We anticipate being able to run our first Inspire trips, taking the lessons learnt in the classroom and bringing them to life. We will also be revamping our Aspire programme working with even more partners to provide unique work experience and support to young people interested in law.

# Our Objectives

Leducate manages its performance over the course of each year by setting objectives. In 2020, these were severely affected by the pandemic, which limited our ability to engage new schools, students, partners and volunteers. As a result, we adapted our objectives through the year to be stretching but also realistic given the circumstances. Our objectives in 2020 were therefore to:

- **Leducation:** Expand the reach of our core Leducation programme into more schools and online
- **Inspire and fundraising:** To maintain momentum in engaging with young people and society as a whole digitally and on social media
- **Aspire:** To continue to draw on our budding partnerships to support young people into careers in the law

As the reader will see below, the Trustees are satisfied that Leducate has successfully furthered these objectives.

## *Our Highlights this Year*

We feared that 2020 would be a subdued year for Leducate, yet we are so fortunate to have so much to celebrate. We began the year working with our partner schools determining how we would be able to deliver our curriculum materials to schools whilst most work was being carried out remotely, and determined that the best route forward would be via online learning. So we completely redesigned our lessons, creating new material and improving on our old material. We brought in a new teacher to consult, reviewing our lessons to ensure that all materials were effective from a teaching perspective and ensured that our lesson workbooks were designed with students in mind.

We also spent the summer holidays creating our own bespoke learning environment which takes all of our lessons and makes them more interactive than ever, letting students engage with the law in a way not possible before. Teachers are now able to instruct students to take our courses, track their progress and even see how well they performed in sessions. Moreover, teachers are now able to pick up these online lessons in the classroom for the occasions that in person lessons take place again.

We welcomed several other schools into the Leducate family, including South Nottinghamshire Academy, with whom we look forward to developing our relationship in the coming year. Throughout the year, despite education being even more challenging than ever, we have been able to provide material for students to learn about skills for life after school, covering debt and finance, consumer law, housing and contracts along with criminal responsibility and extremism.

We supported schools in September 2020 with their aspirations to study law at university, working with our partner In2Law, providing sessions on how to apply to university, what studying law means and the exams you need to take to get there. Moreover, with the support and mock interviews of Leducate we were pleased to see that 100% of students who worked with us secured work experience or university placements, including a CPS placement and Oxbridge entrants.

Despite being unable to get together, in October 2020 we took part in the London Legal Walk for another year, joining the nearly five thousand people showing their support to the London Legal Support Trust from their own homes. The team participated in their own ways, from lifting weights and

trekking between London courts to sprinting on a hockey pitch. We managed to raise a huge £772.50 which ever advances our mission of legal education to the nation.

2020 also saw a huge influx of volunteers joining Leducate and the work we do. We were fortunate to have 14 volunteers join our ranks. Our volunteers produced a massive amount of work in the background helping to carry out research for our curriculum so that we can produce new materials and writing exciting and engaging articles on various legal topics to assist with events. We could not be more grateful for their work, nor could we have achieved all we have done without them.

We were also thrilled to continue our 'Justice Diaries' series, looking at a day in the life of a lawyer across the legal spectrum. We were privileged to speak with [Joshua Rozenberg](#) in June, [Moshin Zaidi](#) in September and lastly the [Secret Barrister](#) in December.

Next year we are excited to hold in-person events and get physically back into schools. We will also be holding our first video session teaching young people our material directly. 2021 will see us continuing to work to expand the awareness of public legal education and its importance, helping even more young people understand their rights and we cannot wait to see what it brings.

# Summary of Income and Expenditure

## Where our income came from:

Income for the year totalled £1948.08. This is split between direct donations, event activities and other. This marks a 40% in income over the previous year. This was split between events and donations.

## Where we spent the money:

Total expenses for the year totalled £858.80. This marks a 342 % increase in spending over the previous year. This was as a result of Leducate adapting to the remote learning environment.

## Financial Commentary

Leducate's financial year runs from 31st January 2020 to the 31st January 2021. The accounts, and annual report, are therefore prepared to comply with the Charities Act 2011.

The income of Leducate totalled £1948.08 for the year. This was primarily raised through donations in support of events which Leducate took part in, notably the London Legal Walk held by the London Support Trust. Other income includes donations given directly to the charity. The level of income for the charity was curtailed this year due to COVID-19.

Expenditure for the year was £858.80. Whilst income was limited this year due to the pandemic, it also meant that expenditure was lower than anticipated. Expenditure for this year includes the website and associated costs, learning environment and general expenditure to run the charity and increase its awareness. The charity intends, once the pandemic has abated, to distribute more of its income through its Inspire programme.

## PUBLIC BENEFIT

The Trustees confirm that they have complied with their duty set out in section 4 of the Charities Act 2011. Further decisions and actions for future activities for the charity have been made with consideration of the Charity Commission's guidance on public benefit.

## RISK MANAGEMENT

The Trustees believe appropriate risk management to be the touchstone of good governance. Leducate holds a risk register, updated every quarter, to

ensure that systemic risks are managed over the medium term. The Trustees take into consideration the risks of any actions before authorising activity and, in addition to the risk register, short term risks are raised and discussed amongst the Trustees whenever they arise. The Trustees recognise their duty to minimise any such risks that would leave the Charity exposed. The Trustees consider Leducate's key risks for the year to be:

- **Resilience (coronavirus):** There is a continuing risk that Leducate is unable to deliver over spring and early summer as a result of COVID-19. At the time of writing, schools, offices and public events have been closed to prevent the spread of the virus. The Trustees and Executive Committee are taking steps to ensure that appropriate planning is put in place, while reducing the risk of spreading the virus within the Executive Committee by enabling videoconferencing.
- **People:** There is a risk that Leducate fails to maintain an environment in which its Executive Committee, volunteers and stakeholders want to deliver to the best of their ability. The Trustees and Executive Committee have carried out a 'People Survey' of the Executive Committee, with a view to taking action to address areas raised or prioritised by its members, led by the Executive Committee itself. The Executive Committee also recently received training as part of an ongoing move to improve Leducate's corporate voice and further professionalise our delivery to external stakeholders.
- **Human Resources:** There is a risk that Leducate lacks the capacity and capability to deliver what is needed. The Trustees are currently considering the recruitment of a teacher to the Executive Committee, to bolster the input of existing relationships with partners, patrons and supporters across all areas of expertise.

## TRUSTEE AND CONNECTED PERSONS TRANSACTIONS

Trustee Chair, Adam Kayani, received reimbursement for reasonable expenses whilst acting in the capacity of director of the charity. The total reimbursed amount for this financial year was £257.24 spent on digital upkeep, travel and sundries.

No other Trustee or connected person to them was reimbursed for transactions for this financial year.

# Structure, Governance and Management

## Trustees:

Adam Kayani (Chair)  
Daniel Ogilvie (Vice Chair)  
Olivia English (Secretary)

## Executive Committee:

Adam Kayani (Director)  
Daniel Ogilvie (Deputy Director)  
Kieran Pereira (Assistant Director)  
Ceri Blower (Partnerships and Events Officer)  
Olivia English (Education and Compliance Officer)  
Nicoleen Wong (Design Officer)

## Officers:

Olivia Burn (Social Media Officer)  
Brittany Buckell (Education Officer)  
Anya Myers (Administrative Officer)

## Constitution:

Leducate is a Charitable Incorporated Organisation (CIO), incorporated on the 3rd January 2019 in England and Wales, [Charity No. 1181403](#).

## Organisation:

The CIO is managed by a board of unpaid trustees. Trustees are appointed by resolution of trustees and selected with regard to skills, knowledge and experience for the effective administration of the CIO. The Director was appointed by the Board of Trustees for the day-to-day management of the charity of the charity, who in turn appoints and chairs the Executive Committee.

# LEDUCATE

## Registered Address

44 Chase Way, London, N14 5DE

## Bankers

HSBC UK Bank PLC: 1 Centenary  
Square, Birmingham, B1 1HQ

[leducate.co.uk](http://leducate.co.uk) ■ [edu.leducate.co.uk](http://edu.leducate.co.uk)