

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

## **2022-23**

**LEDUCATE**

# Overview

## LEUCATE IN 2022

Message from the Chair and Director	3
About Us	5
Our Strategy	7
Our Work	8
Our Objectives	9
Our Highlights this Year	10

## FINANCES

Summary of Income and Expenditure	11
Financial Commentary	11
• Public Benefit	
• Risk Management	
• Trustee and Connected Persons Transactions	

## GOVERNANCE

Structure, Governance and Management	14
• Trustees	
• Executive Committee	
• Constitution	
• Organisation	

# 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, reading "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-animated 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.

The logo consists of the word "LEDUCATE" in a bold, white, sans-serif font, centered within a bright orange rectangular box. The box has a thin white border.

# LEDUCATE

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