



STUDENTS
ORGANISING FOR
SUSTAINABILITY
UNITED KINGDOM

ANNUAL report 2022-2023

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1 INTRODUCTION

About this report

Students Organising for Sustainability UK (SOS-UK) is an educational charity created in response to the climate emergency and ecological crisis. **We support students to learn, act and lead for sustainability.** Our origins are in the student movement, and we've operated as an independent charity since 2019. Our charity number is 1184011.

The charitable objective of SOS-UK is...

“to promote sustainable development for the benefit of the public by the advancement of education of the public in the principles and practice of sustainable development, social responsibility and the protection of the natural environment through the prudent use of natural and human-made resources.”

Our annual report shares **who we are** and **what we're working for**, and **what we've done in 2022-23** to help us achieve this. We also share our reflections on our work, and our intentions for 2023-24. Our **annual accounts** are also provided.

Our 2022-23

At the end of the fourth year since the formation of SOS-UK, **the scale of the challenge still ahead of us is clear**. 2022 and 2023 were the **hottest years since records began** in the UK, and rising temperatures have led to extreme weather and climate events that **harm people and planet across the world**. Ecological destruction and community displacement are being live-streamed to us. Yet, government responses fail to meet the urgency of the situation, tinkering at the edges of the very systems that are producing this harm. So it's unsurprising that our own research found that **two thirds of students feel helpless when they think about climate change**. The students we support and represent recognise the gravity of the climate and ecological crisis and know that **we need far more transformative change**. As a student myself, I have seen firsthand that feeling a sense of agency and solidarity can transform how we respond.

These realities drive home the vital importance of SOS-UK's projects and campaigns, all designed to **shift our education system** towards one that **centres the climate and nature crises**, in a way that **centres** the ways that **climate justice and social justice** intertwine. This means amplifying the voices of those most marginalised among us and learning lessons from movements championing a holistic approach to anti-racism, anti-imperialism, queer liberation, disability justice, feminism and climate justice.

Despite the journey still ahead of us, we can be **incredibly proud of our progress** when we reflect on our work over the course of 2022-23! We've **engaged with more students** than ever before this year – supporting over 231,000 of them to develop the skills, values and competences that help them take action and become part of the solution. We are also gaining traction with **making sustainability spaces anti-racist**. Through the RACE Report, we are now measuring racial diversity and inclusion in 142 environmental and conservation NGOs, supporting them to go further and faster with this work in order to deliver climate justice. The students leading Teach the Future saw significant campaign wins, too, as Nadia Whittome MP presented their **Climate Education Bill in Parliament** receiving cross party support. The Bill requires climate change and sustainability to be integrated in primary, secondary and vocational curricula and training — and **students are at the helm of making it happen!**

None of this would be possible without our **staff, supporters and funders — thank you** for enabling us to do so much this year! We hope you'll continue with us on this journey to support students and wider society to learn, act and lead for environmental justice. **Together, we will make our education system fit for purpose; we will change our education institutions from contributing to the problem, to being part of the solution; and we will move towards a vision of climate justice.**

Larissa Kennedy
SOS-UK President

2 our STORY

Our mission

SOS-UK exists to support students to be the change that society urgently needs to get us out of the climate emergency and ecological crisis, and to deliver climate justice.

We believe that **education** in its current format is a **central cause of societal unsustainability**. It reinforces unsustainable and unjust thinking and values and that is why we need to urgently change it.

Our **education system**, including all its institutions and the opportunities for learning they provide, **should be the central mechanism for resolving the climate emergency and avoiding ecological breakdown** in a way that leads to **better and fairer lives for all people**.

All the **campaigns and programmes** we run have been **instigated, led or supported by students**, enabled and mentored by the staff team at SOS-UK.

We are the support crew, doing whatever we can to help students ensure their projects and campaigns are successful and impactful.

Our values

The organisational values we work by are:

- student-centred
- inclusive and supportive
- driven by social justice
- anti-oppression and acting in solidarity
- responsive, dynamic and flexible
- reliable and honest
- transparent and accountable
- team-focused and collaborative
- understanding and caring.

89%

OF STUDENTS WANT
WHERE THEY STUDY TO
**INCORPORATE
AND PROMOTE**
SUSTAINABLE
DEVELOPMENT

Our background

Our roots are in the student movement, having led on sustainability within the National Union of Students (UK) before spinning out as an independent charity in 2019. SOS-UK was formed in response to the **growing recognition of the climate and nature crises facing our planet and the need to ensure all parts of our education system play their role in addressing our societal unsustainability**.

Taking our staff with us, we set to work **laying the foundations for SOS-UK to make in-roads into our three organisational aims** (see chapter 3). Alongside our existing programmes and campaigns, developed whilst part of NUS, **we were able to take advantage of opportunities resulting from the COVID-19 pandemic**, for example supporting student activists to run their own climate negotiations – [Mock COP](#) – when COP26 was postponed, and reframing the Government’s Kickstarter Scheme to drive diversity and inclusion within the environmental charity sector in our [Race for Nature’s Recovery programme](#). **Moving on from start-up mode, the last couple of years have seen us focus on ensuring our work mobilising individual change is complemented by an ability to also drive systemic change**, for example creating our Directorate for Inclusion and Climate Justice. This report provides more detail on the work we’ve been doing in 2022-23 to set us on a footing towards achieving our goals.

3 our AIMS

1

Getting more students leading on, and learning for, sustainability

When students lead on sustainability they develop the **knowledge, values, skills, and competencies** required to make them great sustainability leaders. We don't just want organisations to do **sustainability** for students, it should be **done by, with, and through students**.

2

Repurposing the education system around the climate emergency and ecological crisis

Sustainability should be woven through every subject like a golden thread. **Every student should be a sustainability student**, and every subject a sustainability subject. The **education system** should serve as a **force for good** in response to the challenges that society faces.

3

Making sustainability more inclusive, so it is for everyone

Our research has shown that the environmental sector is massively underrepresented in racial diversity. It's well evidenced that the **negative impacts of sustainability inaction disproportionately affect people of colour** and we're building on this to drive forward inclusion work across the intersections of inequalities and underrepresentation in the environment and sustainability movement.

CHANGE

needs to happen now

to avoid the worst impacts of climate change and nature decline. By refocusing our education system on these goals, we stand to influence the leaders of **future generations**. We'll also see **immediate impact** as our education system and its institutions are deeply embedded in our society. Siblings, parents, grandparents, friends, teachers and colleagues – **everyone has a connection to education**.

4 our work AND IMPACT

We work to deliver systemic change in the way education providers and educators frame and teach sustainability. In both pre-16 and post-16 education, we want to see people in education being taught about sustainability in an integrated, relevant and solutions-centred way, with them being supported to apply their knowledge and skills in real life, not just reciting it in exams.

We also know that it's not just in classrooms and lecture theatres that the knowledge, skills, values and competences needed to drive sustainability across society are developed. **We believe that all elements of the education system should be repurposed around achieving sustainability and climate justice.**

For this reason, **we're working to change the fabric of the institutions in which learning takes place, including their buildings and estates along with their policies and cultures**, so that they exemplify positive sustainable and equitable practices. It's also the motivation behind our programmes and campaigns that directly provide students with 'real-world' opportunities to develop the capabilities that will help them, and society, to become more sustainable and just.

We seek out and support students with good ideas, helping them develop their plans and supporting them to access funding so they can see their ideas turn into a reality - and achieve real impact. A significant number of our programmes and campaigns have been started this way, including long-standing activities such as Green Impact, Student Switch Off, Student Eats, Responsible Futures, and Hedgehog Friendly Campus. These are now all national (or even international) programmes of work, engaging thousands of students and staff in sustainability. We're proud that our work is led or supported locally by students, in keeping with our objective of getting more students leading on, and learning for, sustainability.

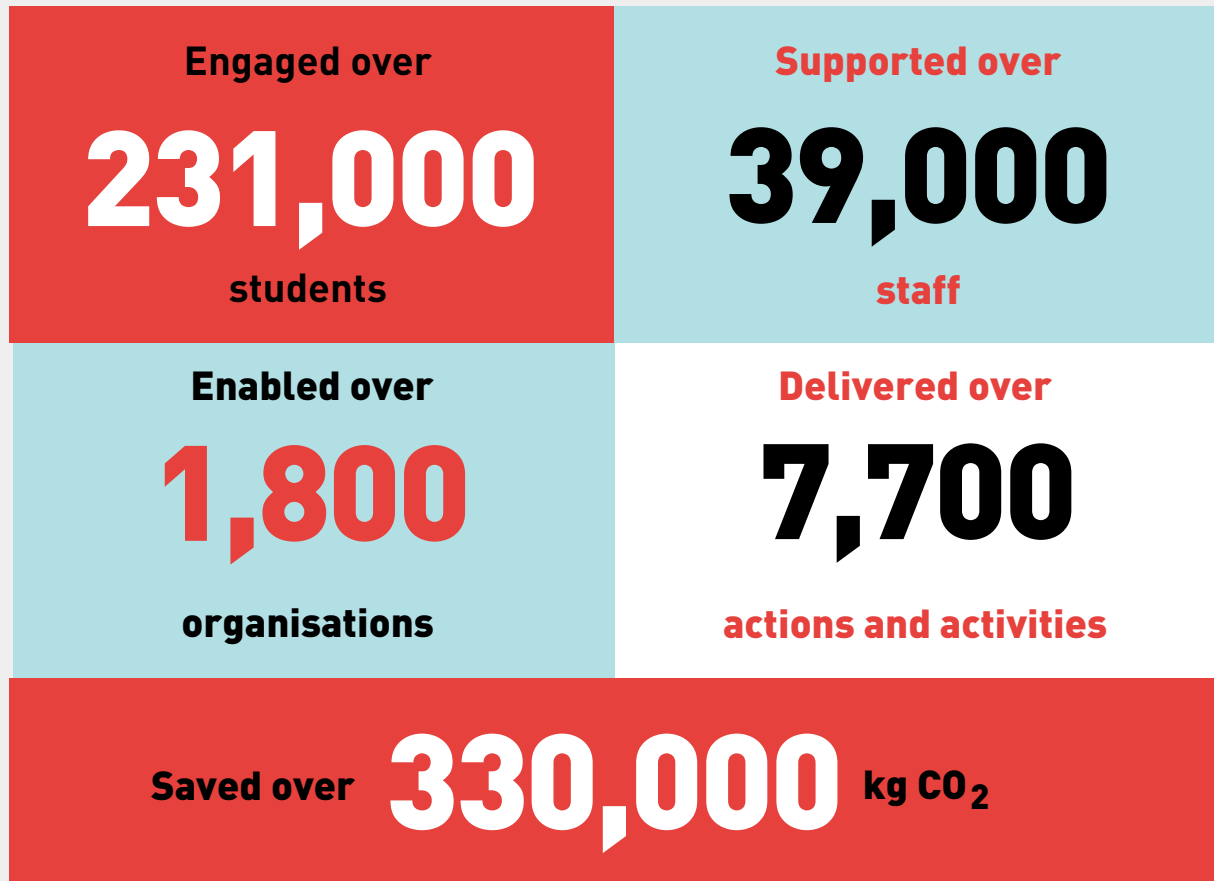
Our work is organised around our **three directorates**, which are aligned to our three aims:

- Engagement
- Education
- Inclusion and Climate Justice

Within each directorate, we work towards **achieving our goals through** delivering:

- Programmes
- Campaigns
- Training and events
- Research and consultancy

Through working towards our goals, in 2022-23 we...



ENGAGEMENT

Our **engagement** work reaches students and staff through creating **opportunities outside the 'classroom'**. We recognise that the experiences people have in their everyday lives are hugely valuable in supporting the development of skills, knowledge, values and competences needed to lead on sustainability.

Our engagement work addresses the need to take action now and recognises that lifestyle change and system change are deeply connected - both are essential to tackling the climate and biodiversity crises.

Our work puts individuals and teams at the centre, **empowering them to be agents of change**. They frequently engage the disengaged, with our work often being the **first step on their sustainability journey**. This in turn helps create a pipeline for our future campaigners, to challenge the status quo of both their places of study/and or work, and also, wider society.

Read **highlights of our work in 2022-23 in our examples here** or find out about our full suite of engagement work in [appendix 1](#).

Getting more students leading on, and learning for, sustainability with How Farming can Cool the Planet

**How Farming
Can Cool The
Planet**



How Farming can Cool the Planet (HFCCTP) enables students, youth food justice activists, and young farmers to share their varied experiences and values about food, farming, the climate and nature with each other. The project helps them to find common ground, and to develop a united youth voice, so they can tackle the climate and nature crises through food and farming together.

SOS-UK works with the National Federation of Young Farmers Clubs which has 23,000 members and is one of the largest youth organisations in the UK; and the youth branch of the Landworkers' Alliance, FLAME - a self-led group of young activists advocating for food and land justice.

HFCCTP successfully **brings together students, young farmers and youth food justice activists** who commonly have quite **different experiences and values**. Young farmers often feel attacked by environmental activists, activists often feel farming needs to change because of the climate and nature crisis, and students often campaign for changes like beef bans on campuses based on global carbon statistics without fully understanding the impacts of different farming systems, particularly in the UK. Through farm visits and farming events we **provide a safe space for participants to share their different experiences and values with each other**. Rather than focusing on what they don't agree on, we encourage them to **find common ground**, and to therefore, ultimately, have a **united voice so they can tackle the climate crisis through food and farming together**.

Unless students are studying agriculture they don't tend to get the opportunity to visit farms. Despite this, many are passionate about the climate and nature crises and in research conducted by SOS-UK in 2021, 78% of students said that if they knew more about the environmental impact of food production, they would be willing to make changes to reduce their impact. This project is **enabling students to see and understand how food is produced** first hand, to understand the positive impact agroecological farming methods can have, to talk to young people who have spent their lives producing food, and to those who are advocating for food and land justice.

Our farm visits, events and resources have directly **reached around 300 young people** across our three organisations, and many more via the resources that have been created and shared via social media. The respectful way participants in the project have listened to each other and learned from each other has been inspiring and unexpected (even by our funders initially!). Share the experience through our [photographic summary](#)!

“HFCCTP provides an opportunity for students to learn more about the agri-food system. Through field visits and interactive activities, I have gained new knowledge of sustainable agriculture outside the classroom.”

Ruihan, University of Oxford

With funding until summer 2024, we will be giving students, young farmers, and FLAME members the opportunity to go to the Oxford Real Farming Conference. We will work with podcaster, Dan Grist, to create a podcast that follows the participants' journeys of being at this immersive two-day event attended by 1800 people.

Following this will be visits to Low Carbon Agriculture 24, the only farming event focused exclusively on low carbon; and Groundswell, the regenerative agriculture festival. Finally, we're looking for funding to continue the collaboration and support students, young farmers, and FLAME members to agree on three government asks that we can share and advocate for.



Getting more students leading on, and learning for, sustainability with Green Impact and English Heritage

Every year, hundreds of students are trained by SOS-UK in an IEMA-approved training course to become Green Impact Environmental Auditors. These trained auditors go on to conduct sustainability audits in a variety of settings both on and off campus in an exciting volunteering opportunity that fosters student and staff collaboration for sustainability.

Green Impact aims to **celebrate and recognise sustainability achievements** whilst also providing a framework to **improve the sustainability performance of organisations**. Teams of staff from participating organisations work through an online toolkit with criteria and projects to help them create a more sustainable workplace. At the end of the programme cycle, **Green Impact student auditors are trained to assess teams' progress** to verify that they have completed the actions, as well as provide feedback on areas for improvement. Following the audit, all participating teams are awarded a Bronze, Silver or Gold award based on the audit results.

In 2022-23, we launched a **Green Impact pilot with English Heritage**, a charity that manages over 400 historic monuments, buildings and places. **Ten English Heritage sites were audited by 28 students in spring 2023.**

The **success** of the 2023 pilot has led to the **roll out of the programme across the whole organisation** with the next Green Impact audits of English Heritage scheduled for winter 2024.

Students who undertake the training and practical experience of conducting an audit:

- Receive IEMA approved **training**, delivered by SOS-UK
- Develop transferable **communication, teamwork, decision-making and time-management skills**
- Develop their understanding of what is happening on sustainability across the organisation they audit
- Develop their knowledge of **environmental management techniques**
- Receive a **digital badge** to demonstrate their achievements.

Student auditors shared reflections on their experiences with Green Impact:

“Having previously worked on another sustainability project I was keen to learn more about Heritage Sustainability. It was great to see behind the scenes of English Heritage, knowledge I can apply to my studies in 3rd year in my Heritage module to develop my future knowledge as a Sustainability leader.”

Michelle, Edge Hill University

“Volunteering with Green Impact was such a great opportunity. It allowed me to work on my team management skills, I met some great and interesting people, and allowed me to learn some great new skills, thinking creatively and leading meetings. It has expanded my knowledge of the inner workings of the heritage sector, of the values of sustainability and teamwork which ensure that heritage sites are better protected.”

Cat, University of Southampton

Our 2022-23 **engagement highlights** include:

We progressed our work supporting students living in energy poverty in the private rented sector. We completed our two-year Homes Fit for Study campaign, supporting thousands of students by providing advice on navigating the household energy sector and guidance on how to save energy in their homes. Alongside our student engagement work, we completed in-depth research into students' experiences of their homes and sent Freedom of Information Requests to local councils on their enforcement of Minimum Energy Efficiency Standards, and Publishing our findings secured great media interest, with over 20 pieces of coverage, including ITV News and the Evening Standard, resulting in around 1.28 million views.

Responding to demand from students, we continued our successful work in the field of biodiversity and food and farming. We accredited 92 universities, colleges, and schools through our Hedgehog Friendly Campus mark, helping students and staff make their campuses more nature friendly. Our How Farming Can Cool the Planet project, bringing together diverse young voices in the farming community, was one of the few to get continuation funding, with Mark Spencer MP, the Minister of State for Food, Farming and Fisheries stating, **"Defra should support more projects like this"**

We continued to engage thousands of students and staff in sustainability action predominantly through our Green Impact, Student Switch Off, Learning Academy, and Hedgehog Friendly Campus programmes. Cumulatively across our engagement work we engaged over **100,000** students and staff across **1,400** organisations.

Things **we learnt about our engagement work** this year include:

- There is **real interest from students around the topic of food and farming and its relationship with climate change and nature decline.** Over summer 2023 we carried out soil and biodiversity testing on 10 university & college owned farms, with 171 students taking on this opportunity. Some of the reasons they took part included: **"I hope to learn more about what impact the soil can have on the carbon in our environment, as I had never considered it a key role in greener farming practices before"**, **"I'm studying Environment and feel powerless against climate change...contributing even in a small way is something I can do"**, and **"I love to be outside and if I can do that while gaining practical skills, even better!"**
- Our evaluation work shows that **students continue to enjoy the auditor training opportunities linked to our engagement programmes** including Green Impact, Fairtrade Universities and Colleges, and Hedgehog Friendly Campus – it enables them to advance their knowledge on sustainability, but also develop new skills, and gain insight and experience of the 'behind the scenes' running of their universities and other organisations in their local communities.

EDUCATION

Our education work focuses on **transforming the formal education system**, from early years through to adult education, to address the climate and ecological crisis. Through systems-change campaigns and whole-institutional change programmes, we work to ensure **all students develop the knowledge, skills, attributes, and values** to act for climate and social justices now and in the future.

Read **highlights of our work in 2022-23 in our examples here** or find out about our full suite of engagement work in [appendix 1](#).

Repurposing the education system around the climate emergency and ecological crisis through the Mock Education Ministers Summit



The Mock COP campaign brought together 227 young people from 89 countries for their virtual, two-day Mock Education Ministers Summit (Mock EMS) to raise ambition for climate education ahead of COP28.

Worldwide many young people are frustrated with the **lack of quality climate education** in their schools, universities and colleges. For example, David (Mock COP Campaign Coordinator) shared how the limited climate education in schools in Nigeria **focuses on the problems and ignores the solutions**.

The Mock EMS supported national youth delegates to assess the state of climate education in their own country and for them to suggest ways forward. The summit began on International Youth Day (12 August 2023) to show the importance of listening to and including youth voices in policy making. Delegates engaged in **panel discussions, negotiations and voting sessions to produce their unified youth statement on climate education**.

The statement includes the **first-ever youth definition for quality climate education**, describing it as:

- embedded across all subjects,
- solutions and action-oriented,
- empowering and critical,
- inclusive and intersectional, and
- free from conflicts of interest.

The statement also sets out **policy asks for education ministries** and includes a checklist to evaluate policy and keep education ministers accountable for their progress toward improving climate education.

Alfredo, a Peruvian delegate shared his experience of being part of the event:

“Participating in the Mock Education Minister Summit was a very gratifying experience. This event, as a whole, empowered me with knowledge, insights, and strategies to advocate for climate education in my country. I feel inspired to work collaboratively with others in order to address climate change.”

The work completed during the Mock Education Ministers Summit will support the wider campaigning activity of the Mock COP team, for example developing high-level sessions led by students at COP28 in Dubai in November 2023.

Repurposing the education system around the climate emergency and ecological crisis through SDG Curriculum Mapping



In 2022-23 SOS-UK worked with the University of Liverpool Management School (ULMS) and Liverpool Guild of Students to pilot a new curriculum mapping methodology supporting students to map their experience of teaching and learning against a set of sustainability criteria looking at what is taught and how, and the skills students are supported to develop.

Since 2018, SOS-UK has worked with 16 institutions, and nearly 400 of their students to facilitate student-led curriculum mapping. The mapping methodology and support was developed in response to student demand for sustainability and experiential learning to develop sustainability skills, evidenced by SOS-UK's sustainability skills survey.

The **original mapping methodology** (developed in collaboration with the University of Winchester and Winchester Students' Union) supports **students to map sustainability criteria against module descriptors, reading lists and other documentary sources**. This student-led approach has led to:

- Development of **knowledge, understanding and transferrable skills** amongst students taking part, including sustainability, auditing, teamwork, data analysis, critical thinking and global citizenship
- Linking the SDGs to other initiatives within the institution and/or students' union
- **Engaging teaching staff and senior leadership**
- **Reporting on action** on the SDGs and sustainability
- Identifying **areas of good practice, and areas for improvement**

Through the **new mapping methodology**, students are supported to think critically about the role their modules can play in contributing to sustainability and are offered a space to consider each week of teaching and learning. Findings **directly reflect students' experiences of teaching and learning, amplifying student voice in this area of work, providing educators with in-depth data about SDG coverage and sustainability skills and how their module was perceived by students.**

81 students took part in mapping over half of ULMS' 154 modules and a further 147 modules from across the wider university covering Science and Engineering, Humanities and Social Sciences, and Health and Life Sciences. 2,563 weeks of teaching and learning experiences were mapped in total!

The findings captured the **extent to which topics** related to the SDGs are **embedded in students' experiences of teaching and learning**, the range of **sustainability skills students** are supported to **develop**, and the **teaching methods** that can contribute to enabling sustainability learning. For example, the ULMS audit found students were supported to develop critical thinking skills in 62% of all mapped weeks of teaching and learning.

The students involved shared their experiences of taking part in the mapping, telling us:

"I learned that teaching has a larger purpose than just exams and assignments."

"I feel a sense of success knowing that my ideas and experiences will make a difference."

"I think through doing the project, my knowledge of the subjects improved significantly."

In 2023-24, both the University of Liverpool Management School and Liverpool Guild of Students are working with SOS-UK to continue mapping remaining modules. Full data sets will be provided to Directors of Studies for each of the programmes at ULMS, to provide an evidence base for decision making around module and programme development.

SOS-UK and the Guild have also co-created, with students, statements on what a decolonised education and learning experience can look like. In the 2023-24 mapping project, students will map their experiences of teaching and learning against these statements, determining to what extent their education aligns with their vision for decolonising education.

Our 2022-23 **education highlights** include:

We supported young people to have a voice on national and international stages on climate change and education,

building our position as leaders and conveners for youth voice and advocacy for quality, solutions-centred climate education. For example, internationally through our work at COP27 in Sharm-el-Sheikh, followed by the Mock Education Ministers Summit (as above). And in the UK through our support of the two Youth Focal Points for Sustainability and Climate Change, who will work with the Department for Education on the implementation and evaluation of the Sustainability and Climate Change Strategy, acting as critical friends and youth representatives.

Our long-term programmatic work continued to grow and develop

through Responsible Futures, Curriculum Mapping, and ESD Changemakers. A new year-long methodology for curriculum mapping was established and tested with University of Liverpool Management School and the preparations for an international pilot of Responsible Futures are underway, working in partnership with the International Association of Universities (IAU). The same success was seen in our wellbeing-focused work where we delivered the first full year of the Drugs and Alcohol Impact programme post-pilot, with great uptake and success.

Our campaigning work saw significant progress and gained political traction in 2022-23.

We launched the 1.5 Degrees campaign, analysing engineering, economics, law, politics and health courses at the top-ranked universities around the world and assessing whether their teaching is compatible with keeping global temperature increase below 1.5C. Our Teach the Teacher and Teach the Parent campaigns extended grassroots engagement and impact worldwide, with sessions taking place in 21 countries. In the UK, we launched 'Curriculum for a Changing Climate' – the tracked changes review of the national curriculum for England. This first-of-its-kind report covered KS3 and KS4, with plans underway to extend this to primary and to A-Levels. Nadia Whittome MP presented the Climate Education Bill in Parliament – the first-ever written by students and young people. 30 cross-party MPs demonstrated their support at a drop-in event alongside the reading. Teach the Future also hosted parliamentary events in Scotland and Wales, alongside the publication of updated asks in each nation.

We launched the Green Schools Revolution project – our first major programme delivered in schools.

Through three-years of #iwill funding we'll help school pupils to green their schools, helping them meet the commitments of the Department for Education's (DfE) Climate Change and Sustainability Strategy. This activity takes place across four strands, each with a different focus, but each delivered with students taking a leadership role in designing and driving action within their schools.

Things we **learnt about our education** work this year include :

- We have reflected closely on our role at COP, and the impact of our attendance, and **understand how to position ourselves to have the greatest impact** and be able to **most effectively platform young people** to advocate for quality climate education.
- We understand the **significant demand for whole-institution approaches to ESD** in universities and colleges globally, and have worked to deepen this understanding in order to **develop the Responsible Futures international pilot**.
- We have developed more **targeted interventions**, like the 'Curriculum for a Changing Climate' and the forthcoming PSRBs work (see section 5), which, if we get it right, will help to **remove barriers to progress on education system reform**.

INCLUSION AND CLIMATE JUSTICE

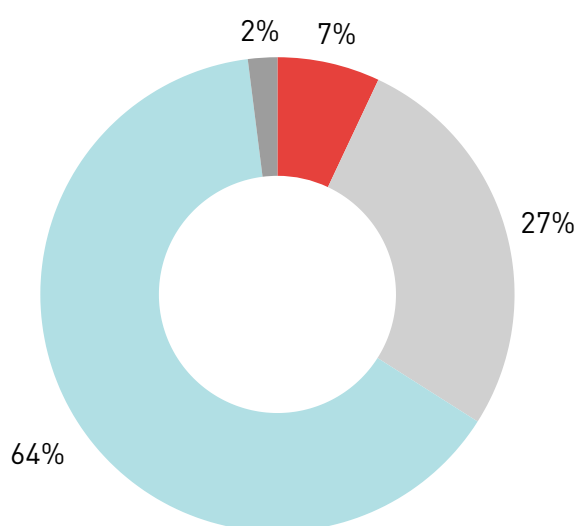
Our inclusion and climate justice work focuses on ensuring **sustainability is inclusive and diverse**. We know not everyone is affected by climate change and the ecological crisis equally. Similarly we know that not everyone has the same access to opportunities that contribute to tackling these dual crises.

We're working to make sure the organisations at the forefront of tackling the issues are reflective of the communities they represent. We also need to ensure all students wanting to spearhead action through their careers in this sector are **not limited by barriers related to their ethnicity, gender identity, sexual identity, disability, social or educational background, or any other characteristic or attribute**.

Our work in this area spans the education sector and the professional pathways connected with addressing climate and ecological issues for progressing positive good in terms of both people and planet. By joining up these two aspects, **we're seeking to get to the root of the structural barriers that are maintaining the status quo and preventing climate justice**.

Read **highlights of our work in 2022-23 in our examples** [here](#) or find out about our full suite of engagement work in [appendix 1](#).

Making sustainability more inclusive, so it is for everyone through The RACE Report



2022 RACE Report diversity data for overall staff, based on 91 organisations



The RACE Report (Racial Action for the Climate Emergency) seeks to speed up diversity and inclusion in environment, conservation, climate and sustainability charities and funders. 2022 saw the publication of the first year of the campaign, and launch of year two – both to great success.

Environment and conservation professions are amongst the least diverse in the UK. We created The RACE Report to focus on charities and funders working on environmental and conservation issues, highlighting the need for greater representation in sustainability and climate action. The RACE Report calls for organisations to commit to holding themselves to account to deliver on these needs by participating in The RACE Report’s annual data gathering and reporting initiative. Organisations submit data on the race and ethnicity profile of their staff and trustees, SOS-UK analyse and compile this data into a published report.

In 2022, a total of 175 charities, trusts and foundations signed up to The RACE Report, demonstrating their support for the initiative. **94 organisations demonstrated their commitment by submitting data at some level** through the inaugural data submission process, which included three categories of data. Of the 94 who submitted data, eight were funders and 86 were charities. In the first-year data was aggregated, with the report published online, with no organisations named.

Headline data from year one found that **just 7% of staff overall in participating organisations were from racially or ethnically minoritised groups**, compared to 14% of the UK’s working population that are currently in employment, who identify as Black, Asian or other Minority Ethnicities. However, 82% of organisations stated that they have fully or partially implemented a race equity/ diversity and inclusion strategy, or similar, suggesting more work is needed to deliver on these strategies.

Year two of the campaign was launched in April 2023 and we’re working on securing long-term funding for the campaign to ensure we can track the changes in diversity and inclusion we want to see. We also want to **enhance the data collection with more engagement elements** to support participating organisations and contribute towards a sector-wide movement for delivering on racial and ethnic inclusion. With a growing resource of data and examples of positive practice through the annual data submissions, we will be **celebrating successes and showcasing examples** of impactful approaches through publication of case studies and knowledge exchange focused webinars. From 2023 onwards The RACE Report will **publish transparency cards for individual participating organisation** sharing their organisational data depending on their size. We will also launch a bi-annual **staff perceptions survey** to better understand the **experiences of diversity and inclusion** in the environmental charity sector.

Making sustainability more inclusive, so it is for everyone through Invest for Change



Invest for Change is our campaign transforming how universities invest their money to secure a more just, liveable future for all. During 2022-23, we supported SU officers across the UK to run ethical finance campaigns resulting in several significant wins.

UK universities have over **£20 billion invested across the global economy**. These investments are meant to support students and further universities' long-term mission. But they are flowing into an economic system that is working against the interests of students and the world they will graduate into – a world of deepening inequality, deadly international conflicts and climate and ecological breakdown.

Invest for Change campaign is working to change this. **We support student leaders to campaign for their universities to invest in the interests of young people, frontline communities and the planet, not against them.** To invest in a liveable, just future for all.

Maia said:

"I am thrilled to have led this successful divestment campaign and worked so closely with students, staff and Council members to make Royal Holloway the 101 UK university to divest from fossil fuels. All of this was made possible by the Invest for Change campaign. SOS-UK's constant support and wealth of knowledge was absolutely vital throughout. The work they do in empowering young leaders to be at forefront of ethical finance campaigning and demystifying the world of investment is so important; it has galvanised in me a new passion for this branch of climate action and enabled me to bring together the Royal Holloway community for a common cause. I am excited to see the next steps as the University and the Students' Union take together to address the climate crisis and how Invest for Change will continue empowering young leaders to effect impactful policy change."

Invest for Change is funded by Friends Provident Foundation, and thanks to their support we are able to continue with this work. In the next year we plan to build upon the momentum created by wins such as Royal Holloway's, scaling up our work to normalise ethical finance as a core part of university sustainability activity.

Our 2022-23 inclusion and climate justice **highlights** include:

December 2022 saw the **publication of the first ever RACE Report**, for which 91 organisations submitted their staff data, actively participating in the initiative, proving its potential to have an impact as it grows, and organisations' commitment to making progress on diversity. This first year proved the methodology and process for growing sectoral buy-in to progress racial and ethnic inclusion in the environment sector. Media coverage for The RACE Report reached national and sector specific outlets (Edie, The Guardian, The Voice, Civil Society, Countryside Jobs, and more), critical for initiating pro-active engagement with the campaign.

By September 2023 we had **hit our target for participation in year two of The RACE Report** (launched in April 2023) - 142 organisations submitted data on their action on EDI and on the diversity of their staff! 2023 also saw 43 organisations participate in The RACE Report's staff perceptions survey with 1552 people working across the sector responding. The staff perceptions survey was a new development for 2023, it was open to people from all backgrounds and identities, with the responses used to identify differences in experiences and perceptions between respondents with white identities and those who identify as people of colour or from other ethnically or racially minoritised groups. A report on the survey findings will be published in tandem with the main diversity data report.

Our **ethical finance campaigns continue to grow in their impact**, Invest for Change has seen increasing engagement from institutions as student campaigners, supported by SOS-UK. Successes of this campaign include training over 150 students on ethical finance, supporting students to attend bank AGMs, and empowering students to engage with their university finance committees resulting in complete or partial divestment from fossil fuels.

We **launched our new campaign Breaking the Bank** over the university welcome week period. The campaign aims to support students to pressure banks to stop funding fossil fuel companies. Through the campaign we worked directly with student activists at 3 key universities, supporting them to challenge the ties between their institutions and the banks that are pouring billions into fossil fuel expansion.

Things we **learnt about our inclusion and climate justice** work this year include:

- Engagement with The RACE Report is growing as a result of **proactive relationship-building to establish organisations' trust in SOS-UK as convenors of The RACE Report**. Increased amplification by the media is also supporting a growth in participation as pressure mounts for organisations to demonstrate their commitments and action on EDI. We need to ensure the narrative for the communications of the annual data findings and those from the new staff perceptions survey need to **strike a balance between being impactful and providing impetus for driving forward progress on racial and ethnic inclusion** in the sector alongside securing the confidence of the organisations taking part. We're learning that we need to work closely with participating organisations through a consultative process before publication to achieve this.
- The RACE Report is also providing a **positive platform to drive forward conversations and impactful work for progressing wider inclusion work** within the environment, food and farming, and education sectors through consultancy offerings and development of new programmatic work in this area.
- With the right support, **student officers are able and willing to lead on challenging their institutions on incredibly complex topics**. The most effective route has been through 1-2-1 support. By taking officers' ideas and translating them into formats palatable to university decision making bodies such as papers for meetings or policy documents we've found that progress can be fast-tracked. This style of support helped overcome some of the barriers to officers engaging with ethical finance, such as a perceived lack of understanding, or imposter syndrome. We plan to work across our directorates to adopt this approach in other areas of our work.

5 looking FORWARD

Within our **Engagement directorate, for 2023-24** we plan to continue our existing array of programmes and campaigns. Responding to student demand, we'll seek funding to **build on our impactful nature-focused work**, aiming to do more on wilding on school, college, and university grounds, and complete our three-year Farming For Carbon and Nature project working with universities who own farmland.

Given the similar high demand for our work on energy poverty through Homes Fit for Study we'll **seek out opportunities that allow us to support students in navigating the cost of living and energy crises** and continue successful partnerships with organisations like Smart Energy GB and Hubbub.

We will look at ways to **expanding our Learning Academy** offer in addition to our existing opportunities, which bring bespoke sustainability training, to education and community organisations.

In the coming year, the Education directorate will continue to support student-led campaigning to integrate sustainability and climate justice through all parts of the education system. In the UK, through Teach the Future we will **support students to maintain pressure across parliament to support the Climate Education Bill and prepare for a possible General Election in 2024**. We will also launch further 'tracked changes' subjects for our 'Curriculum for a Changing Climate', with A Levels and Primary Curriculum in the pipeline. Internationally, our delegation at **COP28** will focus on **platforming young people alongside ministers to advocate for quality, integrated, solutions-centred climate education** and utilising the MockEMS Youth Statement as a key tool for this advocacy.

We will begin to explore how we can **pressure and support organisations with influence in the education system such as PSRBs** (Professional Statutory and Regulatory Bodies) to include sustainability in their requirements of professional and regulated courses in colleges and universities.

We're excited as our **Green Schools Revolution heads into its first full academic year of delivery**, across Teach the Teacher, Climate Action Plans, and Wilding in secondary schools, as well as the full launch of the Future Forum which is designed to strengthen youth voice in our environmental charities in the UK.

Our **programmatic work focused on curriculum change** (Responsible Futures, Curriculum Mapping, and ESD Changemakers) is all **projected to grow in 2023-24**, and, excitingly, will include the launch of the international pilot of Responsible Futures, in partnership with the International Association of Universities. Finally, our **wellbeing work is projected to continue to grow**, with development underway for a targeted IBA offer on campuses alongside further growth of the Drug and Alcohol Impact programme, following its successful pilot.

Our 2023-24 plans for the **Inclusion and Climate Justice directorate** focus on growing and enhancing our existing workstreams as well as developing our internal practice on equality, diversity and inclusion.

Our **ethical finance work continues to go from strength to strength** and in 2023-24 we look to increase our support for students attending finance AGMs and supporting students to lead on engaging with their institutions to rethink their investment and partnership working to cut ties from the fossil fuel and arms industries.

We will work to secure legacy **funding for the next five years for The RACE Report, to ensure the long-term continuation of the campaign**. To ensure our communications for The RACE Report gain meaningful traction and align well with other events, we've decided to move the annual publication date for The RACE Report to sit within Race Equality Week, meaning the 2023 report will be published in February 2024. We also plan to **increase the engagement opportunities** facilitated by The RACE Report team, to create a community of shared learning and practice amongst participating organisations. Our flagship engagement opportunity will be an in-person event held during 2023-24.

Using The RACE Report as a springboard, we'll work on **growing relationships with key stakeholders within the environment and tertiary education sectors** to further establish our reputation for delivering impactful and high-quality consultancy.

We will also **look internally at our own policies, practices and culture** through the development and launch of an SOS-UK EDI strategy to ensure we not only hold ourselves accountable to delivering on EDI for our staff, volunteers and stakeholders we work with to thrive, but also have a clear strategy for doing so.

SOS-International continues to be hosted by SOS-UK, with three members of staff based in Europe (Belgium and the Netherlands). In 2023-24 SOS-International will **re-launch and host the annual Green Office Movement and SOS-International summit**, in partnership with a host Green Office, University of Twente, Enschede, Netherlands. This will reignite engagement with SOS-International members, as the first in-person post covid-19 pandemic.

Across the organisation as a whole, in 2023-24 we'll focus on embedding our new strategic framework across the organisation to guide us in the **prioritisation of our work to achieve maximum impact against our re-defined aims**. We'll develop our **evaluation framework** to support decision-making as well as helping us assess our progress towards the aims and outcomes we set out in our framework.

6 financial REVIEW

We are pleased with the year-end position of a **surplus of £625,779**. This takes our total funds to £1,552,722, of which £1,310,914 are restricted and £241,808 are unrestricted.

Our revenues grew for the fourth consecutive year to £2,716,217 (£1,337,953 in 2019/20; £1,403,862 in 2020/21; £1,788,129 in 2021/22;). In 2022/23, 69% of our income came from grants and donations (£1,883,543, compared to £971,374 in 2021/22), 26% from our programmes (£689,008, compared to £641,720 in 2021/22), 5% from trading (£142,675 compared to £175,035 in 2021/22).

Our reserves **policy is that we have three months of unrestricted reserves available** at all times. Our unrestricted costs in 2022/23 were £983,911, which works out at £247,999 per quarter. At the year-end we had £257,799 in unrestricted reserves. This equates to 96 days' worth of unrestricted costs, meaning that our reserves policy target is met.

The **trustees maintain a register of risks and review them annually**. The main risks facing the charity for the year ahead relate to loss of income, loss of key staff and safeguarding issues. The top twenty risks by rank are divided amongst our director team and the directors work with us to mitigate each risk.

Within the accounts, we have again stated our **gender and ethnicity pay gaps**. The charity had 38 full pay relevant employees. Excluding student staff, the lowest paid salary was £25,522 and the highest paid salary was £72,947. Student staff are paid Real Living Wage. The median basic salary was £33,762. Our **mean gender pay gap was 19.8% and our mean ethnicity pay gap was 15.5%** - both figures have **shrunk as anticipated** from 2021-22 % (25.6% and 22.8% respectively in 2021/22). The trustees note that pay gaps tend to vary considerably in small charities like SOS-UK, but are pleased that **both gaps have shrunk over the last year**, in part down to our inclusive recruitment practices and use of positive action in recruitment.

7 our GOVERNANCE & MANAGEMENT

SOS-UK is a Charitable Incorporated Organisation (CIO) governed by a constitution. The members of SOS-UK are the ten trustees. The Board, comprising of the trustees, meets quarterly and it is chaired by Richard Dunne. In 2022-23 we **added four new trustees to the Board**, through a process of external advertisement and a competitive recruitment process led by the Board. The new trustees who joined us in 2022-23 were fully inducted and trained including an introduction to the organisation and an overview of their legal and fiduciary duties. **All four new members of the Board are young trustees.**

We, the trustees have read and understood the Charity Commission's guidance on public benefit and are confident that all SOS-UK's programmes and campaigns deliver our charitable objects, progress the issues we want to see changed and deliver public benefit. Our role, as trustees of the charity, is to provide insight and advice on the strategic direction of the organisation, in addition to monitoring and managing risk and ensuring the charity is well managed and impactful. We have delegated authority for operational issues to the director team, led by the Executive Director.

In 2022, we **commenced work on a strategic framework** for the offering us the balance of clarity and cohesion needed to understand, structure and communicate our work with the flexibility required to support our agile, dynamic and flexible way of working. With support from [New Philanthropy Capital](#) we engaged with a full range of our stakeholders – institution contacts, our funders and the young people we support – alongside our staff team to scrutinise and define the direction of the organisation. The strategic framework was **signed off in June 2023 with the focus now moving to embedding the framework in our decision-making and ways of working across the organisation.**

In 2023, SOS-UK Board of trustees established three sub-committees to provide action-oriented and focused working within the wider Board. The sub-groups feed into the full Board but are designed to enable a greater speed of working, flexibility and opportunity to be reactive to organisational needs of SOS-UK and sectors we serve. Whilst the full Board meets quarterly, sub-committees are able to meet on an ad-hoc basis to drive forward key aspects of organisational direction, shaping, and operational decision making. The three sub-committees are:

1. People and culture
2. Finance and risk
3. Ideas, innovation and implementation

SOS-UK has **separate governance and is financially independent from its founding organisation - the National Union of Students (NUS)**. SOS-UK is not a part of the NUS Group. Our independent governance is reinforced through our independent chairperson, however our link with NUS is maintained by the current NUS president serving on our trustee board. NUS also provide SOS-UK with operational support and facilities and these arrangements are set out in a detailed memorandum of understanding. Similarly, SOS-UK's pay and remuneration remains based on the NUS framework. This was established in 2014 and was initially set on the National Joint Council (NJC) framework. The NUS pay framework and job evaluation scheme forms a part of all SOS-UK staff terms and conditions of employment. The **trustee board is supportive of the staff trade union and trade union representatives attend all trustee board and board sub-committee meetings**. In addition, the director team meet quarterly with trade union representatives, and monthly with the director with oversight for human resources.

The trustees have **been monitoring our diversity data and are pleased that the charity has become more ethnically diverse over the last year**. We are continually looking to further improve our performance in this area, across the full range of diversity characteristics and also recognise that statistics are only part of the picture – we want to ensure all staff members feel included within the organisation no matter their background or identity.

8 our DETAILS

Students Organising for Sustainability is a Charitable Incorporate Organisation registered by the Charity Commission in England and Wales.

We were registered on 20 June 2019 and this is our fourth annual report. The audited accounts and this report cover the period 01 October 2022 to 30 September 2023. We bank with The Cooperative Bank and our auditors are Harts Limited of Macclesfield

Our trustees are Carole Parkes, Chloe Ferguson (appointed April 2023), Ellen Fearon (resigned February 2023), Emma de Saram (appointed April 2023), Hannah Thomas, Harriet Williams, Larissa Kennedy (SOS-UK President), Ludovico Caminati (appointed April 2023), Richard Dunne (SOS-UK Chair and safeguarding lead), Serene Esuruoso, Scarlett Westbrook (appointed April 2023) and Zamzam Ibrahim (resigned June 2023).

SOS-UK is managed on a day-to-day basis by Jamie Agombar, Executive Director, and the director team of Joanna Romanowicz (Director of Engagement), Quinn Runkle (Director of Education), Manu Maunganidze (Co-director of Inclusion and Climate Justice and Meg Baker (Co-director of Inclusion and Climate Justice).

You can find out more about our trustees and the whole SOS-UK team on our website.

THANK YOU

for your continued support for

OUR WORK

The trustees and directors are incredibly grateful to our partners, supporters, funders for their continued support. With your continued support, we look forward to helping more students deliver transformational sustainability initiatives over the years ahead. We are particularly grateful to our brilliant team of staff, who consistently work so hard to ensure we are a high-performing and impactful charity that leads by example.

**Students Organising for
Sustainability UK**

Charity number: 1184011

c/o NUS Charity, Snape Road,
Macclesfield, SK10 2NZ

www.sos-uk.org
hello@sos-uk.org



appendix 1

OUR WORK IN DETAIL

Engagement

PROJECT	DETAILS	2022-23 ACHIEVEMENTS
<u>Fairtrade Universities and Colleges</u>	Our framework and accreditation for embedding ethical practices throughout campus	In 2022-23, 12 more universities gained Fairtrade status.
<u>Green Impact</u>	Our UNESCO award-winning sustainability awards and engagement programme for staff to embed sustainability in their workplaces, supported by trained students.	This year we launched new toolkit software, investing in the programme to improve participant experience. We also launched the Green Impact Dentistry programme.
<u>Homes Fit for Study</u>	A programme of work supporting students across Great Britain, reducing their exposure to energy poverty through audits and energy advice	We engaged over 13,000 students in home energy efficiency, and engaged with MPs and members of the House of Lords to put the issue of poor quality student housing on the agenda.
<u>Student Switch Off</u>	Our multi-award-winning campaign within student accommodation which achieves quantifiable energy, waste and water reduction through improved student sustainability literacy and competition.	<p>This year we've worked with more private halls to engage students in different accommodation in the first steps of sustainable action.</p> <p>We've also worked to ensure a pathway of sustainable action through supporting students in private rented accommodation, including working with Smart Energy GB.</p>

PROJECT	DETAILS	2022-23 ACHIEVEMENTS
<u>Learning Academy</u>	Our hub of learning and development for students, student representatives, and institution staff.	Our Learning Academy continued to see both off the shelf e.g. Carbon Literacy and bespoke training packages in demand this year.
<u>Farming for Carbon and Nature</u>	Using university and college farmland to capture carbon and restore nature, we're working closely with farmers, universities, colleges and a range of technical experts to develop and pilot the approach.	We supported 171 students to take and test 600 soil samples for carbon levels working with Loughborough University and 10 university-owned farms.
<u>How farming can cool the planet</u>	Helping students from different backgrounds find a united voice so they can tackle the climate crisis through food and farming together.	We ran farm visits to Yeo Valley Farm and Tolhurst Organic Farm and made a short film based on students' experiences of the project to help us communicate its impact
<u>Sustainable Food and Growing Network</u>	Our network supports staff and students to collaboratively agree and achieve ambitious targets, link up different food and growing projects on campus, learn and be inspired by other institution.	In 2022-23 we ran three support days for members of the network, bringing together students and staff in all participating universities.
<u>Students for Trees</u>	This student led network supports students across the UK to learn about, and to take action for, woods and trees, to help fight the climate and nature crises. We work with The Woodland Trust to deliver the programme.	Our biggest ever year for tree planting - 12,656 trees were requested by 64 groups based in universities, colleges and local communities. We supported 46 student-led groups in 2022-23.

PROJECT	DETAILS	2022-23 ACHIEVEMENTS
<u>Hedgehog Friendly Campus</u>	Turning campuses into places hedgehogs can thrive by awarding to universities, FE colleges and primary schools who complete actions from our hedgehog-friendly toolkit. The programme is funded by the British Hedgehog Preservation Society	We moved from a free to a paid-for delivery model for universities and secured 12 sign ups showing the demand for work in this area.
<u>Green Impact Students' Unions</u>	Our flagship sustainability support package and awards programme for SUs. Launching each autumn, unions try to implement change throughout the academic year, submitting work in late spring, receiving an audit in early summer, then awards are announced in July.	42 students' unions took part in 2022-23, each undergoing an audit led by the SOS-UK staff team to achieve accreditation.

Education

PROJECT	DETAILS	2022-23 ACHIEVEMENTS
<u>SDG Teach-in</u>	Our annual campaign to put the <u>UN Sustainable Development Goals</u> (SDGs), and therefore sustainability, at the heart of all stages of education, and across all disciplines.	Our biggest ever campaign, with 1284 making a pledge to incorporate the SDGs in their teaching, reaching 121,000 students.
<u>RED WoLF</u>	We're supporting students to engage with a research project tackling carbon emissions from housing in North West Europe - providing action-based learning opportunities on the topic.	In the final year of the project, we support project partners with student engagement and consultation. We also ran Carbon Literacy courses for students aspiring to work in energy management after graduation.
<u>Responsible Futures</u>	Our whole-institution supported change programme and accreditation mark to embed sustainability across all aspects of student learning.	We updated our framework to ensure it stays up to date with current thinking on employability, staff wellbeing and co-creation of teaching and learning with students.
<u>Mock COP</u>	Following our mock COP26 in 2020, our network connects students from around the world supporting them to continue campaigning on climate education across local and global contexts.	We supported 5 students from around the world to attend COP27, advocating for youth voice in global decision making spaces on climate change. We also delivered an online Mock Education Ministers Summit, bringing together 227 young people from 89 countries to create the first ever youth-led definition of quality climate education.

PROJECT	DETAILS	2022-23 ACHIEVEMENTS
<u>Alcohol Impact</u>	Our accreditation framework is designed to foster productive, healthy and inclusive student cultures surrounding drinking.	We continued to support one university to focus on responsible alcohol consumption, though most opt to consider both alcohol and drugs through Drug and Alcohol Impact.
<u>Drug and Alcohol Impact</u>	Our student wellbeing programme embeds social norms of responsible drinking on our campuses, and refocuses the conversation on drugs to be about reducing harm, and building healthier, safer, more productive student communities.	The two-year pilot of the programme came to an end in 2022-23, and following publication of the results we saw positive demand for participation as the programme rolled out nationally. Our Students Drugs and Alcohol Conference sold out!
<u>SDG and sustainability curriculum mapping</u>	Our support package for mapping the <u>UN Sustainable Development Goals</u> (SDGs) and <u>Education for Sustainable Development</u> (ESD) teaching and learning approaches across the formal curriculum in universities and colleges through a student-led audit.	We worked with 8 institutions and 130 students to map the SDGs across the formal curriculum. We also developed a new mapping methodology with the University of Liverpool Management School and Liverpool Guild of Students that draws on direct student experience.
<u>Teach the Future</u>	This campaign, run by students in secondary and tertiary education and hosted by SOS-UK, has three goals: that all students are taught about climate change, that green skills are included in vocational courses and that educational buildings are climate-friendly	2022-23 saw huge progress on political engagement including parliamentary receptions in Scotland and Wales and Climate Education Bill presented in parliament by Nadia Whittome MP. Tracked Changes launched reviews of 11 primary subjects across the whole national curriculum at key stages 1 and 2.

PROJECT	DETAILS	2022-23 ACHIEVEMENTS
<u>Drink Rethink</u>	Drink Rethink trains students as ambassadors to engage their peers to assess their alcohol risk levels and provide advice based on the results, using the established Intervention and Brief Advice and AUDIT tools.	We engaged over 100 students who received advice on their alcohol risk levels through the 11 trained student ambassadors.
<u>SHAPE Sustainability Impact Projects</u>	Funded by the British Academy, we work with students studying social sciences, humanities and arts to work in groups to identify solutions to challenges facing people, the economy and the environment. A suite of training workshops and individual support guides them through the process of delivering their projects.	We worked with 4 universities in 2022-23, supporting 16 student-led projects. The experience of taking part culminates in a conference allowing students to present their projects back to their institutions.
<u>Youth Focal Points</u>	From Summer 2023, we started supporting the Department for Education Youth Focal Points for the Sustainability and Climate Change Strategy.	We're working with two young people to promote youth voice and challenge within the Department for Education, and support them to attend major events including COP.
<u>Green Schools Revolution</u>	Our three year programme of youth-led work in schools focused on delivering key parts of the DfE's Sustainability and Climate Change Strategy, including Climate Action Plans, Wilding Schools, Teach the Teacher, and support the development of the Future Forum which brings together youth representatives from across the environmental charity sector.	We started work in January 2023 after secured significant funding from #iwill, OVO and other match partners to deliver this three-year programme of work. We spent 2023 developing our delivery plans ready to launch for the 2023-24 academic year.

Inclusion and climate justice

PROJECT	DETAILS	ACHIEVEMENTS
The RACE Report	Our prestigious leadership development programme for young people aged 16-24 usually underrepresented in environmental campaigning, in association with Friends of the Earth	We published our first year report and launched data collection for year two. In the second year of the campaign, 142 charities and funders submitted data, with 140 submitting diversity data on the racial and ethnic identities of their employees.
<u>My World My Home</u>	My World My Home is a prestigious leadership development programme for young people aged 16-24 from backgrounds usually underrepresented in environmental campaigning, in association with Friends of the Earth and SOS-UK.	In 2022-23 we secured funding from The National Lottery Community Fund to develop the programme in Northern Ireland, and explore delivery outside of college settings working through youth work centres instead.
<u>Breaking the Bank</u>	Banks rely on universities and students for recruitment and reputation: we can use this to put the pressure on for our demand that they stop financing fossil fuels. We're building university campaigns across the country, each one unique to the institution and group of students.	This was the first full year of Breaking the Bank! We released research, made links with student groups, created campaign materials and road tested different campaign approaches.

PROJECT	DETAILS	ACHIEVEMENTS
<u>Invest for Change</u>	We're calling on universities to reform their investment practices to centre environmental and social justice solutions. We're working with students to engage their universities on this, as well as working directly with universities to lead this shift.	The campaign picked up a huge amount of momentum this year, for example we supported student campaigners at over 35 target universities, created a gold standard guide for asset owners as a means of engaging with senior leaders and mobilised student support for shareholder resolutions at AGMs
Green Influencers	Green Influencers is helping young people create deep, lasting and meaningful connections with the natural environment. By taking part in ambitious youth-led projects, young people learn and develop new skills that will improve their life chances, open progression routes and help inspire their local communities to take meaningful action too.	300 Green Influencers were engaged across Southampton and Norfolk, mostly from disadvantaged backgrounds across 12 schools and community organisations. Each group of young people received training and developed an environmental project or campaign, and funding to help make their ideas a reality.

appendix 2

AUDITED ACCOUNTS

**STUDENTS ORGANISING FOR SUSTAINABILITY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30TH SEPTEMBER 2023**

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH SEPTEMBER 2023

The trustees present their report with the financial statements of the charity for the year ended 30th September 2023.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charitable Incorporated Organisation number: CE017928

Registered Charity number: 1184011

Principal office:

c/o NUS Services, Snape Road, Macclesfield, Cheshire, SK10 2NZ

Trustees:

Zamzam Ibrahim	(resigned 14 February 2023)
Richard Dunne	(resigned 21 November 2023)
Ellen Fearon	(resigned 19 June 2023)
Larissa Kennedy	
Harriet Williams	
Hannah Thomas	
Serene Esuruoso	
Carole Parkes	
Dr Hazel Norman	(appointed 21 November 2023)
Scarlett Westbrook	(appointed 11 April 2023)
Emma de Saram	(appointed 11 April 2023)
Ludovico Caminati	(appointed 11 April 2023)
Chloe Ferguson	(appointed 11 April 2023)

Statutory Auditors:

Harts Limited, Westminster House, 10 Westminster Rd, Cheshire, Macclesfield SK10 1BX

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a memorandum, and was registered with the Charity Commission on 20th June 2019 as a Charitable Incorporated Organisation, governed by the proper law of England and Wales.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

**STUDENTS ORGANISING FOR SUSTAINABILITY
REPORT OF THE TRUSTEES (continued)
FOR THE YEAR ENDED 30TH SEPTEMBER 2023**

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

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

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

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees, individually, are aware:

- There is no relevant audit information of which the charity's auditors is unaware; and
- The Trustees have taken all steps that ought to have been taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

Harts Limited were appointed as auditors to the charity in the year.



.....
Dr Hazel Norman
Chair of Trustees
Date: 26th July 2024

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF STUDENTS ORGANISING FOR SUSTAINABILITY

Opinion

We have audited the financial statements of Students Organising for Sustainability (the 'Charitable Incorporated Organisation') for the period ended 30 September 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Charitable Incorporated Organisation's affairs as at 30 September 2023 and of its incoming resources and application of resources for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Report of the Trustees other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Report of the Trustees. Our opinion on the financial statements does not cover the other information and, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Report of the Trustees; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF STUDENTS ORGANISING FOR SUSTAINABILITY (continued)

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, set out on page 43, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework, that the charity operate in and how the charity is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Charities Act 2011 and the charity's governing document. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Report of the Trustees and remaining alert to new or unusual transactions which may not be in accordance with the governing documents.

The audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF STUDENTS ORGANISING FOR SUSTAINABILITY (continued)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act . Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Melissa Bowers FCCA (Senior Statutory Auditor)
for and on behalf of Harts Limited
Statutory Auditors
Westminster House, 10 Westminster Rd, Cheshire, Macclesfield SK10 1BX
Date:

STUDENTS ORGANISING FOR SUSTAINABILITY
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30TH SEPTEMBER 2023

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:					
Grants and donations	3	170,034	1,713,509	1,883,543	971,374
Charitable activities					
<i>Programme income</i>	4	689,008	-	689,008	641,720
Other trading activities	5	142,675	-	142,675	175,035
Investment income		991		991	-
Total income		1,002,708	1,713,509	2,716,217	1,788,129
Expenditure on:					
Charitable activities					
<i>Cost of programme delivery</i>	6	930,246	-	930,246	637,439
<i>Advancement of sustainability</i>	6	53,415	1,099,402	1,152,817	778,153
<i>Donations</i>		250	7,125	7,375	2,468
Total expenditure		983,911	1,106,527	2,090,438	1,418,060
Net income		18,797	606,982	625,779	370,069
Transfer between funds		(19,056)	19,056	-	-
Net movement in funds		(259)	626,038	625,779	370,069
Reconciliation of funds:					
Total funds brought forward		242,067	684,876	926,943	556,875
Net movement in funds		(259)	626,038	625,779	370,069
Total funds carried forward		241,808	1,310,914	1,552,722	926,943

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 50 to 58 form part of these financial statements.

**STUDENTS ORGANISING FOR SUSTAINABILITY
BALANCE SHEET
AS AT 30TH SEPTEMBER 2023**

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Fixed Assets					
Intangible	11	42,250	-	42,250	-
Tangible	12	24,642	-	24,642	24,054
		66,892	-	66,892	24,054
Current assets					
Debtors	13	250,402	899,127	1,149,529	324,270
Cash at bank		631,158	460,596	1,091,754	1,045,784
		881,560	1,359,723	2,241,283	1,370,054
Creditors					
Amounts falling due within one year	14	(706,644)	(48,809)	(755,453)	(467,164)
Net current assets		174,916	1,310,914	1,485,830	902,890
Total net assets		241,808	1,310,914	1,552,722	926,944
Funds					
Unrestricted				241,808	242,068
Restricted				1,310,914	684,876
				1,552,722	926,944

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Dr Hazel Norman
Date: 26th July 2024

The notes on pages 50 to 58 form part of these financial statements.

**STUDENTS ORGANISING FOR SUSTAINABILITY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023**

	Notes	2023 £	2022 £
Net cash inflow from operating activities			
Net cash generated from operating activities	(a)	97,134	354,048
Cash flows from investing activities			
Purchase of fixed assets		(51,164)	(29,645)
Net cash provided by/(used in) investing activities		(51,164)	(29,645)
Increase in cash and cash equivalents		45,970	324,403
Cash and cash equivalents at the beginning of the year	(b)	1,045,784	721,381
Cash and cash equivalents at the end of the year	(b)	1,091,754	1,045,784

	2023 £	2022 £
(a) Reconciliation of net income to net cash flow from operating activities		
Net incoming resources	625,779	370,069
Depreciation charges and non cash profit and loss on disposal of assets	8,325	6,041
	634,104	376,110
Increase in debtors and prepayments	(825,259)	(142,251)
Increase in creditors and deferred income	288,289	120,189
Net cash inflow from operating activities	97,134	354,048

	As at 30th September 2022	Cash flow	As at 30th September 2023
Net cash			
Cash at bank	1,045,784	45,970	1,091,754
Total	1,045,784	45,970	1,091,754

**STUDENTS ORGANISING FOR SUSTAINABILITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023**

1 General information

The Charity is a public benefit entity and a Charitable Incorporated Organisation ("CIO") and is registered with the Charity Charities Commission (Charity Registered Number 1184011) in England and Wales.

In the event of the Charity being wound up, each Member of the Charity is liable to contribute to the assets of the Charity such amount (but not more than £1) as may be required for the payment of debts and liabilities of the Charity contracted before that person ceases to be a Member, for payment of costs, charges and expenses of winding up, and for adjustment of the rights of the continuing Members among themselves.

The address of the registered office is c/o NUS Services, Snape Road, Macclesfield, Cheshire, SK10 2NZ. The nature of the Charity's operations and principal activities are detailed in the Trustees Report.

2 Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared to give a "true and fair" view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a "true and fair" view. This departure has involved following Accounting and Reporting by Charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective on 1 January 2019, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice, effective from 1 April 2005, which has since been withdrawn.

Students Organising for Sustainability meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are presented in sterling which is the functional currency of the Charity and rounded to the nearest pound.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for at least 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the Charity to be able to continue as a going concern.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date or on a receipts basis if earlier. In the event that a donation is subject to conditions that require a level of performance before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that those conditions will be fulfilled in the reporting period.

**STUDENTS ORGANISING FOR SUSTAINABILITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023**

Grants

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income for a specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, it's recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gift of professional services and facilities

If material on receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Services

Income from services rendered comprises the fair value of the consideration received or receivable for the sale of goods and provision of services in the ordinary course of the Charity's activities. Services income is shown net of sales/value added tax, returns, rebates and discounts.

2.4 Expenditure

All expenditure is accounted for on an accruals basis. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Expenditure relating to the provision of trading services is exclusive of VAT. All other expenditure is inclusive of irrecoverable VAT.

2.5 Tangible/ Intangible fixed assets

Fixed assets (tangible and intangible) costing £250 or more are capitalised and recognised when the future economic benefits are probable and the cost or value of the asset can be measured reliably. Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer equipment	20%	straight line method
Toolkit	10%	amortisation

2.6 Investment assets

Fixed asset investments are initially recognised at their transaction cost and are subsequently measured at fair value at each reporting date, with changes in fair value recognised in the statement of financial activities. Unlisted investments are held at cost less impairment.

2.7 Financial instruments

The Charity does not have a material holding in complex financial instruments. The Charity only holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Debtors - trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Liabilities - trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost. Taxation and social security are not included in the Financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

**STUDENTS ORGANISING FOR SUSTAINABILITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023**

2.8 Debtors

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

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2.12 Critical accounting estimates and areas of judgment

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on the amounts recognised in the financial statements:

- Depreciation rates for tangible assets
- Support cost allocation

2.13 Pension costs and other post-retirement benefits

The Charity operates a defined contribution pension scheme. Contributions payable to the Charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2.14 Taxation

The charity carries on activities which are exempt from corporation tax and income tax. Irrecoverable Value Added Tax is included with the expenditure to which it relates.

3 Income from donations

For the year ended 30th September 2023

Donations and gifts
Grants

Unrestricted funds	Restricted funds	Total funds
£	£	£
149,734	19,240	168,974
20,300	1,694,269	1,714,569
170,034	1,713,509	1,883,543

**STUDENTS ORGANISING FOR SUSTAINABILITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023**

Income from donations - continued	Unrestricted funds	Restricted funds	Total funds
	£	£	£
<i>For the year ended 30th September 2022</i>			
Donations and gifts	66,878	16,529	83,407
Grants	51,226	836,741	887,967
	118,104	853,270	971,374

4 Income from charitable activities	Unrestricted funds	Restricted funds	Total funds
	£	£	£
<i>For the year ended 30th September 2023</i>			
Programme delivery income	689,008	-	689,008
Delegate income	-	-	-
	689,008	-	689,008
<i>For the year ended 30th September 2022</i>			
Programme delivery income	639,450	-	639,450
Delegate income	2,270	-	2,270
	641,720	-	641,720

5 Other trading activities	Unrestricted funds	Restricted funds	Total funds
	£	£	£
<i>For the year ended 30th September 2023</i>			
Training courses, speaking fees and other	142,675	-	142,675
	142,675	-	142,675
<i>For the year ended 30th September 2022</i>			
Training courses, speaking fees and other	168,620	6,415	175,035
	168,620	6,415	175,035

6 Investment income	Unrestricted funds	Restricted funds	Total funds
	£	£	£
<i>For the year ended 30th September 2023</i>			
Interest	991	-	991
	991	-	991
<i>For the year ended 30th September 2022</i>			
Interest	-	-	-
	-	-	-

STUDENTS ORGANISING FOR SUSTAINABILITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023

6 Expenditure on charitable activities

		Unrestricted funds	Restricted funds	Total funds
		£	£	£
<i>For the year ended 30th September 2023</i>				
Cost of programme delivery				
Programme costs		49,244	-	49,244
Venue costs		20,638	-	20,638
Wages and salaries		563,694	-	563,694
Social security costs		48,937	-	48,937
Pension costs		31,286	-	31,286
Support costs	note 7	216,447	-	216,447
		930,246	-	930,246
Advancement of sustainability				
Project costs		-	51,001	51,001
Venue costs		-	12,893	12,893
Wages and salaries		-	655,622	655,622
Social security costs		-	94,092	94,092
Pension costs		-	58,580	58,580
Support costs	note 7	53,415	227,214	280,629
		53,415	1,099,402	1,152,817
		983,661	1,099,402	2,083,063
<i>For the year ended 30th September 2022</i>				
Cost of programme delivery				
Programme costs		26,626	-	26,626
Venue costs		-	-	-
Wages and salaries		348,884	-	348,884
Social security costs		34,685	-	34,685
Pension costs		19,583	-	19,583
Support costs	note 7	207,661	-	207,661
		637,439	-	637,439
Advancement of sustainability projects				
Direct project costs		61,936	43,577	105,513
Venue costs		2,240	2,027	4,267
Wages and salaries		127,904	219,175	347,079
Social security costs		12,716	16,828	29,544
Pension costs		7,179	9,013	16,192
Support costs	note 7	38,220	237,338	275,558
		250,195	527,958	778,153
		887,634	527,958	1,415,592

STUDENTS ORGANISING FOR SUSTAINABILITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023

7 Support costs

	Unrestricted funds	Restricted funds	2023	2022
	£	£	£	£
Management (see note 8 'Support staff costs')	45,164	77,180	122,344	277,440
Finance costs	1,051	143	1,194	657
Information technology costs	46,821	7,378	54,199	25,683
Insurance	11,852	-	11,852	7,157
Accounting and legal costs	13,808	3,280	17,088	25,307
Auditors remuneration (Governance costs)	5,400	-	5,400	4,000
Office costs	32,588	8,441	41,029	28,842
Human resources	32,435	30	32,465	11,870
Other costs	80,743	130,762	211,505	102,263
	224,698	150,034	374,732	205,779
	269,862	227,214	497,076	483,219
Programme costs	216,447	-	216,447	207,661
Project costs	53,415	227,214	280,629	275,558
	269,862	227,214	497,076	483,219

8 Staff costs

	Unrestricted funds	Restricted funds	2023	2022
	£	£	£	£
Support staff costs				
Wages	32,278	55,160	87,438	238,478
Social security costs	3,928	6,712	10,640	22,757
Pension costs	8,958	15,308	24,266	16,205
	45,164	77,180	122,344	277,440
Total staff costs (including support staff)				
Wages			1,306,754	934,441
Social security costs			153,669	86,986
Pension costs			114,132	51,980
			1,574,555	1,073,407
The average number of employees, including management, during the period was:			52	39

The number of employees received emoluments in excess of £60,000 was as follows:

	2023	2022
Salary from £60,000 to £69,999	0	1

The charity averaged 38 full time earnings (FTE) staff over the year. Excluding student staff, the lowest paid basic salary was £25,522, and the highest paid basic salary was £59,274. The median basic salary was £33,762. The gender pay gap was 19.8% and the ethnicity pay gap was 15.5%. Pay gaps are based on mean rather than median values.

**STUDENTS ORGANISING FOR SUSTAINABILITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023**

9 Trustees' and key management remuneration and benefits

Trustees

There were no trustees' remuneration or other benefits for the period ended 30 September 2023 (2022: £nil)

There were no trustees' expenses paid for the period ended 30 September 2023 (2022: £nil).

Key management

Total key management remuneration and benefits for the period ended 30th September 2023 was £357,311 (2022: £289,033)

10 Intangible fixed assets

	Software
	£
Cost	
As at 30th September 2022	-
Additions	45,000
As at 30th September 2023	<u>45,000</u>
Amortisation	
As at 30th September 2022	-
Amortisation for the year	2,750
As at 30th September 2023	<u>2,750</u>
Net Book Value	
As at 30th September 2022	-
As at 30th September 2023	<u><u>42,250</u></u>

11 Tangible fixed assets

	Computer equipment
	£
Cost	
As at 30th September 2022	30,207
Additions	6,163
As at 30th September 2023	<u>36,370</u>
Depreciation	
As at 30th September 2022	6,153
Charge for the year	5,575
As at 30th September 2023	<u>11,728</u>
Net Book Value	
As at 30th September 2022	24,054
As at 30th September 2023	<u><u>24,642</u></u>

STUDENTS ORGANISING FOR SUSTAINABILITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023

12 Debtors

	2023	2022
	£	£
Trade debtors	248,158	170,771
Other debtors	519	5,317
Prepayments and accrued income	900,852	148,182
	1,149,529	324,270

13 Creditors amounts falling due within one year

	2023	2022
	£	£
Trade creditors	27,666	86,805
Social security and taxation	125,264	52,789
Other creditors	9,246	12,724
Accruals and deferred income	593,277	314,846
	755,453	467,164

14 Movement in funds

	As at 30th September 2022	Incoming resources	Resources expended	Transfers	As at 30th September 2023
	£	£	£	£	£
Unrestricted fund					
General	242,067	1,002,708	(983,911)	(19,056)	241,808
Restricted funds					
Total restricted funds (note 15)	684,876	1,713,509	(1,106,528)	19,056	1,310,913
Total funds	926,943	2,716,217	(2,090,439)	-	1,552,721

15 Movement in restricted funds

Movements for 2023

	As at 30th September 2022	Incoming resources	Resources expended	Transfers	As at 30th September 2023
	£	£	£	£	£
Mock COP and 1.5 Degrees	111,276	-	(111,276)	-	-
Students for Trees	-	-	(15,991)	15,991	-
Banking with Who	32,332	-	-	(32,332)	-
Teach the Future	-	35,500	(35,500)	-	-
Red WOLF	-	28,530	(29,336)	806	-
Student Eats	9,526	-	(9,526)	-	-
Invest for Change	17,532	-	-	(17,532)	-
My World My Home	9,582	-	-	-	9,582
Farming for Carbon and Nature	114,934	19,139	(80,443)	-	53,630
Green Erasmus	28,523	8,161	(36,324)	-	360
Green Mentors	9,578	18,567	(28,145)	-	-
Race for Nature	6,075	11,855	(9,018)	-	8,912
KM Fund	20,000	7,000	(28,829)	1,829	-
The RACE Report	57,975	12,000	(99,289)	-	(29,314)
Farming the Future	54,599	35,704	(34,553)	-	55,750
Friends Provident	19,976	156,961	(58,053)	17,532	136,416
Breaking the Bank	90,559	68,988	(52,324)	32,332	139,555
Hedgehog Friendly Campus	72,162	75,092	(77,592)	-	69,662
Homes Fit for Study	30,247	73,289	(92,723)	-	10,813
NEIRF	-	86,427	(86,427)	-	-
Carried forward	684,876	637,213	(885,349)	18,626	455,366

STUDENTS ORGANISING FOR SUSTAINABILITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023

Brought forward	684,876	637,213	(885,349)	18,626	455,366
Teach the Teacher	-	348,850	(117,418)	-	231,432
I Will Fund	-	569,505	(78,284)	-	491,221
New to Nature	-	5,441	(5,871)	430	-
Green Schools Revolution	-	152,500	(19,606)	-	132,894
Total	684,876	1,713,509	(1,106,528)	19,056	1,310,913

The Trustees report provides further explanation of the activities of these restricted funds.

Movements for 2022

	As at 30th September 2020	Incoming resources	Resources expended	Transfers	As at 30th September 2022
		£	£	£	£
Mock COP and 1.5 Degrees	126,496	70,591	(85,811)		111,276
Students for Trees	-	1,150	(6,257)	5,107	-
Banking with Who	32,332	-	-	-	32,332
Teach the Future	29,003	51,959	(87,965)	7,003	-
Red WOLF	5,016	9,015	(15,892)	1,861	-
Student Eats	9,526	-	-		9,526
Invest for Change	16,835	697	-		17,532
My World My Home	12,898	15,000	(18,316)		9,582
Farming for Carbon and Nature	55,056	132,160	(72,282)		114,934
Green Erasmus	14,926	15,158	(1,561)		28,523
Green Mentors	20,337	32,374	(43,133)		9,578
Race for Nature	18,913	81,828	(94,666)		6,075
KM Fund	-	20,000	-		20,000
The RACE Report	-	59,225	(1,250)		57,975
Farming the Future	-	55,015	(416)		54,599
Friends Provident	-	70,048	(50,072)		19,976
Breaking the Bank	-	116,335	(25,776)		90,559
Hedgehog Friendly Campus	-	74,330	(2,168)		72,162
Homes Fit for Study	-	54,800	(24,553)		30,247
Total	341,338	859,685	(530,118)	13,971	684,876

16 Related party transactions

There were no related party transactions during the year.

17 Volunteers

The charity utilises the services of volunteers whom are an integral part of the operation of the charity. The value in-kind of their free labour cannot be accurately calculated.