

Trustee report and annual accounts

2023-24



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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, what we're working for, and what we've done in 2023-24 to help us achieve this. We also share our reflections on our work, and our intentions for 2024-25. Our annual accounts are also provided.

Our 2023-24

The urgency of the climate and nature crisis has never been clearer.

Once again, the [2024 Living Planet Report](#) confirmed that every global indicator tracking the state of nature is in decline, reinforcing the scale of the challenge ahead. Despite a record number of national elections in 2024 and overwhelming public demand for action (with our student movement right at the head of that action), climate and nature were sidelined in political debates.

Political instability in Congo, Palestine, Sudan and Ukraine continues to push millions into humanitarian crises, exacerbated by climate change. Three decades ago, 44% of conflicts occurred in climate-vulnerable states; today, that figure has risen to 67% ([International Rescue Committee](#)). It has never been more imperative for our fight for climate justice to be both intersectional and layered.

We witnessed devastating fires across Angola and the Democratic Republic of Congo, unprecedented levels of flooding across Thailand and Malaysia, and Hurricane Beryl affected tens of thousands of farmers and civilians across Jamaica. This year, those residing in the West have felt the impacts also, notably storms and flooding across Spain and wildfires across Los Angeles.

And still, as always, in the face of these challenges, students have been at the forefront of change. Education remains one of our most powerful tools for change - and at SOS UK, we champion students not as followers, but as leaders.

This commitment is evident across everything we do - whether it's putting climate education firmly on the political agenda during the general election, or bringing universities, colleges, and schools together to tackle the nature crisis through student-led action on campus and in their local community.

In 2023–24, we engaged more students than ever before - over 600,000! And we know that the drive to create a better future doesn't stop when students leave education. That's why we're working to make climate and nature action inclusive and accessible to everyone, regardless of background or identity. Our data transparency campaign, The RACE Report, is pushing for a more racially and ethnically diverse and inclusive environmental sector - and in 2023–24, a record 161 organisations took part.

Our impact is only possible because of the people behind it - our dedicated staff, volunteers, funders, and partners. Your continued support has helped turn ambition into action and strengthens this growing movement for climate and nature action. Thank you for being part of it.

Amira Campbell | SOS UK President and Trustee

2. Our story

Our mission

We're on a mission to transform education so people protect our climate and nature.

Our education system helped cause the climate and nature crisis, but now we're making it the solution. We are working to make sure everyone develops a commitment to protecting the earth and puts it to work - whether it's at school, university or in their careers. By empowering students and educators to build a better world, we can transform the lives of generations to come.

We empower students to lead, supporting them so they don't have to fight for change alone. We unite people from every background, inside and outside education, because protecting our earth matters to each and every one of us.

Our students don't just drive change at school, college or university but for decades to come, as workers, employers and community members. We're creating climate and nature protectors in every community. And they mobilise countless others, changing our country, and even our world, for the better.

The need for action

- 89% of higher education students want where they study to incorporate and promote sustainable development.
- 76% of UK adults think it's important to prepare children and young people to climate change at school.
- Only a third of secondary teachers say climate change is embedded in their subject's curriculum in a meaningful and relevant way, falling to 21% saying this about the nature crisis.
- 60% of students in further or higher education say they find themselves thinking and worrying what the world will be like in future because of climate change.
- Schools and universities create 36% of the UK's public sector building emissions.

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.

Our background

SOS-UK was born from the student movement, leading on sustainability within the National Union of Students before becoming an independent charity in 2019 to tackle the climate and nature crises through education. We've built on that foundation by combining grassroots mobilisation with systemic change.

This report outlines the progress we've made in 2023–24 to set us on a footing towards achieving our goals.

3. Our aims and how we'll achieve them

To achieve our mission, we're working to:

1. Change the way we teach, what we learn and how that's assessed so climate and nature are a priority

Sustainability should be a core thread woven through every subject, not treated as a standalone topic. Every student should have the opportunity to become a sustainability-literate learner, and every subject should help them understand and respond to the challenges our world is facing.

We work to support systemic change in education, helping teachers and institutions embed sustainability in a meaningful, relevant, and solutions-focused way—across both pre-16 and post-16 settings.

Our aim is for students to not just learn about sustainability, but to develop the skills and confidence to apply that knowledge in real life. Education shouldn't just prepare young people to pass exams—it should equip them to make a difference.

2. Making sure our places of learning show what's possible - empowering us to support nature, the climate, and the communities most affected

We know that it's not just in classrooms and lecture theatres that the knowledge, skills, values and competences needed for a more sustainable society are developed. They're shaped by the wider environment in which learning happens.

That's why we believe **the entire education system - not just what is taught, but how institutions operate - should be aligned with the goals of sustainability and climate justice.**

Our work focuses on reshaping the culture, policies, and physical spaces of education providers so that they model the principles they teach. From the design of campuses to the decisions institutions make, we want to see sustainability embedded throughout.

This same principle drives our programmes and campaigns that give students the chance to engage with sustainability in real and practical ways - building the competences they need to contribute to a fairer, more sustainable future.

3. Ensure students from every background can play their role in protecting and building a better world

We believe that meaningful change happens when students are not just learning about sustainability but actively leading it. Through this leadership, they gain the knowledge, skills, and values needed to become thoughtful and effective changemakers. Sustainability shouldn't be something done for students - it should be shaped by them, in collaboration with their institutions and communities.

Our research highlights a serious gap in racial diversity within the environmental sector. At the same time, there's strong evidence that the impacts of environmental degradation and climate inaction fall hardest on communities facing discrimination and marginalisation. That's why we're working to address this imbalance by embedding inclusion across all areas of our work - recognising the intersections between environmental issues and wider inequalities.

To achieve our aims, our work sees us delivering programmes, campaigns, training, events and research that:

- Empowers people – students and staff - across our education system to discover their unique role in protecting our planet by developing the values, skills and knowledge needed.
- Helps organisations across the education sector to respond to the climate and nature crises - from our schools, colleges and universities to qualification and professional bodies.
- Supports students to work together, channelling their passion to make sure our leaders and decision makers prioritise climate and nature.

We're proud that our work is led or supported locally by students, in keeping with our goal of ensuring students from every background can play their role in protecting and building a better world. We are the support crew, doing whatever we can to help students ensure their projects and campaigns are successful and impactful.

“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.”

Jamie Agombar | Executive Director

4. Our impact

4.1 In numbers...

Through working towards our goals, in 2023-24 we...

- Engaged over **612,700** students
- Supported over **7,100** staff
- Worked with over **2,700** organisations
- Delivered over **570** opportunities and activities
- Enabled over **34,100** actions by organisations

Next, we look at what we’ve achieved against our three aims in 2023-24.

4.2 We’re changing the way we teach, what we learn and how that’s assessed so climate and nature are a priority

We’re focused on embedding sustainability and climate justice throughout the curriculum - from early years to adult education - so that teaching and learning across all subjects reflect the urgency of the climate and ecological crisis in an inclusive and equitable way.

Through system-level campaigns and whole-institution change programmes, we support educators and institutions to integrate sustainability into curriculum design and delivery. Our goal is to ensure that all learners, regardless of their pathway, develop the knowledge, skills, values, and competencies needed to understand complex global challenges and contribute to a more just and sustainable future.

Read highlights of our work in 2023-24 in our examples here or find out about our full suite of education work in section 9.


Teach the Future's student campaigners empowered young people to drive curriculum reform by evaluating parliamentary candidates on their commitment to climate education. Creative report cards highlighted each candidate's level of ambition for integrating climate into the education system. To support this work, accessible resources were shared to help young people confidently engage with local candidates - at hustings and on the doorstep - about climate action and educational reform.


Beyond directly engaging with candidates, Teach the Future encouraged young people to leverage their networks by urging the adults in their lives to add pressure on political leaders through letter-writing and pledging.

In the lead-up to the election, Teach the Future, along with the Ministry for Eco Education, also hosted Bridget Phillipson MP at Corbridge Secondary School, where student leaders and teachers showcased climate-integrated teaching in action. The visit featured projects such as **Tracked Changes: A Curriculum for a Changing Climate** and the **Teach the Teacher** campaign - demonstrating the power of youth-led efforts to reform education and prepare schools for a sustainable future.

Our campaign highlights include:

 **286** political candidates graded on climate education and school decarbonisation.

 Mobilised **750** supporters to email their candidates, urging them to "speak up for climate-friendly schools".

 **3,222** people signed a pledge demanding that "schools need investment NOW!", supporting Let's Go Zero's campaign for increased funding to retrofit and rebuild school buildings.

"So many organisations say they value students and young people but don't actually give you that feeling of support when you join them: you still feel ignored and side-lined, but SOS-UK isn't like that. I haven't met anyone who hasn't gone above and beyond to help student volunteers and staff - it's like SOS-UK is full of adults who haven't forgotten what it's like to be a young person/student."

Nico King | SOS-UK student staff



Harnessing the opportunity of the General Election, Teach the Future mobilised young people to push for curriculum reform and school decarbonisation through a climate education report card campaign, helping make climate and sustainability education a live election issue.

Responsible Futures is a whole-institution supported change programme and accreditation mark to embed sustainability across all aspects of student learning.

Partnering with the International Association of Universities (IAU), and our cohort of university staff and students we collaborated to create a comprehensive international Responsible Futures framework, integrating sustainability across teaching and learning with a whole-institution approach tailored to local contexts. Our cohort exchanged knowledge and experience throughout the year, and trialled four audits with 36 student auditors, evaluating over 200 framework criteria, demonstrating the power of collaborative sustainability education.

Our key outcomes from the pilot include:

- 🎓 Students and staff **developing skills** through training, workshops and their overall Responsible Futures experience.
- 🔗 Approaches to learning for sustainability across the institutions are becoming more **‘joined-up’**.
- 🧑‍🎓 **Student leadership** in sustainability education work has increased, and enhanced.
- 📊 Institutions have developed a baseline understanding of existing sustainability education efforts through the audits, and captured student **recommendations for progress**.

💬 Taking part has fostered **constructive dialogue** between students and senior leaders on sustainability and climate justice.

“I'm really grateful to have had the opportunity to participate in such an eye-opening and rewarding experience. Ultimately, Responsible Futures showed that progress is possible, but it requires continued momentum, collaboration, and institutional commitment to truly embed sustainability into every aspect of [student learning].”

Student auditor

Responsible Futures International is now open to universities and colleges worldwide. We will continue to collaborate with participants and their students to refine the programme. We will continue to prioritise student voices, local cultures and lived experience to ensure the programme supports meaningful change, staying relevant to the evolving sector and the urgent need for Education for Sustainable Development (ESD).



Throughout 2023-24, students and staff from seven universities worldwide teamed up to co-create and pilot a global version of the UK focused Responsible Futures programme. By drawing on diverse experiences and priorities, the outcome is a programme ready to drive sustainability education across universities worldwide.

Our achievements in 2023-24 include:

- Our pilot of **Responsible Futures** International, in collaboration with the International Association of Universities (see page 8) confirmed the strength of the Responsible Futures approach for us, built up over a decade of delivering the programme in the UK. In that time, it has supported more than 3,000 actions taken in partnership between universities and their students - from volunteering opportunities and climate events to meaningful changes in the formal curriculum.

A central part of the programme is the student-led audit, facilitated by SOS-UK, which assesses how institutions are delivering Education for Sustainable Development (ESD). This process not only offers valuable feedback but also helps strengthen the relationship between students and their universities, encouraging deeper involvement with sustainability both in their studies and beyond.

- The **Teach the Future** General Election campaign (see page 6) focused on calls for strengthening climate education and championing more climate-friendly schools. The campaign encouraged widespread participation and built strong momentum around our core policy asks.

Our campaign helped keep climate education on the political agenda and in a positive development, the government announced in September 2024 an additional £1.4 billion in funding for school rebuilding - a step toward creating learning environments that are both sustainable and fit for the future.

- **Professional, Statutory and Regulatory Bodies** (PSRBs) are uniquely positioned to influence the future of the workforce. By setting the standards for qualifications in fields like medicine, engineering, science, and the creative industries, they have the power to ensure sustainability becomes a core competency across professions. In February 2024, we hosted a high-level consultation, bringing together key voices from PSRBs, young people, education providers, and employers. The focus was on how to accelerate the integration of sustainability into professional education and training. The consultation led to the publication of a report outlining a shared, achievable ambition for sustainability in professional education, alongside practical actions that organisations across sectors can take immediately. Following the event, a team of **student staff** has continued to work with PSRBs, supporting efforts to embed sustainability into subject standards and professional expectations. This work is helping to drive a long-term shift towards more sustainable practices across both the education sector and the wider workforce.

Things we learnt about our curriculum change work this year include:

- Through our **Green Schools Revolution** project, we've gained valuable insights into how best to engage schools in sustainability education. While challenges such as teacher workload and strike action limited participation in some areas, these experiences have helped us refine our approach to working with schools more effectively.
- We've adapted our methods to better support teachers under pressure, focusing on efficient, flexible engagement strategies that fit into their demanding schedules. We've also broadened our reach by connecting with educators outside traditional school settings, such as through Initial Teacher Education (ITE) programmes and education-focused events. These improvements are strengthening the foundations for long-term impact, allowing us to engage more educators with fewer barriers - and helping ensure that sustainability becomes a meaningful part of teaching and learning.

4.3 We're making sure our places of learning show what's possible - empowering us to support nature, the climate, and the communities most affected

Learning for a sustainable future doesn't happen only in classrooms - it's also influenced by the broader environment students learn in. That's why we believe sustainability and climate justice should be embedded across the whole education system, not just in the curriculum but in how institutions function day to day.



We reach students and staff through creating opportunities that recognise people's lived experiences. How we work, study, travel, and consume plays a vital role in shaping our understanding of sustainability and ability to lead change.

We approach engagement with the understanding that lifestyle change, and system change are interdependent. Both are needed if we are to respond meaningfully to the climate and nature crises.

At the heart of our work is a commitment to supporting individuals and teams to become active agents of change. Often, our programmes are the first step on someone's sustainability journey - sparking interest, building confidence, and encouraging further action. By doing so, we help develop the next generation of campaigners and changemakers, capable of challenging the status quo in their institutions and in society more widely.


Read highlights of our work in 2023-24 in our examples [here](#) or find out about our full suite of engagement work in section 9.


Wilding Campuses is a pilot programme, bringing people, plants and wildlife to UK campuses. Working with three education institutions across urban Nottinghamshire, we're supporting young people from underserved backgrounds to make positive changes for nature in the places they study.


The UK is among the least biodiverse countries in the world, and Nottinghamshire reflects this national trend, having lost 97% of its flower-rich meadows and 90% of its heathland since the 1920s. Alongside this, our research shows that 19% of students report lacking access to nature, while 64% want their place of study to offer more opportunities to connect with the natural world.


Over a two-year period, funded by the National Lottery Heritage Fund, we are supporting the University of Nottingham, Nottingham College, and Bluecoat Aspley Academy to create more wildlife-friendly campuses. The project empowers students, staff and local communities to lead nature recovery efforts where they live and learn whilst also reconnecting with the natural world. A key aim of Wilding Campuses is inclusion. The programme works to involve those often excluded from nature - people from working-class backgrounds, people of colour, disabled people, student carers, and those on non-environmental courses- ensuring everyone has a voice and role in shaping greener, more accessible campuses.

Since launching in May 2024:


 **New local project managers** have been appointed at each site.

 Project teams have **developed habitat plans** in partnership with Nottinghamshire Wildlife Trust.

 Activities so far have included **wildflower sowing, outdoor yoga sessions, gardening for mental health and a nature art show** led by SEND students.

 **Over 100** young people have been directly engaged, with many more reached through campus-wide outreach.

Coming next are:

 A rewilding podcast featuring staff from across the partnership is among the activities coming up for the programme, along with...

 Student-led biodiversity monitoring to assess changes in wildlife.

“In a time of natural decline, our students have planted native species to supercharge habitat growth that connects existing and future generations of students with local nature they otherwise wouldn’t have had. Wilding Campuses project, has connected industry professionals together who have inspired many of our students to lead from the front, make a difference and reverse natural decline within our campus.”

Ben Wright, Biodiversity Officer at Bluecoat Aspley Academy.

Given the early success of the pilot we’re already planning on expanding to include new regional partnerships from September 2026.

For many, moving into student accommodation marks their first experience living away from home. During this transition, students often need guidance on how to live independently—and sustainably. **Student Switch Off** supports them through this change, helping embed sustainable habits from day one.

The initiative focuses on engaging all students, not just those already environmentally aware. Through practical tips, interactive activities, and tailored advice, the programme offers accessible ways to live more

sustainably in halls and student residences. This early intervention helps set positive behaviours that last throughout university and beyond.

In the 2023–2024 academic year, **Student Switch Off** reached over **94,000 students** across the UK, Europe, Australia and the US. Engagement included:

- 🧠 Over **4,000 students** taking part in sustainability quizzes and competitions.
- 🏠 More than **3,000 students** directly engaged during on-campus visits.
- 🌐 Nearly **200 trained volunteers**, building their employability skills and equipping them to complete accommodation assessments and encourage their peers to take action.



Student Switch Off focuses on supporting students to take sustainable action in their residences. Now running for 18 years and involving 1.6 million students, the multi award-winning programme builds students' sustainability knowledge, enhances skills and mobilises them to lead on sustainability initiatives resulting in quantifiable energy, waste and water reductions.

Our programme is seeing real impact with:

- 💡 **79%** of participants reported taking action to save energy in their daily lives.
- 👤 **57%** encouraged others to act on climate issues.
- 📅 Over **90%** said they plan to continue these actions long term.

“Student Switch Off is a really great initiative. I’d encourage everyone to get involved - regardless of their degree or stage of education. Having a diversity of responses and solutions to the climate crisis helps us tackle the problem from all angles.”

Student volunteer, 2024

As each academic year begins, we’re excited to inspire another generation of students to lead sustainable, empowered lives.

Our achievements in 2023-24 include:

- **We’ve continued to create opportunities for students to gain real-world experience that builds their skills and supports their future pathways into sustainability-focused action.** Through our long-standing engagement programmes - Green Impact, Fairtrade Universities and Colleges, and Hedgehog Friendly Campus - we trained 870 students to carry out sustainability and nature-related audits across schools, universities, healthcare organisations, and heritage sites. These experiences help students develop practical skills and confidence, preparing them to become future sustainability leaders. At the same time, over 1,600 organisations took part in these programmes, involving more than 3,200 staff. These workplace learning opportunities not only support individual development but also contribute to a broader culture shift - helping education institutions embed sustainability into their day-to-day operations.
- **It was a strong year for our work on nature.** Through **Hedgehog Friendly Campus**, we awarded 87 accreditations to participating schools, colleges, and universities. We delivered assemblies to over 17,500 school children, encouraging action for nature on campuses. As a result, more than 2,000 hedgehog-friendly trees were planted, and around 200 signs of hedgehog activity were recorded - clear indicators of growing engagement and impact.

We also secured two years of funding to launch **Wilding Campuses** - a partnership between SOS-UK and a university, college, and school in Nottingham. The project aims to increase the abundance and diversity of local species, enhance habitats, and empower students, staff, and young people - especially those traditionally excluded from nature - to help tackle the ecological crisis. Our Farming for Carbon and Nature pilot also progressed well. Following a positive relationship with our funder, we received extension funding to continue our work with universities and their tenant farms. We hosted a successful event, bringing together senior sustainability staff from 22 institutions to help shape the next phase of the programme, ensuring it reflects the needs and realities of the sector.

- Through **Green Campus Revolution**, our biggest student engagement campaign, we reached over 112,000 students with our messaging around energy efficiency and sustainability. In addition, a further 330,000 students were engaged through our work on smart meters and fuel poverty support — highlighting the intersection between sustainability and student wellbeing. Recognising the real and immediate challenges students face around energy and housing, we sought funding specifically designed to address these issues. We were pleased to secure support from the National Lottery Community Fund for a five-year programme - **Student Energy Action for Life (SEAL)** - which will help students in the private rented sector better understand and navigate the energy system.

- Our **ethical finance work continues to grow in strength and influence**, driving change both within higher education institutions and more widely across society. Through our **Invest for Change** campaign, we are challenging universities to align their investments with the interests of young people, frontline communities, and the planet. Thanks to our contribution to student-led campaigning efforts, nearly two-thirds of UK universities have now made commitments to divest from fossil fuels. Building on this momentum, we delivered our most successful summer training programme yet, equipping around 60 sabbatical officers and student campaigners with the skills and confidence to organise effectively and push for more responsible investment practices within their institutions. Our **Breaking the Bank** campaign helped catalyse a major policy change at Barclays, bringing the bank into closer alignment with sector-wide fossil fuel financing standards and ending their position as outliers among their peers.

Things we learnt about our work this year include:

- Ongoing budget and staffing cuts across the higher and further education sector have made it increasingly difficult for institutions to prioritise sustainability. In response, we've adapted our pricing models and support offers to remain accessible, while continuing to provide high-quality solutions. We know our work must remain valuable and relevant, and we're committed to ensuring our programmes offer clear co-benefits—such as improved wellbeing and stronger team cohesion—that go beyond sustainability outcomes alone.
- Following the success of **Hedgehog Friendly Campus**, we've seen growing interest from institutions in taking broader and more ambitious action on biodiversity. In response to this demand, we are developing a new programme - **Nature Friendly Grounds** - which will support institutions in creating and managing more biodiverse, nature-positive campuses.

4.4 Ensure students from every background can play their role in protecting and building a better world

At the heart of our work is the belief that **sustainability must be inclusive, representative, and just**. We know the impacts of climate change and ecological degradation are not felt equally. Marginalised communities often bear the brunt of environmental harm while facing the greatest barriers to participating in the solutions.

Our focus is on dismantling these inequities - ensuring that those shaping the future of our planet reflect the full diversity of the communities they serve. We are committed to creating pathways for students and emerging professionals who aspire to build careers that address the climate and ecological crises. No one should be held back by systemic barriers related to ethnicity, gender identity, sexual orientation, disability, socio-economic background, or any other characteristic.

Our approach spans both the education sector and professional arenas. By connecting these spheres, we aim to tackle the root causes of exclusion and inequality that hinder progress toward climate justice, addressing structural issues that limit who gets to lead, who benefits, and who is heard.







The RACE Summit 2024

The inaugural RACE Summit in July 2024, hosted at University College London with partners Diverse Sustainability Initiative and Wildlife and Countryside Link, brought together people from across the environmental charity sector to champion diversity and inclusion.


Read highlights of our work in 2023-24 in our examples here or find out about our full suite of inclusion and climate justice work in section 9.

The RACE Summit was a landmark event in both scale and ambition, bringing together a wide range of voices to have honest conversations and co-create meaningful solutions for advancing inclusion in the environmental charity sector. By creating a supportive space for people of colour and showcasing real-world change initiatives, the summit highlighted the power of dedicated spaces for collaboration, reflection, and shared learning.

Our goals were to:

-  Provide a **platform for racially and ethnically minoritised people** to share experiences at all career stages.
-  Enable delegates to work together to develop **practical tools for greater inclusion**.
-  Inspire change by showcasing **real-life initiatives making a positive impact**.
-  **Support people across the sector to build networks and make connections** from HR and EDI professionals to senior leaders, and emerging talent.

Key outcomes include:

- ☒ Delegates left with **clear, actionable steps** to improve diversity and inclusion.
- ☐ The summit created a **supportive network** for people of colour and allies in the sector.
-  The event **sparked ongoing conversations** between participants and a shared drive for sector-wide change.

And feedback from participants showed us the impact of the summit:

“It was inspiring to see so many organisations from the industry show up, be active in the conversation and want to deliver real change. It also felt to me that lots of organisations had similar issues, lacking knowledge on what actions can really drive impact. I think we need more opportunities like this for leaders to listen to other leaders with lived experience.”

“The most Black and brown people I have seen in one room since I started working in the environmental sector!”

Following this success, we’re planning to return for the second RACE Summit in 2025.








Teach the Teacher

Teach the Teacher has continued to grow over the past year, with strong engagement, tangible impact, and deepened partnerships. The programme has supported more students than ever to have meaningful conversations with their educators about climate and sustainability education.

Teach the Teacher helps equip primary and secondary school students with the skills and knowledge to engage their teachers and local trainee teachers on climate change and the need for climate education for all.

This year, **Teach the Teacher** significantly expanded its reach and influence, supporting more students and educators than ever before to engage meaningfully on climate and sustainability education. The programme continues to evolve, with new partnerships, strategic developments, and increasing visibility across the education sector.

Our key achievements include:

-  Engaged **260 educational institutions** to date, with **192 students** delivering training sessions to **960 teachers**.
-  We successfully evolved the delivery of the project through integrating lessons into initial teacher education pathways. Increasing our presence at education sector events also helped us reach more teachers.
-  Forming strong local partnerships means we're reaching schools across towns and counties, for example in South Lanarkshire, **100** students across **16** schools joined an training session facilitated by the local council.
-  We've secured media coverage, amplifying our message on the need for better climate education across the UK and beyond.
-  We 'taught an MP'! **Bridget Phillipson MP**, now Secretary of State for Education, joined our Teach the Teacher session at Corbridge Middle School, helping us put climate education on the national policy agenda as well as promoting it within schools.

Looking ahead, we'll continue to strengthen our integration into initial teacher education, grow strategic partnerships, and increase participation in education events - helping ensure more educators are equipped to teach about the climate and nature crisis.

Our achievements in 2023-24 include:

- **The RACE Report 2024** prompted all of the UK environmental charity sector's largest employers to publicly commit to greater transparency and accountability on racial and ethnic diversity and inclusion in a year that saw 161 organisations in total submit data to the campaign. We also launched the inaugural **RACE Summit**, bringing together over 140 delegates, from students and campaigners to HR staff and senior leaders, to collaborate on building a more inclusive and representative environmental sector.
- In the last year we've also been central to a significant step toward embedding youth voice in national policy on climate and education. The launch of the Department for Education's **Youth Focal Point for Climate Change and Sustainability** scheme saw two young people appointed to play an active role in shaping the department's approach to sustainability and ensuring decisions reflect the perspectives of students. SOS-UK provides ongoing mentorship, coaching, and practical support to both Youth Focal Points, helping them grow in confidence and influence.

Things we learnt about our work this year include:

- We launched a new engagement offering through **The RACE Report**, creating spaces for shared learning and knowledge exchange among participating organisations. While participation levels varied, the depth and quality of the discussions were meaningful and highly valued by those who attended. There was frequent feedback that further support and networking opportunities would be beneficial. We recognise that a structured support programme could further strengthen participation in The RACE Report in future and also aid institutions in progressing their work on EDI. We'll explore options for offering wider support beyond our existing offer.

- **The RACE Summit** 2024 successfully brought together individuals working across the environment, climate, sustainability, and nature sectors. As a student-facing organisation, we are now focused on ensuring future Summits also engage the student community more widely - creating inclusive spaces where students can contribute to shaping a more diverse and equitable future for the sector.
- As well as its success, our ethical finance campaign, **Breaking the Bank**, presented valuable lessons. Without an existing network of student activists primed for this specific campaign, mass mobilisation proved challenging, particularly as many students were already engaged with other aligned campaigns. These insights are helping us refine our strategies for future network-building and campaigning.
- Through **My World My Home** - our environmental leadership and community organising programme for further education students, delivered in partnership with Friends of the Earth — we gained valuable experience in supporting disabled students to engage with the movement. Co-organising **The Youth Gathering** further shaped our understanding of how to create more accessible and inclusive spaces for emerging environmental leaders.

5. Looking forward

Building on the impact of our work in 2023-24, and from the lessons we've learned, in 2024-25 we're focusing on the following goals:

1. Curriculums better reflect what and how students want to learn

- The new Government's announcement of a **Curriculum and Assessment Review** presents a significant opportunity to shape the future of the national curriculum. We see 2025 as a critical moment to push for substantive and lasting curriculum reform.
- Our engagement with **sector regulators and key bodies** will continue to grow, with planned influencing work involving the Quality Assurance Agency, Professional Statutory and Regulatory Bodies, Ofsted, exam boards, and the Office for Students.
- Internationally, our **Responsible Futures** programme will fully launch in autumn 2024, opening participation to colleges and universities around the world.
- We'll explore how we can use our presence at **COP30** to drive curriculum reform, using article 12 of the Paris Agreement as a basis for engaging delegates to commit to more effective and widespread climate education.

2. Universities, colleges and students' unions maintain or increase the action they are taking on sustainability

- Alongside new workstreams, we will continue to deliver our long-standing engagement programmes, including **Green Impact**, **Fairtrade Universities and Colleges**, **Hedgehog Friendly Campus**, and **Student Switch Off** - the latter to be relaunched under the new name **Green Campus Revolution**. We remain committed to ensuring these programmes are both innovative and cost-effective, recognising the financial pressures currently facing the education sector.

- We are excited to launch **Student Energy Action for Life (SEAL)**, funded by The National Lottery Community Fund. SEAL will focus on supporting students living in the private rented sector on cost of living and energy. It builds on the foundations of our earlier **Homes Fit for Study** programme and responds to demand for work on this topic. With the ongoing energy and climate crises, this work feels more urgent than ever, and we are looking forward to the potential for scaling the impact of our work in this area.
- Our **Invest for Change** campaign continues to build momentum, driving the university sector to shift away from fossil fuels and towards more positive, values-led investments. We'll keep supporting students to lead this work – helping them challenge their institutions to align their financial decisions with social and environmental responsibility. Building on this, we'll also launch a new campaign focused on the insurance sector, calling on universities to move away from insurance providers that continue to support the fossil fuel industry.
- We'll explore how we can hold universities to account on their journey towards net zero through our **Carbon Targets** campaign, which publishes and ranks the commitments institutions have made to reducing their impact on the climate.

3. Schools, colleges and universities increase their action on the nature crisis

- We'll continue to develop and deliver **Wilding Campuses**, our new project which is taking an ambitious approach to campus land management, reconnecting people, plants, and wildlife within these important spaces. We're delivering the project through a local partnership of three education institutions - University of Nottingham, Nottingham College, and Bluecoat Aspley Academy.
- We are entering the final year of funding for **Farming for Carbon and Nature**. Over the coming months, we will be developing a new programme to continue supporting universities and colleges that manage farmland, ensuring this work remains a core part of our offer to institutions seeking to help nature to thrive.
- We'll also explore further expanding our offer to education institutions on the nature crises. For example, we'll introduce a new accreditation scheme, **Nature Friendly Grounds**, that builds on our Hedgehog Friendly Campus programme but with a more holistic consideration of the wildlife present on campuses across the UK. Similarly, we're exploring upskilling staff and students through collaborating with the University of Edinburgh to roll out **Biodiversity Literacy Training** – building on the hugely successful Carbon Literacy Training model.

4. Students from all backgrounds see the environment sector as a career destination for them

- Continuing our work with environmental charities and funders, we will be developing a new support offering through **The RACE Report**, responding to ongoing calls for more collaborative and engaged support for participating organisations. We will also advance the potential impact of our inclusion and equity-focused work through our new European climate equity initiative, **PACE Index**, that builds on the successes of The RACE Report in the UK. This presents an opportunity to expand the reach of our inclusion efforts within the UK environmental sector while strengthening connections with the European youth climate justice movement through **SOS-International**.

- We're exploring opportunities to support student climate activists from underrepresented backgrounds to thrive in their mission to drive change. We know neurodiverse young people can face challenges in education, and also when engaging with activist spaces focused on climate and nature. We want to see students from every background able to play their role in addressing climate change and protecting nature.
- We're taking both a focused and integrated approach to inclusion - through dedicated initiatives engaging with the environment, climate, sustainability and nature sector, and by embedding inclusive practices across all our SOS-UK projects, programmes and campaigns. By strengthening collaboration with our inclusion team across the organisation, we're working to ensure that students from all backgrounds can access opportunities, gain insights, and find inspiration to pursue careers in the sector.

5. School students are able to connect and collaborate to take action on the nature and climate crises

- Our work in schools through initiatives like **Green Schools Revolution**, **Hedgehog Friendly Campus**, **Teach the Teacher** and **Wilding Campuses** have confirmed strong enthusiasm among young people for climate and nature action. They've also confirmed the desire for support and resources amongst educators. We'll continue to develop our offer to schools to facilitate action by students and their teachers.
- With the UK Student Climate Network and Fridays For Future no longer active, there is currently no national platform for school-age youth to connect and advocate on these issues outside of their school. To fill this gap, we propose exploring the creation of a '**national union of school students**' in partnership with the National Union of Students. This union would provide a collective voice for young people, focusing on education policy, social issues, and placing sustainability, climate, and nature at its core, empowering pupils to drive meaningful climate action at a national level.

6. Financial review

In 2023/24 our revenue was £2,539,463, with 56% of our income through from grants and donations, 41% from our programmes and 3% from trading. Net income for the 2023/24 was £56,976.

Our reserves policy is to have three months of unrestricted costs available at all times. Our unrestricted costs in 2023-24 were £1,100,263, which works out at £275,065 per quarter. At the year-end we had £190,497 in unrestricted reserves. This equates to 63 days worth of unrestricted costs, so we are no longer meeting our reserves policy. We intend to address this over the year ahead by securing more unrestricted income through our transformational growth plan, initially starting with corporate partnerships, and building our individual giving supporter base. We will also improve our financial processes so we are not using unrestricted funds to cover restricted costs.

For this accounting year we welcomed Murray Smith LLP as our new auditors. They have agreed to apply a different approach to the way that we account for some of our multi-year grants, as allowed by the Charities SORP, and have restated our 2022/23 accounts, resulting in a loss for that year of -£123,226.

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 averaged 38 FTE staff over the year. Excluding student staff, the lowest paid salary was £23,672 and the highest paid salary was £72,947. Student staff are paid Real Living Wage. The median basic salary was £36,419. Our mean gender pay gap was 19.5% and our mean ethnicity pay gap was 15% (19.8% and 15.5% respectively in 2022-23). The trustees note that pay gaps tend to vary considerably in small charities like SOS-UK, but it is a positive sign that both have fallen slightly. As we continue to build upon our inclusive recruitment practices and use of positive action in recruitment, we hope to see these pay gaps shrink further over time

7. Our governance and 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 Dr Hazel Norman. In 2023-24 our new student trustees joined the Board, including our new President Amira Campbell, also president of NUS. The new trustees who joined us in 2023-24 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 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 can 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. Ideas, innovation and implementation
2. Finance and risk
3. People and culture

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 monitor our diversity data on an annual basis and our figures show a decrease in diversity this year. It's important to recognise that staff demographics naturally fluctuate - particularly in a small organisation like ours, where the departure or arrival of just one or two individuals can have a significant proportional impact. We remain focused on fair, inclusive recruitment and retention practices and are continually looking to further improve our performance in this area, across the full range of diversity characteristics. We 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. To ensure we're delivering against this aspiration a detailed Equity, Diversity and Inclusion strategy and accompanying action plan has been implemented to progress SOS-UK's internal inclusion work as we strive to practice continuous progress in this area.

Following the sign-off of our strategic framework we've focused on embedding our re-defined aims in our decision-making and ways of working. We're finalising our evaluation framework that will sit across each aspect of our work, helping us assess our progress towards our aims and outcomes.

At the same time, we've focused on progressing the organisation's capacity to achieve its goals through reducing reliance on grant funding. To achieve this, in 2023-24 we focused on two under-developed capabilities within the organisation – fundraising and digital mobilisation. Working with consultancy support, we're developing a fundraising strategy and digital mobilisation framework, with the aim of growing our supporter base. That base will then help us deliver our goals, both through actions and through funding. In 2024-25 we plan to recruit two new roles to lead these aspects of our work.

SOS-International continues to be hosted by SOS-UK whilst registration of the organisation shifts from a non-profit in Denmark to a stichting in The Netherlands. During 2023-24, as part of a membership re-launch, SOS-International hosted the first in-person Green Office Movement and SOS-International summit since the COVID-19 pandemic. The event was run in partnership with University of Twente Green Office in The Netherlands. It brought together over 120 students, academics, staff and activists working on education, sustainability and climate. Delegates joined in person from across the African and European continents, and online from as far as Japan and New Zealand. In 2024, SOS-International also led a global youth consultation on green jobs and skills, funded by UN Environment and delivered in partnership with the All-Africa Students Union. Through a mix of online and in-person events across five continents, the project highlighted the role of tertiary education in preparing young people for the green economy. The findings supported the Green Jobs for Youth Pact and were presented at the UN High-Level Political Forum in New York.

8. Our details

Students Organising for Sustainability is Charitable Incorporated Organisation (CIO) that was registered by the Charity Commission in England and Wales (charity number 1184011) on 20 June 2019. This is our fifth annual report. The audited accounts and this document cover the period 01 October 2023 to 30 September 2024.

Our registered address is SOS-UK, c/o NUS Charity, Merseyway Innovation Centre, 21-23 Merseyway, Stockport, SK1 1PN. We bank with The Cooperative Bank and our auditors are Harts Limited of Macclesfield. We are registered with the [Fundraising Regulator](#).

Our trustees are:

- Amira Campbell (SOS-UK President, incoming) (appointed July 2024)
- Carole Parkes
- Chloe Ferguson (resigned July 2024)
- Emma de Saram
- Hannah Thomas (resigned March 2024)
- Harriet Williams
- Dr Hazel Norman (SOS-UK Chair and safeguarding lead) (appointed November 2023)
- Larissa Kennedy (SOS-UK President, outgoing) (resigned February 2023)
- Ludovico Caminati
- Olure Kolawole Samuel (appointed July 2024)
- Saranya Thambirajah (appointed July 2024)
- Serene Esuruoso
- Scarlett Westbrook

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 Briar (Co-Director of Inclusion and Climate Justice).

You can find out more about our trustees and the whole SOS-UK staff team on our [website](#).

The trustees and directors are tremendously 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 incredible team of staff, who consistently work so hard to ensure we are a high-performing and impactful charity that leads by example.

You can reach us at:

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



9. Our work in detail

Read on to find out more details about our programmes and campaigns delivered across our three directorates, and their 2023-24 achievements.

9.1 Engagement directorate

Project	Details	2023-24 achievements
<u>Fairtrade Universities and Colleges</u>	Our framework and accreditation for embedding ethical practices throughout campus.	In 2023-24, 17 more universities joined the programme.
<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, 7 new university and college partners joined Green Impact, bringing the total number of organisations taking part to over 1500! More than 600 students completed IEMA-approved training and carried out a sustainability audit through the programme.
<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.	This year we've reached 94,000 students, including 185 trained volunteers. Through our campaign actions, 76 tonnes of CO ₂ has been saved – the equivalent energy to leaving a light bulb on for 2500 years! We've also worked with Smart Energy GB to reach 200,000 students with information about using smart meters to manage their energy use.
<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.	Our pilot continued, with 11 paid student internships helping to carry out analysis to understand our impacts on carbon and nature. We consulted with key stakeholders to help us develop the programme for roll out in 2025-26.

<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 developed videos and podcasts to share the impact of the project as it came to an end. Our collaboration with Landworkers' Alliance and the National Federation of Young Farmers' Clubs was so successful we're often asked to share our insights!
<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.	This year we've run training for students helping them to plan, maintain and develop a food growing site.
<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.	This year we introduced student-led audits to the programme, to great success! 9 students were trained and delivered audits. In total 87 accreditations were achieved by schools, colleges and universities and we welcomed 55 new schools to the programme.
<u>Wilding Campuses</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.	Starting in May 2024, we've been setting up the project at our three partner institutions (University of Nottingham, Nottingham College and Bluecoat Aspley Academy), developing biodiversity plans and running nature-based activities for students, staff and the local community.
<u>Menu Flipping</u>	We're working with Possible to pilot 'menu-flipping' - the inversion of meat/plant-based food option ratios on menus - to accelerate a shift in social norms favouring diets that are healthy for people and planet at New City College and Leeds University.	Following student feedback, the college are planning a healthy eating campaign with cheaper healthy meals, more vegetables, fewer packaged snacks, and a myth-busting initiative by sports students.
<u>Teach the Parent</u>	Our campaign supports young people to have meaningful conversations with their parents, carers or guardians about climate change, with the goal of encouraging action.	Our social media livestreams on different aspects of climate action, featuring prominent environmental experts, campaigners and influencers received over 18,000 views. This year we also created a youth network to feed in to the development of the campaign.

9.2 Education

Project	Details	2023-24 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.	This year the campaign moved the focus from ‘getting started’ to ‘going further’ with embedding sustainability across education. Through the month of the campaign, we reached over 105,000 students!
<u>Responsible Futures</u>	Our whole-institution supported change programme and accreditation mark to embed sustainability across all aspects of student learning.	Alongside continuing our UK delivery, we worked with the International Association of Universities to develop and pilot an international version of the framework.
<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.	This year we supported 5 young people to attend COP28 in December 2023 and to advocate for more ambitious climate education policies. Mock COP hosted 5 events and the young people also participated in events run by other stakeholders.
<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.	The campaign continued with its ‘Tracked Changes’ project, releasing versions of the Primary and A-Level Economics curriculum with tracked changes showing how climate change could be embedded. Following the calling of the General Election we launched our campaign. We also worked with Let’s Go Zero and Hope for the Future to launch a campaign focused on retrofitting and decarbonising schools.
<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.	Following the completion of the pilot on 2022-23, we now have 13 university and students’ union partnerships completing the programme. We’re expecting more sign ups after we were recommended by UUK’s taskforce into tackling supply and demand for drugs in the context of student health and wellbeing.
<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,	Towards the end of 2024, we received funding to offer Drink Rethink free of charge to 11 institutions on a face-to-face basis and through digital engagement to a further

	using the established Intervention and Brief Advice and AUDIT tools.	52. We've been planning our delivery of the project, which will launch in October 2024.
<u>SDG and sustainability curriculum mapping</u>	Our support package for mapping the <u>UN Sustainable Development Goals (SDGs)</u> and <u>Education for Sustainable Development (ESD)</u> teaching and learning approaches across the formal curriculum in universities and colleges through a student-led audit.	We worked with 6 institutions and 115 students to map the SDGs across the formal curriculum. We also worked with Liverpool Guild of Students to better understand the institution's approaches and progress in decolonising education. Students co-designed criteria to assess modules on this and then mapped module content against these and wider sustainability criteria.
<u>SHAPE Sustainability Impact Projects</u>	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 supported 52 students from 6 universities to develop solutions to institutional and local sustainability challenges using their disciplinary skills and knowledge.
<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 kicked off delivery in full this year working with 260 education settings on Teach the Teacher, 24 schools on Climate Action Plans and 16 schools on Wilding Schools. 12 environmental organisations also joined our youth-led Future Forum. Throughout the year we concentrated on sharing our achievements and learning across the sector.
<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>ESD Changemakers</u>	Our Changemakers programme is open to universities and colleges to support staff, in partnership with their students, to co-create approaches to embedding ESD in teaching and learning.	We're working on a year-long pilot with the Open University and Open University Students Association to co-create curriculum solutions for sustainability.

9.3 Inclusion and climate justice

Project	Details	2023-24 Achievements
<u>My World My Home</u>	My World My Home is a prestigious leadership development programme for young people aged 16-24, in association with Friends of the Earth. Over the course of a year, students are supported to plan and organise a local community campaign that will positively benefit the local environment. The programme targets students from backgrounds usually underrepresented in environmental campaigning.	We worked with Friends of the Earth and Action for Conservation to run a Youth Gathering, bringing young climate activists with identities often underrepresented in the environmental movement together for a weekend of skills-building and networking.
<u>The RACE Report</u>	Through increasing data transparency on the diversity of our environmental charities and organisations that fund them we're creating an impetus to go further and faster on diversity and inclusion to deliver climate justice, now.	We expanded our data collection to include intersecting identities of staff working in the environmental charity sector to deepen our understanding of representation. We also introduced more ways for organisations, individuals and groups from across the sector to share learning and connect through our learning exchange webinars and the first ever RACE Summit.
<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.	This year we continued to support student campaigners and students' union officers who sit on finance boards as well as meaningfully engaging with senior decision-makers. Our gold-standard guide for asset owners helped with the latter. We also played a key role in creating momentum around the groundbreaking Request for Proposals (RfP) campaign to get universities to work together to create a market for cash products that do not contribute to the financing of fossil fuel expansion.
<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.	In the second year of Breaking the Bank, we supported student activists across the UK to take part in non-violent direct action to demonstrate against the presence of banks on campus who are funding the climate crisis.

<u>PACE Index</u>	<p>PACE Index is a collaboration between SOS-UK and zedela. By working initially with leading non-profit organisations in Belgium, France, Germany, and the Netherlands, PACE Index works to address discrimination, systemic inequities, redistribute power, and amplify the voices and narratives of under-represented communities. We aim to build a more representative, equitable, and inclusive future for all in the climate sector.</p>	<p>We developed the concept for the campaign in 2023-24 and successfully secured funding for 18 months to deliver our ideas. So far we’ve been setting up our partnership with zedela, carrying out desk research to inform the campaign, and working on our external communications.</p>
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10. Audited accounts

STUDENTS ORGANISING FOR SUSTAINABILITY

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 30 SEPTEMBER 2024

The trustees present their report with the financial statements of the charity for the year ended 30 September 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

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.

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:

Larissa Kennedy (resigned 9 July 2024)
 Harriet Williams
 Hannah Thomas (resigned 7 March 2024)
 Serene Esuruoso
 Carole Parkes
 Dr Hazel Norman (appointed 21 November 2023)
 Scarlett Westbrook
 Emma de Saram
 Ludovico Caminati
 Chloe Ferguson (resigned 9 July 2024)
 Kolawole Samuel Olure (appointed 9 July 2024)
 Amira Campbell (appointed 9 July 2024)
 SaranyaThambirajah (appointed 9 July 2024)
 Richard Dunne (resigned 21 November 2023)

Statutory Auditors:

Murray Smith LLP, Darland House, 44 Winnington Hill, Northwich, Cheshire, CW8 1AU.

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).

STUDENTS ORGANISING FOR SUSTAINABILITY

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed 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, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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 are aware:

- there is no relevant audit information of which the charity's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Murray Smith LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

09-07-2025

Approved by order of the board of trustees on and signed on its behalf by:

DocuSigned by:

2F9BB6F3074F48D...
.....
Dr H Norman - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF STUDENTS ORGANISING FOR SUSTAINABILITY

Opinion

We have audited the financial statements of Students Organising for Sustainability (the 'charity') for the year ended 30 September 2024 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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 trustees' use of the going concern basis of accounting in the 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 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

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF STUDENTS ORGANISING FOR SUSTAINABILITY

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 where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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 our procedures are capable of detecting irregularities, including fraud is detailed below:

The audit procedures designed to identify irregularities included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of company staff with responsibilities for compliance matters to identify any instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

There are inherent limitations in the audit procedures described above and, the further removed

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
STUDENTS ORGANISING FOR SUSTAINABILITY**

non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, intentional misrepresentations or through collusion.

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 Report of the Independent Auditors.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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.

DocuSigned by:

C1E3F835F026457...
Murray Smith LLP
Chartered Accountants
Statutory Auditors
Darland House
44 Winnington Hill
Northwich
Cheshire
CW8 1AU

10-07-2025
Date:

STUDENTS ORGANISING FOR SUSTAINABILITY**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

		Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds as restated
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	87,161	1,331,921	1,419,082	1,134,538
Charitable activities	5				
Programme delivery		1,038,283	6,265	1,044,548	689,008
Investment income	4	8,230	-	8,230	991
Other income		<u>66,827</u>	<u>776</u>	<u>67,603</u>	<u>142,675</u>
Total		<u>1,200,501</u>	<u>1,338,962</u>	<u>2,539,463</u>	<u>1,967,212</u>
EXPENDITURE ON					
Charitable activities	6				
Programme delivery		1,100,263	-	1,100,263	930,246
Advancement of sustainability		-	1,380,262	1,380,262	1,152,817
Donations		<u>-</u>	<u>1,962</u>	<u>1,962</u>	<u>7,375</u>
Total		<u>1,100,263</u>	<u>1,382,224</u>	<u>2,482,487</u>	<u>2,090,438</u>
NET INCOME/(EXPENDITURE)		100,238	(43,262)	56,976	(123,226)
Transfers between funds	17	<u>(151,549)</u>	<u>151,549</u>	<u>-</u>	<u>-</u>
Net movement in funds		(51,311)	108,287	56,976	(123,226)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>241,808</u>	<u>561,909</u>	<u>803,717</u>	<u>926,943</u>
TOTAL FUNDS CARRIED FORWARD		<u>190,497</u>	<u>670,196</u>	<u>860,693</u>	<u>803,717</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

STUDENTS ORGANISING FOR SUSTAINABILITY**BALANCE SHEET
30 SEPTEMBER 2024**

		Unrestricted fund	Restricted funds	2024 Total funds	2023 Total funds as restated
	Notes	£	£	£	£
FIXED ASSETS					
Intangible assets	13	76,595	-	76,595	42,250
Tangible assets	14	<u>21,636</u>	<u>-</u>	<u>21,636</u>	<u>24,642</u>
		98,231	-	98,231	66,892
CURRENT ASSETS					
Debtors	15	173,018	162,715	335,733	400,524
Cash at bank		<u>341,446</u>	<u>667,381</u>	<u>1,008,827</u>	<u>1,091,754</u>
		514,464	830,096	1,344,560	1,492,278
CREDITORS					
Amounts falling due within one year	16	(422,198)	(159,900)	(582,098)	(755,453)
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET CURRENT ASSETS		<u>92,266</u>	<u>670,196</u>	<u>762,462</u>	<u>736,825</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		190,497	670,196	860,693	803,717
NET ASSETS		<u>190,497</u>	<u>670,196</u>	<u>860,693</u>	<u>803,717</u>
FUNDS	17				
Unrestricted funds				190,497	241,808
Restricted funds				<u>670,196</u>	<u>561,909</u>
TOTAL FUNDS				<u>860,693</u>	<u>803,717</u>

The financial statements were approved by the Board of Trustees and authorised for issue on ~~...09-07-2025~~ and were signed on its behalf by:

DocuSigned by:

 2F9BB6F3074F48D...

 Trustee Hazel Norman

The notes form part of these financial statements

STUDENTS ORGANISING FOR SUSTAINABILITY

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Notes	2024 £	2023 as restated £
Cash flows from operating activities			
Cash generated from operations	1	<u>(44,370)</u>	<u>96,142</u>
Net cash (used in)/provided by operating activities		<u>(44,370)</u>	<u>96,142</u>
Cash flows from investing activities			
Purchase of intangible fixed assets		(41,000)	(45,000)
Purchase of tangible fixed assets		(5,787)	(6,163)
Interest received		<u>8,230</u>	<u>991</u>
Net cash used in investing activities		<u>(38,557)</u>	<u>(50,172)</u>
Change in cash and cash equivalents in the reporting period			
		(82,927)	45,970
Cash and cash equivalents at the beginning of the reporting period		<u>1,091,754</u>	<u>1,045,784</u>
Cash and cash equivalents at the end of the reporting period		<u><u>1,008,827</u></u>	<u><u>1,091,754</u></u>

The notes form part of these financial statements

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 30 SEPTEMBER 2024

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023 as restated
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	56,976	(123,226)
Adjustments for:		
Depreciation charges	8,793	5,574
Interest received	(8,230)	(991)
Amortisation charges	6,655	2,750
Decrease/(increase) in debtors	64,791	(76,254)
(Decrease)/increase in creditors	<u>(173,355)</u>	<u>288,289</u>
Net cash (used in)/provided by operations	<u><u>(44,370)</u></u>	<u><u>96,142</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.10.23 £	Cash flow £	At 30.9.24 £
Net cash			
Cash at bank	<u>1,091,754</u>	<u>(82,927)</u>	<u>1,008,827</u>
	<u>1,091,754</u>	<u>(82,927)</u>	<u>1,008,827</u>
Total	<u><u>1,091,754</u></u>	<u><u>(82,927)</u></u>	<u><u>1,008,827</u></u>

The notes form part of these financial statements

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

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

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

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

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.

Critical accounting judgements and key sources of estimation uncertainty

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

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.

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 SEPTEMBER 2024

2. ACCOUNTING POLICIES - continued

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.

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

Income

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.

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.

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024

2. ACCOUNTING POLICIES - continued

Tangible and 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

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.

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.

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.

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.

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 the cash

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 SEPTEMBER 2024

2. ACCOUNTING POLICIES - continued

settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

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.

Cash at the 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.

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.

3. DONATIONS AND LEGACIES

	2024			2023 as restated
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	£	£
Donations	25,808	44,273	70,081	168,974
Grants	<u>61,353</u>	<u>1,287,648</u>	<u>1,349,001</u>	<u>965,564</u>
	<u>87,161</u>	<u>1,331,921</u>	<u>1,419,082</u>	<u>1,134,538</u>

STUDENTS ORGANISING FOR SUSTAINABILITY

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

3. DONATIONS AND LEGACIES - continued

Grants received, included in the above, are as follows:

	2024	2023 as restated
	£	£
Other grants	<u>1,349,001</u>	<u>965,564</u>

4. INVESTMENT INCOME

	Unrestricted funds	Restricted funds	Total funds	2023 as restated Total funds
	£	£	£	£
Deposit account interest	<u>8,230</u>	<u>-</u>	<u>8,230</u>	<u>991</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023 as restated
		£	£
Programme delivery	Programme delivery	<u>1,044,548</u>	<u>689,008</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Programme delivery	801,773	298,490	1,100,263
Advancement of sustainability	1,072,955	307,307	1,380,262
Donations	<u>-</u>	<u>1,962</u>	<u>1,962</u>
	<u>1,874,728</u>	<u>607,759</u>	<u>2,482,487</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023 as restated
	£	£
Staff costs	1,665,052	1,452,212
Venue costs	34,951	33,531
Programme Costs	<u>174,725</u>	<u>100,245</u>
	<u>1,874,728</u>	<u>1,585,988</u>

STUDENTS ORGANISING FOR SUSTAINABILITY**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024****8. SUPPORT COSTS**

	Management	Finance	Governance costs	Totals
	£	£	£	£
Programme delivery	282,722	654	15,114	298,490
Advancement of sustainability	306,816	44	447	307,307
Donations	-	1,962	-	1,962
	<u>589,538</u>	<u>2,660</u>	<u>15,561</u>	<u>607,759</u>

Support costs, included in the above, are as follows:

				2024	2023 as restated
	Programme delivery	Advancement of sustainability	Donations	Total activities	Total activities
	£	£	£	£	£
Wages	41,380	48,176	-	89,556	122,343
Information technology costs	76,483	692	-	77,175	54,199
Insurance	4,514	-	-	4,514	11,852
Office costs	25,846	5,594	-	31,440	41,029
Human resources	33,165	1,834	-	34,999	32,465
Other costs	101,334	250,520	-	351,854	211,505
Donations	-	-	1,962	1,962	7,375
Finance charges	654	44	-	698	1,194
Accountancy and legal fees	6,614	447	-	7,061	17,088
Auditor remuneration	<u>8,500</u>	<u>-</u>	<u>-</u>	<u>8,500</u>	<u>5,400</u>
	<u>298,490</u>	<u>307,307</u>	<u>1,962</u>	<u>607,759</u>	<u>504,450</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 September 2024 nor for the year ended 30 September 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 September 2024 nor for the year ended 30 September 2023.

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024

10. STAFF COSTS

	2024	2023 as restated
	£	£
Wages and salaries	1,539,514	1,306,754
Social security costs	135,328	153,669
Other pension costs	<u>79,766</u>	<u>114,132</u>
	<u>1,754,608</u>	<u>1,574,555</u>

The average monthly number of employees during the year was as follows:

	2024	2023 as restated
Employees	<u>56</u>	<u>52</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023 as restated
£60,001 - £70,000	<u>3</u>	<u>-</u>

The charity averaged 35.6 full time earnings (FTE) staff over the year. Excluding student staff, the lowest paid basic salary was £27,605, and the highest paid basic salary was £72,947. The median basic salary was £33,707. The gender pay gap was 21.95% and the ethnicity pay gap was 15%. Pay gaps are based on mean rather than median values.

Key management

Total key management remuneration and benefits for the period ended 30th September 2024 was £343,859 (2023: £357,311)

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds as restated
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	170,034	964,504	1,134,538
Charitable activities			
Programme delivery	689,008	-	689,008
Investment income	991	-	991
Other income	<u>142,675</u>	<u>-</u>	<u>142,675</u>
Total	<u>1,002,708</u>	<u>964,504</u>	<u>1,967,212</u>
EXPENDITURE ON			
Charitable activities			
Programme delivery	930,246	-	930,246
Advancement of sustainability	53,415	1,099,402	1,152,817
Donations	<u>250</u>	<u>7,125</u>	<u>7,375</u>
Total	<u>983,911</u>	<u>1,106,527</u>	<u>2,090,438</u>
NET INCOME/(EXPENDITURE)	18,797	(142,023)	(123,226)
Transfers between funds	<u>(19,056)</u>	<u>19,056</u>	<u>-</u>
Net movement in funds	(259)	(122,967)	(123,226)
RECONCILIATION OF FUNDS			
Total funds brought forward	242,067	684,876	926,943
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS CARRIED FORWARD	<u>241,808</u>	<u>561,909</u>	<u>803,717</u>

12. PRIOR YEAR ADJUSTMENT

In the preparation of the 2024 financial statements it was determined that accrued income was overstated by £749,005 at 30 September 2023.

STUDENTS ORGANISING FOR SUSTAINABILITY

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

13. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 October 2023	45,000
Additions	<u>41,000</u>
At 30 September 2024	<u>86,000</u>
AMORTISATION	
At 1 October 2023	2,750
Charge for year	<u>6,655</u>
At 30 September 2024	<u>9,405</u>
NET BOOK VALUE	
At 30 September 2024	<u>76,595</u>
At 30 September 2023	<u>42,250</u>

14. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 October 2023	36,370
Additions	<u>5,787</u>
At 30 September 2024	<u>42,157</u>
DEPRECIATION	
At 1 October 2023	11,728
Charge for year	<u>8,793</u>
At 30 September 2024	<u>20,521</u>
NET BOOK VALUE	
At 30 September 2024	<u>21,636</u>
At 30 September 2023	<u>24,642</u>

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 SEPTEMBER 2024

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023 as restated
	£	£
Trade debtors	170,630	248,158
Other debtors	2,388	519
Prepayments and accrued income	<u>162,715</u>	<u>151,847</u>
	<u>335,733</u>	<u>400,524</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023 as restated
	£	£
Trade creditors	82,794	27,666
Social security and other taxes	68,946	125,264
Other creditors	29,137	9,246
Accruals and deferred income	<u>401,221</u>	<u>593,277</u>
	<u>582,098</u>	<u>755,453</u>

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024

17. MOVEMENT IN FUNDS

	At 1.10.23 £	Net movement in funds £	Transfers between funds £	At 30.9.24 £
Unrestricted funds				
General fund	241,808	100,238	(151,549)	190,497
Restricted funds				
Mock COP and 1.5 Degrees	-	(43,759)	43,759	-
Teach the Future	-	(19,763)	19,763	-
My World My Home	9,582	(6)	-	9,576
Farming for Carbon and Nature	53,630	(37,165)	-	16,465
Green Erasmus	360	(4,487)	4,127	-
Race for Nature	8,912	(8,912)	-	-
The RACE Report	(29,314)	(7,876)	37,190	-
Farming the Future	55,750	(57,217)	1,467	-
Friends Provident	136,416	(54,246)	-	82,170
Breaking the bank	139,555	(30,959)	-	108,596
Hedgehog Friendly Campus	69,662	(70,995)	1,333	-
Homes Fit for Study	10,813	(10,814)	1	-
NEIRF	-	(17,005)	17,005	-
Teach the Teacher	(7,313)	(13,210)	-	(20,523)
The National Lottery Community Fund				
#iwill	45,961	(9,398)	-	36,563
New to Nature	-	(616)	616	-
Green Schools Revolution	67,895	(33,407)	-	34,488
Drugs Impact Research	-	7,968	-	7,968
Drink Aware	-	50,164	-	50,164
Fund the Future	-	32,660	-	32,660
Insure our Future	-	29,658	-	29,658
F2F 2024	-	1,578	-	1,578
Teach the Parent	-	2,128	-	2,128
Wilding Campuses	-	15,576	-	15,576
HFC Grants	-	58,900	-	58,900
Nature Friendly Campus	-	5,000	-	5,000
The RACE Report EU	-	184,661	-	184,661
Blue Influencers	-	14,568	-	14,568
ECF	-	(26,288)	26,288	-
	<u>561,909</u>	<u>(43,262)</u>	<u>151,549</u>	<u>670,196</u>
TOTAL FUNDS	<u>803,717</u>	<u>56,976</u>	<u>-</u>	<u>860,693</u>

STUDENTS ORGANISING FOR SUSTAINABILITY**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024****17. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,200,501	(1,100,263)	100,238
Restricted funds			
Mock COP and 1.5 Degrees	-	(43,759)	(43,759)
Teach the Future	75,798	(95,561)	(19,763)
Red WOLF	3,499	(3,499)	-
My World My Home	20,000	(20,006)	(6)
Farming for Carbon and Nature	88,992	(126,157)	(37,165)
Green Erasmus	(432)	(4,055)	(4,487)
Race for Nature	-	(8,912)	(8,912)
KM Fund	2,300	(2,300)	-
The RACE Report	87,237	(95,113)	(7,876)
Farming the Future	-	(57,217)	(57,217)
Friends Provident	43,581	(97,827)	(54,246)
Breaking the bank	-	(30,959)	(30,959)
Hedgehog Friendly Campus	2,700	(73,695)	(70,995)
Homes Fit for Study	(6,272)	(4,542)	(10,814)
NEIRF	(65)	(16,940)	(17,005)
Teach the Teacher	108,433	(121,643)	(13,210)
The National Lottery Community Fund			
#iwill	205,636	(215,034)	(9,398)
New to Nature	30,145	(30,761)	(616)
Green Schools Revolution	40,500	(73,907)	(33,407)
Drugs Impact Research	10,000	(2,032)	7,968
Drink Aware	100,000	(49,836)	50,164
Fund the Future	100,028	(67,368)	32,660
Insure our Future	39,988	(10,330)	29,658
F2F 2024	7,989	(6,411)	1,578
Teach the Parent	20,000	(17,872)	2,128
Wilding Campuses	30,191	(14,615)	15,576
HFC Grants	43,685	15,215	58,900
Nature Friendly Campus	5,000	-	5,000
The RACE Report EU	260,029	(75,368)	184,661
Blue Influencers	20,000	(5,432)	14,568
ECF	-	(26,288)	(26,288)
	<u>1,338,962</u>	<u>(1,382,224)</u>	<u>(43,262)</u>
TOTAL FUNDS	<u>2,539,463</u>	<u>(2,482,487)</u>	<u>56,976</u>

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 SEPTEMBER 2024

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.10.22 £	Net movement in funds £	Transfers between funds £	At 30.9.23 £
Unrestricted funds				
General fund	242,067	18,797	(19,056)	241,808
Restricted funds				
Mock COP and 1.5 Degrees	111,276	(111,276)	-	-
Students for Trees	-	(15,991)	15,991	-
Banking with WHO	32,332	-	(32,332)	-
Red WOLF	-	(806)	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	(61,304)	-	53,630
Green Erasmus	28,523	(28,163)	-	360
Green Mentors	9,578	(9,578)	-	-
Race for Nature	6,075	2,837	-	8,912
KM Fund	20,000	(21,829)	1,829	-
The RACE Report	57,975	(87,289)	-	(29,314)
Farming the Future	54,599	1,151	-	55,750
Friends Provident	19,976	98,908	17,532	136,416
Breaking the bank	90,559	16,664	32,332	139,555
Hedgehog Friendly Campus	72,162	(2,500)	-	69,662
Homes Fit for Study	30,247	(19,434)	-	10,813
Teach the Teacher	-	(7,313)	-	(7,313)
The National Lottery Community Fund				
#iwill	-	45,961	-	45,961
New to Nature	-	(430)	430	-
Green Schools Revolution	-	67,895	-	67,895
	<u>684,876</u>	<u>(142,023)</u>	<u>19,056</u>	<u>561,909</u>
TOTAL FUNDS	<u>926,943</u>	<u>(123,226)</u>	<u>-</u>	<u>803,717</u>

STUDENTS ORGANISING FOR SUSTAINABILITY**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024****17. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,002,708	(983,911)	18,797
Restricted funds			
Mock COP and 1.5 Degrees	-	(111,276)	(111,276)
Students for Trees	-	(15,991)	(15,991)
Teach the Future	35,500	(35,500)	-
Red WOLF	28,530	(29,336)	(806)
Student Eats	-	(9,526)	(9,526)
Farming for Carbon and Nature	19,139	(80,443)	(61,304)
Green Erasmus	8,161	(36,324)	(28,163)
Green Mentors	18,567	(28,145)	(9,578)
Race for Nature	11,855	(9,018)	2,837
KM Fund	7,000	(28,829)	(21,829)
The RACE Report	12,000	(99,289)	(87,289)
Farming the Future	35,704	(34,553)	1,151
Friends Provident	156,961	(58,053)	98,908
Breaking the bank	68,988	(52,324)	16,664
Hedgehog Friendly Campus	75,092	(77,592)	(2,500)
Homes Fit for Study	73,289	(92,723)	(19,434)
NEIRF	86,427	(86,427)	-
Teach the Teacher	110,105	(117,418)	(7,313)
The National Lottery Community Fund			
#iwill	124,245	(78,284)	45,961
New to Nature	5,441	(5,871)	(430)
Green Schools Revolution	87,500	(19,605)	67,895
	<u>964,504</u>	<u>(1,106,527)</u>	<u>(142,023)</u>
TOTAL FUNDS	<u>1,967,212</u>	<u>(2,090,438)</u>	<u>(123,226)</u>

STUDENTS ORGANISING FOR SUSTAINABILITY**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024****17. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.10.22 £	Net movement in funds £	Transfers between funds £	At 30.9.24 £
Unrestricted funds				
General fund	242,067	119,035	(170,605)	190,497
Restricted funds				
Mock COP and 1.5 Degrees	111,276	(155,035)	43,759	-
Students for Trees	-	(15,991)	15,991	-
Banking with WHO	32,332	-	(32,332)	-
Teach the Future	-	(19,763)	19,763	-
Red WOLF	-	(806)	806	-
Student Eats	9,526	(9,526)	-	-
Invest for Change	17,532	-	(17,532)	-
My World My Home	9,582	(6)	-	9,576
Farming for Carbon and Nature	114,934	(98,469)	-	16,465
Green Erasmus	28,523	(32,650)	4,127	-
Green Mentors	9,578	(9,578)	-	-
Race for Nature	6,075	(6,075)	-	-
KM Fund	20,000	(21,829)	1,829	-
The RACE Report	57,975	(95,165)	37,190	-
Farming the Future	54,599	(56,066)	1,467	-
Friends Provident	19,976	44,662	17,532	82,170
Breaking the bank	90,559	(14,295)	32,332	108,596
Hedgehog Friendly Campus	72,162	(73,495)	1,333	-
Homes Fit for Study	30,247	(30,248)	1	-
NEIRF	-	(17,005)	17,005	-
Teach the Teacher	-	(20,523)	-	(20,523)
The National Lottery Community Fund				
#iwill	-	36,563	-	36,563
New to Nature	-	(1,046)	1,046	-
Green Schools Revolution	-	34,488	-	34,488
Drugs Impact Research	-	7,968	-	7,968
Drink Aware	-	50,164	-	50,164
Fund the Future	-	32,660	-	32,660
Insure our Future	-	29,658	-	29,658
F2F 2024	-	1,578	-	1,578
Teach the Parent	-	2,128	-	2,128
Wilding Campuses	-	15,576	-	15,576
HFC Grants	-	58,900	-	58,900
Nature Friendly Campus	-	5,000	-	5,000
The RACE Report EU	-	184,661	-	184,661

STUDENTS ORGANISING FOR SUSTAINABILITY**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024****17. MOVEMENT IN FUNDS - continued**

Blue Influencers	20,000	(5,432)	14,568
ECF	-	(26,288)	(26,288)
	<u>2,303,466</u>	<u>(2,488,751)</u>	<u>(185,285)</u>
TOTAL FUNDS	<u>4,506,675</u>	<u>(4,572,925)</u>	<u>(66,250)</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,203,209	(2,084,174)	119,035
Restricted funds			
Mock COP and 1.5 Degrees	-	(155,035)	(155,035)
Students for Trees	-	(15,991)	(15,991)
Teach the Future	111,298	(131,061)	(19,763)
Red WOLF	32,029	(32,835)	(806)
Student Eats	-	(9,526)	(9,526)
My World My Home	20,000	(20,006)	(6)
Farming for Carbon and Nature	108,131	(206,600)	(98,469)
Green Erasmus	7,729	(40,379)	(32,650)
Green Mentors	18,567	(28,145)	(9,578)
Race for Nature	11,855	(17,930)	(6,075)
KM Fund	9,300	(31,129)	(21,829)
The RACE Report	99,237	(194,402)	(95,165)
Farming the Future	35,704	(91,770)	(56,066)
Friends Provident	200,542	(155,880)	44,662
Breaking the bank	68,988	(83,283)	(14,295)
Hedgehog Friendly Campus	77,792	(151,287)	(73,495)
Homes Fit for Study	67,017	(97,265)	(30,248)
NEIRF	86,362	(103,367)	(17,005)
Teach the Teacher	218,538	(239,061)	(20,523)
The National Lottery Community Fund			
#iwill	329,881	(293,318)	36,563
New to Nature	35,586	(36,632)	(1,046)
Green Schools Revolution	128,000	(93,512)	34,488
Drugs Impact Research	10,000	(2,032)	7,968
Drink Aware	100,000	(49,836)	50,164

STUDENTS ORGANISING FOR SUSTAINABILITY

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 SEPTEMBER 2024

17. MOVEMENT IN FUNDS - continued

Fund the Future	100,028	(67,368)	32,660
Insure our Future	39,988	(10,330)	29,658
F2F 2024	7,989	(6,411)	1,578
Teach the Parent	20,000	(17,872)	2,128
Wilding Campuses	30,191	(14,615)	15,576
HFC Grants	43,685	15,215	58,900
Nature Friendly Campus	5,000	-	5,000
The RACE Report EU	260,029	(75,368)	184,661
Blue Influencers	20,000	(5,432)	14,568
ECF	-	(26,288)	(26,288)
	<u>2,303,466</u>	<u>(2,488,751)</u>	<u>(185,285)</u>
TOTAL FUNDS	<u><u>4,506,675</u></u>	<u><u>(4,572,925)</u></u>	<u><u>(66,250)</u></u>

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 September 2024.

19. 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.