



<b>Trustees' Annual Report for the period</b>						
<b>From</b>	<b>Period start date</b>			<b>To</b>	<b>Period end date</b>	
	1st	April	2024		31st	march

**Section A** **Reference and administration details**

<b>Charity name</b>	English For All
<b>Other names charity is known by</b>	
<b>Registered charity number (if any)</b>	1184976
<b>Charity's principal address</b>	c/o 8 Manor Road
	Benton
	Newcastle upon Tyne
	<b>Postcode</b> NE7 7XS

**Names of the charity trustees who manage the charity**

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1 Munir Ahmed	Treasurer		Quorate of group
2 Lesley Dolman			"
3 Mohaned Elnour	Chair		"
4 Chloe Fox			"
5 Kenza McCullough			"
6			
7			
8			
9			

**Names of the trustees for the charity, if any, (for example, any custodian trustees)**

Name	Dates acted if not for whole year

**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address

**Name of chief executive or names of senior staff members (Optional information)**

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## Section B Structure, governance and management

### Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	CIO Foundation
How the charity is constituted (eg. trust, association, company)	CIO – Charitable Incorporated Organisation - formed July 2019
Trustee selection methods (eg. appointed by, elected by)	Selected from interested parties (previous students / volunteers included) Appointed by a resolution passed by a quorate of trustees at a properly convened meeting of the charity trustees.

### Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Following recruitment of the New trustees induction and any relevant future development is agreed and acted upon. Policies and Procedures are part of the induction and regular reviews at the BoT meetings.

Our policies;

Communication and Media Policy

Environmental Policy

Equality , Diversity and Inclusion Policy

Safeguarding Policy

Conflict of the Interest Policy

Email - best practice Policy

Financial Policy

Health and Safety Policy

Recruitment Policy

Using Google Workspace

Volunteer Management Policy

Whistleblowing Policy

We have subcommittees to support trustees as necessary, , this supports us in monitoring our work and promoting effectiveness.

A Trustee skills audit was conducted to reflect on Trustee skills and enabled a thoughtful and reflective scaffold to address any skill gaps.

Principally the charity continued to promote equity across it's structures and systems – the aim to ensure that all voices are heard equally with the chair keeping a level of regard and responsibility.

## Section C

## Objectives and activities

C

**Summary of the objects of the charity set out in its governing document**

To advance the education and training of those seeking sanctuary and refugees and migrants in need, within Newcastle (and the wider area at discretion of Trustees).  
Objects include provision of ESOL (English as a Second or Other Language) programmes, information and signposting, and - as part of our objective enabling access to learning, and budget permitting - some assistance with travel fares for those in need and/or housed in outlying areas.  
Our approach supports participants to gain language skills, confidence and connectedness and the opportunity to thrive.

English for All – aimed to offer and develop English classes, conversation groups and expanded volunteer support. We developed a welcoming environment and a strong language base that valued the students and what they bring to lessons. In this way our objectives and planned activities serve to meet the needs of the most disadvantaged and marginalised migrants in our learning community.

Participatory principles served to support this approach at the language learning and class level – students were actively encouraged to have an equal voice, participating in choice of curriculum and activities.

English For All is mindful of and responded to the Charity Commission's general guidance on public benefit and, in particular, promotion of access to education for refugees, asylum seekers and migrants in the Newcastle area (Tyne and Wear). Different groups of students and participants including ESOL learners have continued to benefit from our work: and find out about any available classes to meet their needs, including online provision.

**Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)**

The charity has developed a strong presence in the community and a positive partnership with the Divercity hub, ( our class base) The charity continued to develop its services, not only advocating for this vulnerable group of learners but also the charity's purposes and ESOL learning.

OUR services and approaches included:

- continuing online ESOL provision in addition to increased in-person classes
- Developing peer / volunteering project to offer our participants opportunity to build resilience and thrive in their community.
- raising awareness of this vulnerable group and acting with sensitivity and respect while promoting our purposes and ESOL learning,
- adapting to diverse or changing needs such as responding to an increase in Work and Thrive and Jobcentre referrals
- Widening our partnerships
- Working towards an IT class project

Students and participants have let us know how they feel they have gained confidence, developed their English language knowledge, and gained agency over their lives in a new country;

"M"- perceives that the welcoming space we create enables himself and others to be themselves.

The online women's group has continued with steady numbers and continued interest. Some are unable to attend the in-person classes and

the women's group is their only opportunity to speak English. Long-lasting relationships have formed with several participants.

*It's been a wonderful time with you. I enjoyed a lot and I learned a lot from you. Before I joined the conversation, I thought I would never speak flexible like now I can. I am so pleased that I found you. You all are very much helpful and all the topics were so fruitful and interesting to me. I want to attend your women's conversation again that I can practice my English with you. It will be great opportunity for me to attend the class again. After doing women's conversation I really feel confident and easily can communicate with other. So I really appreciate it and I liked the your way conversation. Thank you so much for giving me this opportunity. Thanks a lot. Kind regards, ( H)*

Through our partnerships, benefits have been extended to other organisations involved in supporting ESOL learners, for example, a better understanding of effective ESOL provision, improved and more sensitive advice offered to service users, and development of skills. These are illustrated in more detail below (please see Achievements and Performance) and include our work with Newcastle City Council, Sanctuary and Arts Culture Network. Tyne and Wear Archives and Museums, Host Nation and Virtual School.

It is our experience that displaced people are extremely keen to learn, work and contribute to the society in which they have sought sanctuary and are therefore committed to acquiring English. The long-term benefits of laying the foundations for integration and participation through the learning of English are clear.

#### Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- Contribution made by volunteers.

**Volunteers** are integral to our work and are greatly valued. Their support makes it possible to run our service, assisting the teaching staff, working with individual participants and often acting as interpreters. Our Volunteer Project, set up to facilitate opportunities for sanctuary seekers through volunteering, offers induction and training, and cultivates skills and personal development.

T, a committed volunteer who has supported us since our first days is an incredible asset to the charity, His concern, empathy and warmth are both refreshing and enabling. Many students respond positively to him.

Wider local partnerships and volunteering opportunities have been promoted, EFA have regularly accessed the support of Newcastle Volunteer Coordinators at Connected Voice. This has been invaluable, enabling us to strengthen our network and collaboration with other local organisations.

## Section D

## Achievements and performance

### Summary of the main achievements of the charity during the year

From April 2024 -. We continued to advocate for our participants through networking and collaboration, sharing our aims and information across a range of areas such as:

- accounting for diverse needs - more advanced language learners, women only classes, unaccompanied young asylum seekers
- continued reliance on temporary hotel provision for asylum seekers resulting in a very negative impact
- Government rhetoric / policy creating an increasingly more hostile environment for migrants overall

We took part in and enjoyed a number of collaborative relationships with local organisations such as

- Tyne & Wear Archives and Museums,
- BALTIC Contemporary gallery,
- Newcastle Council.
- Newcastle and Sunderland Universities
- other charities supporting asylum seekers and refugees such as, West End Refugee Service, and Host Nation.

The charity's wider, extra-curricular social/cultural events were all well-attended and included a community film screening of Ken Loach's 'The Old Oak' at Tyneside Cinema; the annual community picnic in Leazes Park; a ladies afternoon tea at Cullercoats and the winter/end of year party. In spring 2024 we visited the Language Cafe at the Baltic, as a result of our feedback we have been invited to provide training for their volunteers.

**Online classes:** EFA has continued offering online lessons, including specialized classes such as the women's online class and the medical class. However, we have seen increasing demand for in-person classes, and participation in these classes has grown significantly.

**In-person class** attendances (for all levels of English, small groups, 1-1 and advanced evening conversation) have also increased, and an additional class was set up at the beginning of the year. Through visits and workshops with the Discovery Museum, Laing, and Baltic galleries and other local places such as Summerhill Community Gardens, Grainger Market, Beamish Museum, and St. Nicholas' Cathedral, we aim to provide our students with enriching experiences, to learn more about their new environment and its cultural heritage, and thereby engender connections to Newcastle

*"Since the beginning, I have felt warmly welcomed like the other students. I recognised immediately a professional and sensitive approach. I am happy that I have attended this class which I consider the "jewel in the crown" of this city that has not always shown me its best side." - M*

*"It's been a wonderful time with you. I enjoyed a lot and I learned a lot from you. Before I joined the conversation, I thought I would never speak flexible like now I can. I am so pleased that I found you. You all are very much helpful and all the topics were so fruitful and interesting to me. I want to attend your women's conversation again that I can practice my English with you. It will be great opportunity for me to attend the class again. After doing women's conversation I really feel confident and easily can communicate with other. So I really appreciate it and I liked the your*

## Section D

## Achievements and performance

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Enabling entrance to education to those encountering barriers to it - remains a key objective of the charity. This is enhanced by our relationships with cultural and educational organisations. They broaden our reach and innovate the services and opportunities we are able to offer. As such, we welcome new collaborations and partnerships and have strengthened existing ones such as: Kittiwake Trust, Great North Museum, Tyne & Wear Archives & Museums, Kings College London, and those supporting displaced and disadvantaged people (e.g. Host Nation, West End Refugee Service). Students have gained valuable support and benefitted from these wider resources and connections.

In addition:

In response to the rise in referrals by Newcastle Virtual School for unaccompanied asylum-seeking children, we have continued to deliver an additional 2 classes per week. However this is ended after the summer break.

We welcomed new referrals via the active Inclusion Officer, Work & Thrive (Newcastle upon Tyne), Jobcentre Plus, Refugee Council and Newcastle College.

With Tyne & Wear Archives & Museums the charity continued to develop a “Welcome to Newcastle” project, curating a “Conversation Box” of Newcastle’s heritage. It is now part of the museum’s educational loans service and was promoted at the Multaka and Sanctuary Award celebration event in April 2024 at the Great North Museum.

English For All delivered training at the Sanctuary and Arts Culture Network sharing and promoting participatory approaches to ESOL which was well-received.

With Newcastle City Library we are developing lessons designed for self-directed and collaborative English language learning in the community.

Networking and sharing has increased across arts and ESOL groups such as the ESOL Forum and Sanctuary and Culture Network.

## Section E

## Financial review

### Brief statement of the charity’s policy on reserves

Our reserves policy is to hold 3 months' of running costs and to prioritise returning to that level if funds are used.

As far as possible we mitigate against risk with appropriate policies and working practices. Where necessary, external advice is sought to supplement internal expertise such as laying clear operational foundations in order to strengthen the charity’s resilience.

Together, with the Flow Strategy, we reviewed our governance and strategic priorities towards a more stable funding base to enable future development.

The challenges currently faced by charities seem to be difficult and consequently priorities, targets and next steps/ actions require vigilance and clarity by all.

Details of any funds materially in deficit

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Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

This year has marked a continued increase in expenditure as we develop priorities and respond to need.

An independent examiner has again examined the accounts to report to the trustees.

A crowdfunder raised £5017 for our digital access project to support students with refurbished tech (mobiles, tablets) when need arises.

SIM cards with 6 months of free data have been distributed following another successful application to vodaphone, relating to digital inclusion.

Section F

Other optional information

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Section G

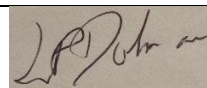
Declaration

The trustees declare that they have approved the trustees' report above. ‘

Signed on behalf of the charity's trustees

Signature(s)

LP Dolman



Full name(s)

Lesley Patricia Dolman

Position (eg Secretary, Chair, etc)

Trustee

Date

4<sup>th</sup> December 2025

English For All  
Registered Charity 1184976  
8 Manor Road Benton Newcastle Upon Tyne NE7 7XS

Consolidated Accounts for the year ending March 2025

		Unrestrict ed Funds						Restricted Funds		Totals		Totals
		Unrestricted Funds	J Knott	National Lottery	Barbour	Spacehive - Digital Access	Comm Foundation - Volunteer Project			2024-25	2023-24	
		£	£	£	£	£	£	£	£	£	£	£
<b>Retained Surplus b/f</b>		<b>5783.91</b>	<b>6160.67</b>	<b>16666.67</b>	<b>1250.00</b>					<b>29861.24</b>		<b>14665.50</b>
<b>INCOME</b>												
Grants		16000.00				4709.01	5000.00			25709.01		11663.67
Fund Raising		0.00								0.00		0.00
Donations		1483.00								1483.00		1419.99
Services		3620.00								3620.00		8632.00
Gift Aid		0.00								0.00		1090.20
Contra/Misc		151.46								151.46		0.00
<b>Total Income</b>		<b>21254.46</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>4709.01</b>	<b>5000.00</b>	<b>0.00</b>		<b>30963.47</b>		<b>22805.86</b>
<b>EXPENDITURE</b>												
Teaching /Salaries		3683.58	6160.67	16666.67	1160.00		2436.00			30106.92		26717.00
IT/Tele Communications		99.99								99.99		1500.78
Travel		476.01			90.00					566.01		188.45
Refreshments		247.74								247.74		117.30
Stationery/Printing		164.42								164.42		166.40
Training/Resources		38.03					220.00			258.03		618.15
Student Support		579.68				2724.94				3304.62		0.00
Rent/Hire		1920.00								1920.00		1655.00
Governance		336.03								336.03		310.37
Strategic Planning		3708.40								3708.40		0.00
Contra/Misc		151.46								151.46		0.00
Admin		185.33					200.00			385.33		39.00
Accountancy		450.00								450.00		375.00
<b>Total Expenditure</b>		<b>12040.67</b>	<b>6160.67</b>	<b>16666.67</b>	<b>1250.00</b>	<b>2724.94</b>	<b>2856.00</b>	<b>0.00</b>		<b>41698.95</b>		<b>31687.45</b>
Surplus /(Deficit) for the year		9213.79	-6160.67	-16666.67	-1250.00	1984.07	2144.00	0.00		-10735.48		-8881.59
<b>New Grants for 24/25 c/fwd</b>						1984.07	2144.00			4128.07		24077.33
<b>Retained Surplus c/f</b>		<b>14997.70</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1984.07</b>	<b>2144.00</b>	<b>0.00</b>		<b>19125.76</b>		<b>29861.24</b>

19125.76





Section A

Independent Examiner's Report

Report to the trustees/  
members of

Charity Name  
English For All

On accounts for the year  
ended

31<sup>st</sup> March 2025

Charity no  
(if any)

1184976

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023.

Responsibilities and  
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent  
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below \*) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

*\* Please delete the words in the brackets if they do not apply.*

Signed: S Wilson

Date: 13/10/2025

Name: Susan Wilson FCCA

Relevant professional  
qualification(s) or body  
(if any):

Chartered Certified Accountant

Address:

117 Heath Way

Northumberland Heath

Kent, DA8 3LZ

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**