THE FAIR EDUCATION ALLIANCE

England & Wales · Charity number 1188042

Details

Status	Registered
Legal form	Charitable company
Company number	11884952
Registered	2020-02-18
Register	View on the Charity Commission register

Contact

Address	Fair Education Alliance 8-10 Grosvenor Gardens London SW1W 0DH
Phone	07415336696
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Website	www.faireducation.org.uk

Activities

Objects: FOR THE PUBLIC BENEFIT, THE PROMOTION OF EQUALITY IN EDUCATION PROVISION FOR YOUNG PEOPLE FROM LOW INCOME COMMUNITIES.

Activities: The Fair Education Alliance is a coalition of cross-sector member organisations. We promote equality of education provision through driving collective action, influencing policy and scaling impactful initiatives.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** Children/young People, Other Charities Or Voluntary Bodies

Geography

- Throughout England And Wales

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£824,132	£1,321,857	£325,803	16
2024-08-31	£824,757	£1,050,475	£823,528	15
2023-08-31	£957,241	£765,976	£616,429	13
2022-08-31	£898,464	£793,135	£425,164	10
2021-08-31	£896,160	£713,207	£319,835	10

Trustees

Name	Role	Appointed
Elizabeth Jane Robinson	Chair	2026-04-28
Anna Trethewey		2025-10-21
Chukwuzulum Elumogo		2020-07-16
Elijah Denning		2025-07-08
Nick Wright		2023-07-31
Olamide Odanye		2021-01-27
Stephen Twigg		2025-04-30
Zoe Watters		2025-11-07

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THE FAIR EDUCATION ALLIANCE

England & Wales - Charity number 1188042

Accounts

Fair Education Alliance

TRUSTEES' REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

The Fair Education Alliance
Charity no. 1188042 Company no. 11884952

Fair Education Alliance

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The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The review helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and planning its future activities.

About the Fair Education Alliance

The Fair Education Alliance is a coalition of nearly 300 of England's leading organisations from business, the third sector and education, all working towards a world where our education system is fair – where no child's success is limited by their socioeconomic background.

Our members represent the voices of young people, charities and social enterprises, research organisations and think tanks, businesses and foundations, unions, universities and schools. Together, our members provide direct support to millions of young people annually, across every local authority in England, as well as indirect support such as funding, training and campaigning.

We're working towards an inclusive education system which values skills and wellbeing alongside attainment, and prepares all children and young people to thrive – whatever their background. For the last decade, we have monitored gaps between children from low-income households and their peers across five measures: attainment at primary school, attainment at GCSE, socioemotional competencies and skills, post-16 destinations and higher education graduation rates. Despite the efforts of successive governments, educators, businesses, charities and social enterprises, these gaps remain – and some groups have fallen even further behind.

Rising poverty, increasing inequity and insufficient school funding all contribute to the stark reality that, on average, a child growing up in a low-income household is already five months behind other pupils when they start primary school. This increases to nearly two years behind by the time they take their GCSEs, impacting future employment prospects and continuing the cycle of poverty in communities across England.

We won't address these deep-rooted issues in isolation. We need to shift the conditions that are holding the problems in place at all layers, including policy, practice, power and mental models, and so we take a joined-up approach, working together to drive systems change 'from Neighbourhood to National'.

Our members

Our members work to support children and young people from cradle to career, working in over 25,000 education settings – crucially, this includes 96% of schools in the most deprived income areas. Our membership is diverse; some members are big businesses with thousands of staff and a team dedicated to education programmes, while others are small charities with deep local relationships. Most are charities and social enterprises working directly with young people, teachers, parents or other people in the education system. The rest are schools, multi-academy trusts, membership bodies, unions, research organisations, businesses, foundations, colleges or universities.

[1] An 'education setting' refers to the physical or virtual environments where teaching and learning activities take place, such as schools, nurseries, colleges, universities, alternative provision settings, after school programmes and clubs.
[2] We gather this data from our digital Membership Tools. See Outcome 2 of this report for more information.

Our approach

Our secretariat is the backbone of the Alliance and works to achieve four outcomes:

A UNIFIED COLLECTIVE MESSAGE, VISION AND ACTION

Our policy priorities are developed with our members, drawing on their evidence and experiences. We use these priorities to campaign for a fairer and more equitable education system, and we harness the power of our collective voice by creating opportunities for young people and members to meet and work with policymakers.

DIVERSITY OF *LEADERSHIP OF* THE COLLECTIVE AGENDA

We provide a platform for young people with lived experience of barriers to education to become co-leaders of the movement towards a fairer education system. Through our youth engagement work we support young people to develop leadership skills, amplify young people's ideas and lived experience, and build the capacity of our members, policymakers and the wider education sector to meaningfully involve young people in decision-making.

CONNECTIVITY AND CO-ORDINATION ACROSS THE ECOSYSTEM

We foster trust, the cornerstone for meaningful collaboration, through our Collective Action Working Groups, the Fair Education Summit and regular updates to our members. We create a flow of information and connections so that organisations and individuals can avoid duplication, learn from each other and act together to drive systems change. Our powerful digital Membership Tools, packed with data from our members, connects organisations working across every local authority in England, enabling collaboration across regions, sectors and specific issues.

SOLUTIONS ARE *SUPPORTED* TO SCALE SYSTEMICALLY

We find, fund and support new ideas through our Innovation Award, and our booster events provide inspiration and training for other organisations to increase their impact. Our Scaling Award supports and funds proven initiatives to target and reach more young people through training, connections and leadership development.

Our members

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A&O SHEARMAN
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ACTION TUTORING
ALLCHILD
Ambition Institute
Ancestors unKnown
Apps for Good
Academy Transformation Trust
Ark
Arthur Terry Learning Partnership
ASCL Association of School and College Leaders
ASDAN
ACT ASSOCIATION FOR CITIZENSHIP TEACHING
artis...
Astrea Academy Trust
INSPIRING BEYOND MEASURE
AXIOM MATHS
BARNARDO'S
Changing childhoods. Changing lives.
Bates Wells
BECKFOOT TRUST
BMAT
BARCLAYS | LifeSkills
Be Her Lead
Beyond Words
empowering people through pictures
BIG CHANGE.
BITE BACK
BETTER SOCIETY CAPITAL
boromi
Bishop Chadwick Catholic Education Trust
Bishop Hogarth Catholic Education Trust
Bloomberg
BOOK CLUBS IN SCHOOLS
Bookmark
BookTrust
Getting children reading
brightside
BRITISH SCIENCE ASSOCIATION
Brooke Weston Trust
BUSINESS IN THE COMMUNITY
bts spark
CARERS TRUST
CBI
Cabot Learning Federation
campaign for learning
Canterbury Christ Church University
CAPE MENTORS
career ready
CAUSEWAY EDUCATION
CENTRE FOR LITERACY AND SOCIAL JUSTICE
Children & Young People's Mental Health Coalition
CHALLENGE PARTNERS
Chapter One
CHARTERED COLLEGE OF TEACHING
Children North East
Because growing up can be hard
CHILD POVERTY ACTION GROUP
children's university
CHILTERN LEARNING TRUST
CIRCL
CITY YEAR
chance uk
CIVA
CLPE
COACHBRIGHT
COMMUNITY ACADEMIES TRUST
CONSTRUCTION YOUTH TRUST
coram Beanstalk
Reading · Growing · Thriving
Country Trust
CULHAM ST GABRIEL'S
CREATIVE EDUCATION TRUST
Knowledge Connected
CREATIVE MENTOR NETWORK
darts
DEBATE MATE
Delight
Dallaglio RugbyWorks
digital poverty alliance
Diversity Role Models
DIXONS ACADEMIES
DOORSTEP LIBRARY
DUNRAVEN EDUCATIONAL TRUST
EDGE FOUNDATION
ESDEG
EDUCATION AND SKILL DEVELOPMENT GROUP
EDUCATION SOUTH WEST
elatt
Elliot Foundation
EBOR ACADEMY TRUST
ENGLISH-SPEAKING UNION
envision
Equal Education
first star
Flic
FBB
FOOTBALL BEYOND BORDERS
EXCEED READING STARS LTD
EY Foundation
First Federation Trust
FIRST STORY
Future First
future FRONTIERS
FUTURE ACADEMIES
FUTURES FOR ALL
First Give
GET FURTHER
GLOBAL EQUALITY COLLECTIVE
Foundation Years Trust
founders4schools
Girlguiding
GoodWork
GOVERNORS FOR SCHOOLS
greenhouse sports
IG Group
ignite hubs
ImpactEd Group
Impetus
In2science UK
initio Learning Trust
institute of imagination
IntoUniversity
Ivy Learning Trust
Jacari
L.E.A.D. Academy Trust
learn to love to read
JAMIE'S FARM CULTIVATING CHANGE
khulisa
kidscape
Inspiring Futures through Learning
KIT THEATRE
KingsTrust
LONDON SOUTH TEACHING SCHOOL HUB
Life Lessons
LITERACY PIRATES
KING'S College LONDON
LPT
LY London Youth
Learning in Harmony Trust
magic breakfast fuel for learning
Learning with Parents
MAYOR'S FUND FOR LONDON
MEI
Because maths matters!
MISSION44
MTPT Project
Mulberry Schools Trust
nace
NAHT
NATIONAL CHILDREN'S BUREAU
NATIONAL INSTITUTE of Teaching
National Literacy Trust
Change your story
National Numeracy
Getting on with numbers
NATIONAL SATURDAY CLUB
NCA
For Schools & Trusts
NYA
National Youth Agency
NCFE

This page is correct as of 31 August 2025. To find our current list of members, please go to www.faireducation.org.uk/members

A welcome from our Chair

Welcome to the Fair Education Alliance's Trustees' Report and Financial Statements for the 2024-25 year.

I have spent several decades working in education as a teacher, headteacher and leader – much of that time in communities facing deep and persistent challenges. That experience has taught me that when barriers to opportunity are deeply rooted, there are no quick fixes. Lasting change requires long-term work, collaboration across the system and leadership focused on collective action rather than isolated solutions.

This approach has shaped the Fair Education Alliance from its earliest days, and it has been especially evident throughout 2024–25. Over the past year, members worked together to develop our Neighbourhood to National strategy. Alongside ongoing thematic collaborations and work to build capacity across the system, this strategy recognises the convening power of regions and combined authorities, and the critical role they can play in aligning schools, services and wider systems around children and young people. This shift marks a significant moment in the Alliance's development, reflecting years of learning from practice, and one of which I am immensely proud.

2024–25 has also been a year of growing momentum in how educational inequity is understood and addressed at a national level. Several long-standing Alliance priorities were reflected in new government commitments, including the expansion of free school meals and increased investment in Family Hubs. Through sustained engagement with policymakers and system leaders, the Fair Education Alliance has contributed evidence, insight and challenge that have helped inform and shape national policy thinking.

At the heart of our work remains a simple truth: opportunity and success are unevenly distributed. For children and young people growing up in poverty, education must do more than deliver lessons. It must open doors, connect them to wider opportunities and help restack the odds in their favour. That is why collaboration between schools, communities, charities, funders, businesses, and regional and national government is not an added extra for the Fair Education Alliance, but the way change happens.

2025 has continued to be challenging for many children and families, with the rising cost of living and sustained pressure on public services. In this context, the commitment shown by our members has been more important than ever, and I am deeply grateful for the trust, expertise and energy they bring to this shared work.

This year, we bade farewell to long-serving trustees Russell Hobby, Natalie Perera and Dame Julia Cleverdon, and I am sincerely thankful for the wisdom, insight and support they have given to the Alliance. We also welcomed new trustees, Elijah Denning, Anna Trethaway, Zoe Watters and Stephen Twigg, joining current trustees Brett Wigdortz, Nick Wright, Olamide Odanye and Vice Chair Zulum Elumogo. Trustees play a vital behind-the-scenes role in providing oversight and strategic guidance, and it is a privilege to work alongside such exceptional people on the FEA Board of Trustees.

At the end of every day, it is not strategies or structures that stay with me, but children – the children who only get one chance at their education, and for whom every day in education truly matters. As we look ahead, I remain convinced that by working together – rooted in place, working across sectors and driven by a shared purpose – we can create a fairer future for all children and young people.

Dr Vanessa Ogden CBE
Chair, Fair Education Alliance

An introduction from our Co-CEOs

The past year has marked an important moment of transition for the Fair Education Alliance. As educational inequity continues to shape the lives of children and young people, we have focused on sharpening our impact, strengthening relationships, and setting a clear direction for the next phase of our work.

Throughout the year, our members have continued to respond to rising need in communities across the country, while maintaining a focus on long-term change. As you will read in this report, we have brought together schools, charities, businesses and funders to share learning, support innovation, coordinate efforts and address shared challenges across the system. This work reflects our systems change approach, grounded in the belief that cross-sector collaboration and trusted relationships are vital to lasting change.

A significant milestone in 2024–25 was the development of our new Neighbourhood to National strategy. Developed in close collaboration with our members, the strategy sets out how we will achieve lasting change by bridging grass-roots action and national policy. The strategy is built around three core strands: a strong Collective Voice to shape national conversations through insight, evidence and lived experience; Collective Action, delivered through thematic and place-based collaborations; and Collective Strength, developing the leadership and capacity for sustained, long-term systems change.

As highlighted by Vanessa, the past year has also seen tangible progress in national policy affecting children and young people, including the expansion of free school meals and increased investment in Family Hubs. Alongside this, our sustained engagement with policymakers has helped ensure that the perspectives and experience of our members and young people continue to inform national thinking on how to build a fairer education system.

None of this progress happens in isolation. Our strength lies in our members – schools, charities, funders, businesses and universities – and in the relationships that fuel collective action. In a year that has continued to be challenging for many, the commitment, openness and generosity across our Alliance have been striking. Supporters, staff, trustees, members, Youth Steering Group members, advisers and partners have all contributed time, expertise and leadership to this shared work and we are deeply grateful.

As we look ahead, the task before us is both urgent and clear. Whether you are already part of the Alliance or engaging with our work for the first time, we hope this report offers moments of both reflection and motivation – and invites you to play a role in building a future where no child's success is limited by their socioeconomic background.

Gina Cicerone and Samantha Butters
Co-Chief Executive Officers

NEIGHBOURHOOD TO NA

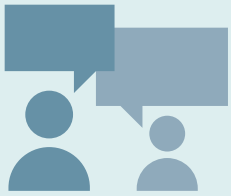
A strategy to ensure every child and young

Over the past decade, our Alliance has grown into a diverse coalition of hundreds of organisations, united by the goal that every child and young person thrives. We know the barriers facing children and young people are complex, extending beyond academic attainment to early development, wellbeing, essential skills and ultimately, life chances. One in three children in the UK now grows up in poverty. This is not because they fail to meet the system's expectations, but because the system fails to meet their needs. Yet we also know that change is possible – and that this moment calls for innovation and collaboration. Across the country, there is a growing appetite for bold ideas, stronger partnerships and a system that works for every child, not just some.

As the Alliance enters its second decade, and in response to the widening gaps and barriers to education, we will launch our new strategy in September 2025: From Neighbourhood to National: A strategy to ensure that every child and young person thrives. Co-created through workshops and discussions with our members and young people across England, the strategy reflects their insights and experiences. It builds on the strongest lessons we've learnt so far: that lasting systems change requires a long-term approach, trust is the cornerstone of collaboration and progress demands the courage to cross traditional boundaries. Real impact comes when the voices of young people shape solutions; when organisations share insight and resources; and when we connect local innovation with national ambition.

This Trustees' Report covers our work from 1 September 2024 to 31 August 2025. As such, the terminology, focus areas and impact outlined in this report reflect the final year of our work under our 2020-2025 strategy. Future reports will align with our updated strategy and theory of change introduced in September 2025.

At the heart
trusted relat



GOLDEN THREAD:

YOUTH ENGAGEMENT

We believe it is essential to involve and support the leadership of young people with lived experience of the barriers to education we are trying to dismantle.

We work to shift power, enabling young people to co-lead the coalition, be heard by decision-makers, and develop skills to enact further positive change.

TWO "G

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g person thrives

of the Fair Education Alliance is the belief that lasting change comes from cross-sector collaboration, rooted in ionships. Our 2025-30 strategy, From Neighbourhood to National, will drive impact through three core strands:

WE DRIVE IMPACT THROUGH THREE CORE STRANDS:

COLLECTIVE VOICE

We will amplify our impact by uniting behind a shared voice and creating platforms for young people to lead change. Drawing on insights from across our membership, we will shape policy, shift national conversations, and challenge the assumptions that keep educational inequity in place.

COLLECTIVE ACTION

Through place-based and thematic collaborations, we will bring together diverse organisations, sectors and experiences to collaborate and innovate. We work together to build trust, increase understanding, and develop joint solutions that tackle the root causes of educational inequity.

COLLECTIVE STRENGTH

Strong, impactful and connected member organisations are the foundation of our Alliance and vital in improving outcomes with and for children and young people. We will equip young people, staff and trustees to develop the leadership, connections and skills to collaborate and drive systems change.

GOLDEN THREAD:

AI & TECHNOLOGY

Artificial intelligence will dramatically shift education and employment.

We work to ensure that AI policies and practices support, rather than disadvantage, young people from low-income backgrounds.

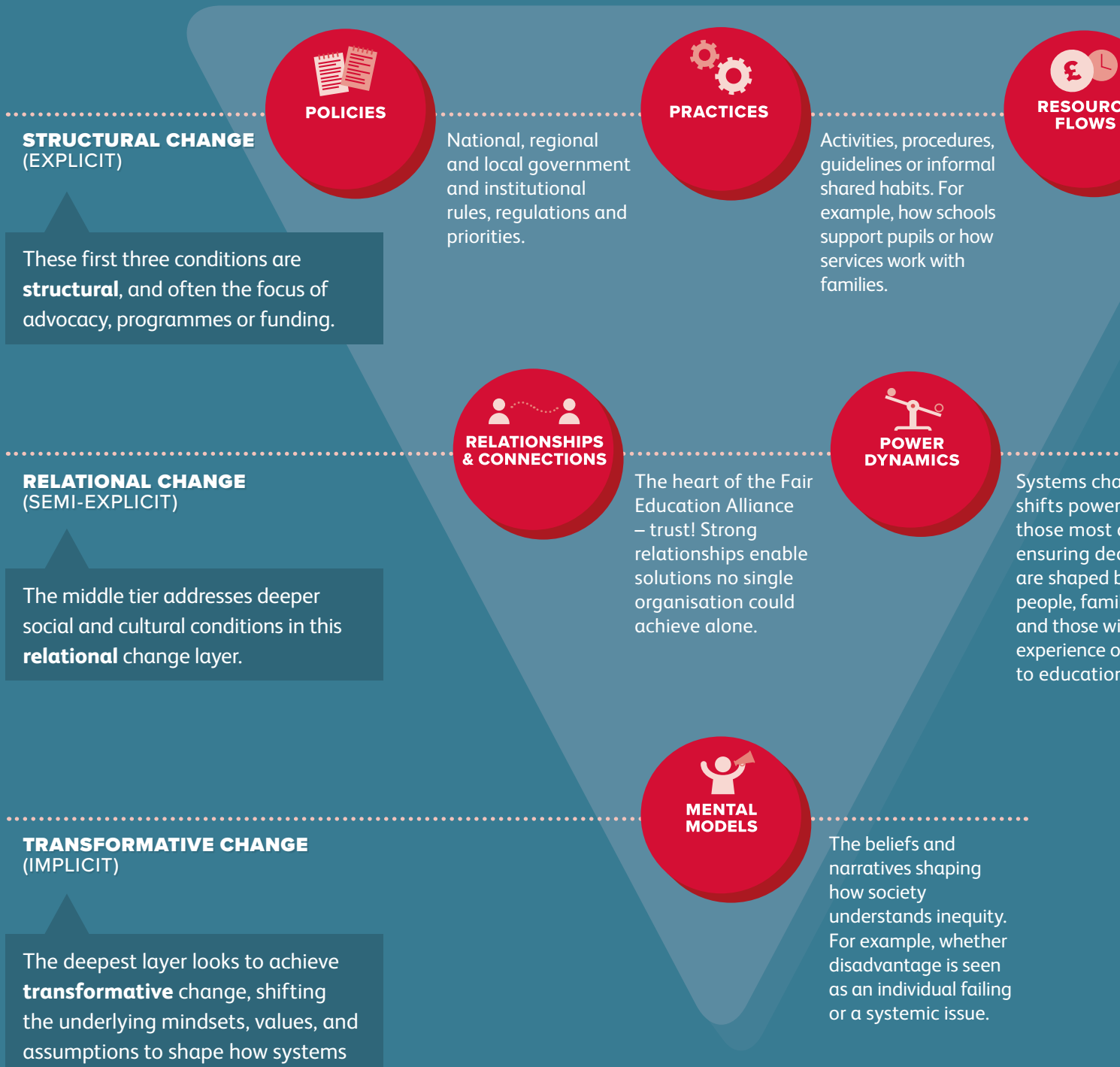
We also equip member organisations to harness technology to increase their impact and develop innovative approaches for our collective work.

OLDEN THREADS" WEAVE THROUGH ALL OF OUR WORK

NEIGHBOURHOOD TO NA

A strategy to ensure every child and young

The Six Conditions of Systems Change



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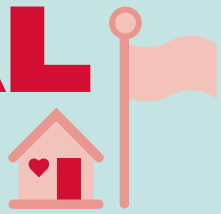

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How money, people, and information are allocated, affecting who can access opportunities and support.

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Our 2025-30 strategy draws on the Water of Systems Change framework, which identifies six conditions that need to shift – arranged in three layers

We recognise that addressing the symptoms of inequity through isolated programmes or initiatives will not solve the problem. Our approach is grounded in a commitment to systems change, aiming to shift the conditions that sustain inequity – policies, practices, resource flows, relationships, power dynamics and mental models. As we move forward, we are committed to ensuring that every child and young person thrives, regardless of their background. We believe that by working together across sectors, building trust and amplifying diverse voices, we can create the lasting change needed to dismantle the barriers holding young people back.

2024-25 achievements and performance

In 2024–25, we continued to unite organisations from across education, business and the third sector to tackle educational inequity and ensure that every child and young person can thrive, regardless of their socioeconomic background.

Against the backdrop of a new Government and ongoing challenges such as teacher shortages, persistent attendance gaps and rising poverty, our members have shown the power of collaboration, with 84% actively engaging in FEA activities, representing an eight-percentage-point increase from our 2023-24 member engagement (76%). Together, we focused on four key outcomes: amplifying a collective vision for education in England, increasing coordination across the sector, diversifying leadership and scaling solutions with the goal of transforming the system and addressing the issues that perpetuate educational inequity.

This report reflects a year of progress, resilience and collaboration across our Alliance. As you continue through the report, you will find insights into our work, key achievements from our members, and our plans for building on this progress in our new five-year strategy, From Neighbourhood to National, so that every child and young person has the opportunity to thrive regardless of their socioeconomic background.

A UNIFIED COLLECTIVE MESSAGE, VISION AND ACTION

Through our policy and advocacy work, **we strengthened our collective message** to ensure that educational equity remained high on the political agenda. In 2024-25, we were pleased to see several of our policy priorities reflected in new Government commitments, such as the expansion of free school meals and investment in Family Hubs, changes which demonstrate the importance of our collective advocacy. These developments underscored the need for a continued unified message, and we did a lot of work behind the scenes to contribute to this. We met with MPs from across political parties to showcase members' work and highlight our policy priorities for a fairer education system. In addition, 60 member organisations co-signed our joint submission to the national Curriculum and Assessment Review, ensuring that first-hand insights and lived experience informed the national conversation.

CONNECTIVITY AND CO-ORDINATION ACROSS THE ECOSYSTEM

Connection and coordination across the sector have been central to our approach. In 2024-25, we brought together 149 member organisations through our Collective Action Working Groups, fostering trust and learning between education settings[3], funders, young people and policymakers. Our digital Membership Tools, now used by more than 900 people, have become a vital resource for mapping activity, identifying need and driving collaboration across every local authority in England. In addition, 154 member organisations took part in our strategy refresh workshops, shaping the direction of our next five-year strategy.

[3] An 'education setting' refers to the physical or virtual environments where teaching and learning activities take place, such as schools, nurseries, colleges, universities, alternative provision settings, after school programmes and clubs.

DIVERSITY OF LEADERSHIP OF THE COLLECTIVE AGENDA

Our Youth Steering Group (YSG) has been at the forefront of **diversifying leadership within our collective agenda.** In 2024-25, they advocated on critical issues such as mental health support in schools and inclusive education, submitting evidence to the Curriculum and Assessment Review, Education Select Committee's SEND Crisis Inquiry, the Child Poverty Task Force Consultation, and Ofsted's Report Card. YSG members represented the FEA at key forums, ensuring that the voices of young people with lived experience were central to the conversations shaping education policy. We also supported 75 member organisation to strengthen their youth engagement work through bespoke one-to-one guidance and our Youth Engagement Working Group, helping them embed youth-led practice across their work. As a result, over half of our members are now meaningfully involving young people in decision-making processes, demonstrating a growing sector-wide shift towards shared power and co-leadership.

SOLUTIONS ARE SUPPORTED TO SCALE SYSTEMICALLY

To address the widening attainment gap, we continued to **support and scale effective solutions that make a tangible impact.** Through our Innovation and Scaling Awards, we supported 13 organisations to test and grow initiatives that tackle the root causes of educational inequity. These award winners are addressing a wide range of issues – from combating child hunger to reshaping men's roles in Early Years education. In under a year, the Innovation Award winners collectively reached 1,200+ schools, trained 4,300+ educators and directly supported 8,000+ children and young people. Since the programme started in 2023, the FEA members in our Scaling Award supported 671,571 children and young people, an increase of 179% since beginning the programme. By offering tailored support, funding and strategic guidance, we've empowered all 13 award winners to expand their reach and deepen their impact. In doing so, our awardees have demonstrated how local innovations, when nurtured and scaled, can lead to systemic change and influence national education practice.

THE FAIR EDUCATION ALLIANCE YOUTH STEERING GROUP

At the Fair Education Alliance (FEA), young people are equal partners in driving change. The Youth Steering Group (YSG) is a group of young changemakers who represent diverse backgrounds and experiences, dedicated to ensuring all children and young people receive the high-quality education and support they deserve. The YSG plays a central role in shaping the FEA's work, ensuring that young people are actively involved in all aspects of the Alliance's work, from collective action and influencing policy to communications, events and supporting our award winners. Throughout this report, we have included their reflections and contributions on key areas of our work, offering valuable insight into the impact of our activities. Their insights are shown in standout Youth Steering Group reflection boxes across the report.

A UNIFIED COLLECTIVE MESSAGE, VISION AND ACTION

To improve the education system for children and young people, we need to harness the collective power of our membership and unite around a shared message for achieving the change we want to see, ensuring that our priorities are reflected in the Government's missions and actions. Our approach involves strengthening relationships with politicians and policymakers through school visits and roundtable events, joining external campaigns aligned with our policy priorities and coordinating joint submissions to Government consultations to present a unified voice.

Four FEA YSG members took part in a Mission 44 roundtable at Downing Street on inclusive education with the Prime Minister and Sir Lewis Hamilton.

Our 2024-25 policy priorities

In 2024-25, our policy and advocacy work centred around four shared policy priority areas. Co-created with our members, these priorities shaped our collective action across the year and provided a clear roadmap for change:

1. The best early education and care for every child
2. An education system that prepares every young person to thrive in work and life
3. A strong and supported workforce
4. A joined-up system to meet rising need.

To achieve these priorities, we brought together our members and stakeholders to influence policy change, while also engaging directly with politicians, civil servants and submitting written evidence to Government.

Throughout the year, we were pleased to see several Government announcements that aligned with our policy priorities:

- The Curriculum and Assessment Review interim report published in May highlighted the importance of a more inclusive and adaptable curriculum that addresses socioeconomic inequity and delivers the skills young people need for the future.
- The Government's Spending Review in June included a 4% pay rise for all school and college teachers.
- The Spending Review also announced an extension of free school meals to families on Universal Credit.
- As part of its Best Start in Life strategy, the Government is rolling out up to 1,000 Best Start Family Hubs across the country to support families.
- The Children's Wellbeing and Schools Bill announced that the Government would pilot introducing a unique identifier for children.

POLICY REFLECTIONS FROM OUR YOUTH STEERING GROUP

"We have been campaigning alongside the FEA for these policies for many years, as they promote educational equity, foster holistic student development and create inclusive learning environments that prepare young people for future success. We will continue to work together with FEA members and other young people to hold the Government to account on these policies. Beyond these policy changes, we have seen a stark shift in how the Government is listening to and engaging with young people. Youth Steering Group members have been involved in major consultations, including the Education Committee's inquiry into Ofsted and the SEND Review. We have also spoken in Parliament, shared our lived experience with All-Party Parliamentary Groups (APPGs), joined panels with Ministers, participated in DfE and Department for Digital, Culture, Media and Sport (DCMS) consultations, and participated in a roundtable with the Prime Minister at 10 Downing Street on inclusive education. These efforts, and having decision-makers at our Youth Summit, have positioned us as key stakeholders in rethinking and reshaping the system." **Aisha, Jayden and Thomas, 2023-25 FEA Youth Steering Group members**

Supporting members and policymakers to drive policy change

Our Policy Insights Group brings together FEA members to strengthen their skills, connections and collective voice in shaping policies that improve outcomes for children and young people from low-income households. Over the year, 34% of our members (100 organisations involving 137 people) took part, up from 26% in the previous year. We ran a series of learning sessions to build members' influencing skills, including Political Influencing 101 and How to Host Effective Roundtables, which members said had strengthened both their individual and collective advocacy.

In all our policy-influencing work, we provide policymakers with key insights about educational outcomes and the work of FEA members across different constituencies in England. In 2024-25, we used data from our Ecosystem Map to produce 60 bespoke reports for MPs and Ministers, highlighting key localised information about their constituency and region. This strengthened MPs' grasp of inequities in their constituencies and showcased how FEA members are responding, thus contributing to more evidence-informed policy development and supporting politicians to make stronger, more effective policy decisions.

In addition to this, FEA members continued to use the Ecosystem Map to support their own policy-influencing work. They valued our ability to engage with policymakers and fed back on the tangible benefits that sharing this access with the coalition brings to their work.

Wider policy and advocacy work

2024 Party Conferences

At the outset of the new Labour Government, we capitalised on the opportunity to push educational inequity up the political agenda. We kicked off the year by attending the Liberal Democrat, Labour and Conservative party conferences, hosting an event at the Labour Party Conference featuring the then-Minister for Early Education, Stephen Morgan MP. Members of our FEA Youth Steering Group spoke on panels at all three conferences, ensuring the voices of young people were influencing decision-makers. We established relationships with MPs at each of the conferences, some of whom have since spoken at our events and partnered with us throughout the year. Together, we have helped advocate for policies that promote a more equitable education system, including in the Children's Wellbeing and Schools Bill and Best Start in Life Strategy.

MP meetings

In 2024–25, we focused on building and deepening trusted relationships with MPs to increase their understanding of inequity, our members' work and shared challenges across the country. In addition to meetings with MPs, we convened members for bespoke events with Caroline Voaden MP, a member of the Education Select Committee and Sarah Smith MP, the Opportunities Mission Champion.

For the in-person roundtable with Caroline Voaden, we united six members and young people in a discussion on their challenges and opportunities, and explored how stakeholders can collaborate more effectively on local education provision.

With Sarah Smith, we hosted a school visit and member roundtable in her Hyndburn constituency, joined by Jamie's Farm, STEM Learning, Football Beyond Borders and Teach First. These events brought together members, young people and school staff, enabling us to present a unified message that demonstrated the holistic support our members provide and the power of local coordination. This engagement formed part of a longer-term relationship with Sarah Smith MP and her team.

Additionally, we met with Ofsted Chief Inspector Sir Martyn Oliver and discussed how we could support Ofsted to include better student engagement in their policymaking. We also convened members leading our collective action work for a meeting with Sir Kevan Collins, then Non-Executive Board Member at the Department for Education, providing an invaluable opportunity for our members to discuss education policy and the DfE's relationship with the voluntary sector. Sir Kevan fed back that he had learnt a lot from our members and later spoke at our January Board of Advisors meeting.

REFLECTIONS FROM OUR YOUTH STEERING GROUP AT THE 2024 LABOUR PARTY CONFERENCE

"Even though we had limited time to meet and speak with Bridget Phillipson, the Secretary of State for Education, her dedication was clear. She and her team were visibly passionate about making education more inclusive and equitable. It was reassuring to see how deeply they engage with young people's issues and how determined they are to create a system that works for everyone, not just the privileged few. As someone who deeply cares about the future of education, being part of these conversations was a reminder of how much we can achieve when policymakers are willing to listen to those most impacted by their decisions."

Mama, 2023-25 FEA Youth Steering Group member

School visit with Sarah Smith MP

Roundtable meeting with Caroline Voaden MP

Policy engagement and influencing

The Curriculum and Assessment Review (CAR) presented an opportunity to rethink a system that often overlooks learners facing multiple barriers. We brought together 60 members from across our Alliance to co-develop a joint submission, which called for a fairer, more inclusive education system that addresses inequity, diversifies the curriculum and develops essential skills for the future. The CAR Interim Report reflected many of these priorities, demonstrating our collective impact on the national conversation.

This year, we have been a leading member – alongside our member #BeeWell, The Children's Society, and Pro Bono Economics – of Our Wellbeing Our Voice, a coalition of 60 organisations campaigning for a national wellbeing measurement programme to address low levels of young people's wellbeing in England. As co-leaders, we have hosted events, engaged the media and worked with politicians and civil servants to build momentum behind the campaign, with much of our focus on shaping the Children's Wellbeing and Schools Bill. Together, we've made strong progress: the Department for Education has committed to a best practice framework and a new student experience survey to help schools strengthen pupil engagement and expand annual data on belonging, safety and enjoyment. We will continue working with partners to secure a national wellbeing measurement programme.

Ahead of the Government Spending Review, 123 members signed our open letter to the Chancellor, urging investment in children and young people from low-income households. The Government's response reflected several of our key asks, including a 4% pay rise for all school and college teachers and the extension of free school meals to families on Universal Credit, both of which we called for in our in our Priorities for a New Government. These policy commitments mark meaningful progress towards a fairer system that gives children and young people from low-income backgrounds a better chance to thrive.

"The FEA's ability to engage with policymakers provides Greenhouse Sports with a platform to influence national education policy – a valuable opportunity to promote sport as a powerful tool for social mobility." **Greenhouse Sports, FEA Member Survey 2025**

"FEA's advocacy efforts align with Ormiston Trust's mission, offering a platform to influence policymakers and drive long-term reforms that promote fairer educational outcomes. FEA provides access to research, data and expertise that strengthen Ormiston Trust's initiatives, ensuring that its programmes are informed by the latest insights on tackling educational inequity." **Ormiston Trust, FEA Member Survey 2025**

CONNECTIVITY AND CO-ORDINATION ACROSS THE ECOSYSTEM

We believe that to effect system change for children and young people's outcomes, there needs to be strong relationships between education settings, charities, funders, young people and policymakers. That is not easy with such diverse and disparate groups, so we support those connections and coordination through our regular Collective Action meetings, our digital Membership Tools and our member events.

Collective Action Working Groups

All of our Collective Action working groups focus on building strong, trusted relationships that are central to driving change, in addition to influencing policy or strengthening member impact. This year, 50% of our Alliance (149 member organisations) took part in a working group, well above last year's engagement of 43%. Attendees included education settings, charities, funders, young people and policymakers.

Early Years – influencing policy change

There are significant gaps in early childhood development due to unequal access to support services for babies, young children and their families within their homes and communities. To address this, the Early Years Working Group – led by colleagues at the National Literacy Trust and Boromi, and including members from Bookmark Reading Charity, Foundations Years Trust, Peeple, Speech and Language UK and Thrive at Five – have worked together to influence policy decisions and the design of Early Years systems. We supported the group to meet with and provided written case studies to the Department for Education on what will best support families in low-income communities. We coordinated submissions of evidence to Ofsted's Big Listen and Nesta's research to shape the future system of support in early childhood. Through convening this group, we have presented a strong and unified message which those in power have listened to. In July, the Government announced £500 million investment in Best Start Family Hubs, which we believe will reduce inequities in early childhood.

Early Years Working Group meeting in our office in Victoria, London

AI – sharing best practice

We convened the AI Working Group in response to the rapid pace at which AI is transforming the world. It provides a space for leaders within FEA member organisations to share strategic learning, ensuring that the use of AI is effective, safe and advances efforts to close the gap in educational inequity. Many of these leaders have limited capacity to develop AI solutions independently, so the group serves as a collaborative space to learn, test and co-design approaches. Over the year, we invited external speakers including The Key Group, Chalk and DataKind, to share insights and spark ideas. We also encouraged members to connect independently to support each other's AI projects and strengthen their ability to harness AI for social impact in education.

Literacy – the Literacy Link

We supported our literacy members to establish the Literacy Link, a national network of children's reading charities and aligned partners, dedicated to improving reading outcomes for children and young people aged 0 to 14. Through bold thinking, collaboration, collective advocacy, impact and evaluation, the network is building a more connected, effective and influential ecosystem of children's reading charities in England. We marked its launch with an in-person event with 70 attendees and secured funding to enable the network to maximise its collective impact through the National Year of Reading 2026.

Place-based change – learning together

Between October 2024 and January 2025, we hosted a three-part workshop series on systems and place-based change for FEA members. This was developed in response to feedback from our 2024 Fair Education Summit, where members expressed a desire to deepen their understanding of how systemic approaches can drive long-term impact. Our Co-CEO, Gina, drew on her recent Churchill Fellowship research on cross-sector collaboration in Australia, Canada and the USA, to share examples and lessons learnt for our work across the country. Each session brought together more than 50 members, fostering trust, collaboration and shared learning across our Alliance. The workshops explored the six conditions of systems change and how these can help members dismantle barriers to opportunity for children across England. They also helped lay the foundations for our new strategy, marking the first step in bringing members on the journey with us.

> "The systems and place-based change model and Fair Education Alliance workshops have been a true game-changer for me. They provided a structure which made sense of the challenges that I'd been facing in demonstrating the connections between different aspects of our work such as policy, shifting narratives and services." **Magic Breakfast, workshop attendee**

The Literacy Link launch event in April

Membership Tools for FEA members

This year, we continued to expand the reach and impact of our digital Membership Tools, an essential resource for fostering connection, collaboration and targeted action.

Our **Ecosystem Map** helps members, policymakers and funders identify areas of greatest need and build a deeper understanding of activity, outcomes and impact across the country. It combines national-level data on attainment and deprivation with information about where FEA members operate. The Map now includes 138 FEA members working in 22,000 schools and 3,600 additional education settings, covering 96% of schools in the most income-deprived areas. FEA members are delivering meaningful work across every region, local authority and parliamentary constituency in England, with an average of three members active in every school nationwide.

Our **Member Directory** provides a central hub for members to connect and collaborate. It allows users to search and filter by organisation type, outcomes and geographical reach. Members can also use the **People Directory** to connect directly with individuals across the FEA network. On average, more than three individuals per member organisation are now signed up, indicating the tools' deepening reach and influence within their organisations.

Throughout the year, we delivered training workshops to support our members in effectively using the Membership Tools. Since launching the tools in September 2022, we have now trained 280 individuals across more than 130 member organisations, and they continue to highlight how these tools are already making a difference in their work.

How nurtureuk uses data to drive inclusive education

FEA member nurtureuk aims to improve the life chances of every young person by helping embed whole-school, nurture-based cultures that help pupils improve social and emotional skills, and ensure they can engage effectively with their learning. We sat down with nurtureuk's Insight and Research Manager, Funbi Akande, to learn how they use the FEA Membership Tools to focus their efforts for greatest impact.

"We tackle the social, emotional and mental health difficulties that young people are facing by training educators to be aware of the behavioural needs of the students and adopting relational approaches so that they end up with an inclusive approach. We believe that an inclusive school is the best school."

nurtureuk works with over 5,000 schools in the UK. Many use their Boxall Profile® Online tool, which helps teachers assess young people's social and emotional needs. Working with so many schools, however, can bring significant data challenges.

When Funbi joined nurtureuk in mid-2024, his immediate priority was to improve monitoring, evaluation and learning processes to enable better reporting and programme targeting. Having used the FEA Ecosystem Map in a previous role, he knew it could provide a cleaned list of partnership schools, since nurtureuk shares its reach data with the FEA.

"Because of the large number of schools that use [the Boxall Profile® Online Tool], it means that our data needs cleaning," he explains. "That's where the Membership Tool helped me … being able to look at which schools we've worked in and then get a quick, clean list of them."

With accurate partnership data in place, the Income and Partnerships team could better identify under-targeted areas where nurture-based approaches could have the greatest impact. This analysis is informing the Inclusive and Nurturing Schools programme commissioned by London's Violence Reduction Unit across several local authorities. The Ecosystem Map data was key to understanding each school's context – including deprivation levels, attendance and exclusion rates – so that the training built on existing approaches rather than cutting across them.

"Sometimes schools are running several programmes at once. Using the Map, we can see what's already happening [across the system] and position our work as something that ties it all together, making what's there more inclusive and nurturing."

The Membership Tools have also strengthened nurtureuk's evaluation and analysis approach. The team uses the Ecosystem Map's data on key indicators of barriers to education, such as FSM, SEND, EAL and pupil premium to create control groups of comparable schools. This ensures that any assessment of impact compares like with like and produces credible findings.

Looking ahead, Funbi sees growing potential for collaboration through the Map. Pertinent to their role as the secretariat for the Inclusion and Nurture in Education APPG, being able to filter by area or theme allows nurtureuk to identify FEA partners with shared goals, creating opportunities for joint policy asks, evaluation and combined impact frameworks.

By combining a nurturing ethos with data-driven insight, nurtureuk are demonstrating how the FEA's Membership Tools can enable smarter decision-making, deeper collaboration and, ultimately, more inclusive schools where every child can thrive.

Photo credits: nurtureuk

2025 member workshops

In 2024-25, we developed our next five-year strategy, and it was critical to include the input of our staff, Youth Steering Group, members and key stakeholders.

We wanted to collect everyone's perspective on educational inequity, what our members need from the FEA, and capture feedback about and ambitions for the FEA. In spring 2025, our members took part in a series of in-person and virtual workshops, and a survey, to share their insights, feedback and experiences of the FEA. This consultation process not only helped shape the detail of our work, it also strengthened the co-creation of the strategy with our members, ensuring their perspectives guided its development and shape how we work together over the next five years. Through our co-creation approach, members' insights shaped the detail of our member offer and commitments to participation, helping to ensure we have the greatest possible impact on children and young people's outcomes.

We kicked off the workshop series with a consultation with our Youth Steering Group, followed by six member workshops held in Newcastle, London, Manchester and online. These sessions explored the systemic conditions that keep educational inequity in place across policy, practice, power and mental models. We also hosted a dedicated workshop for Chairs of Trustees of our member organisations, giving them space to co-design our strategy and strengthen the supportive environments their organisations need to collaborate and engage with the Alliance. In total, 49 Chairs attended this session.

Overall, 209 member organisations participated in the strategy consultation across both the workshops and the survey. That included 215 attendees from 154 member organisations at the workshops, surpassing our engagement target by almost 34%, and 182 survey responses. The consultation also re-engaged some members who had not participated in other 2024-25 activities.

> "Very engaging session, good to feel involved in the strategic direction of FEA and to have clear outcomes. It was very energising."
> **Attendee from London member workshop**

REFLECTIONS FROM OUR YOUTH STEERING GROUP

"The YSG consultation day helped us consider various components of an effective strategy, including our vision, goals, strengths and weaknesses as an organisation, and the external environment. We talked about using our resources wisely and identifying what is working well and where improvements can be made. By the end of the meeting, I felt inspired, motivated and excited about the future for young people."

Angel, 2023-25 FEA Youth Steering Group member

DIVERSITY OF *LEADERSHIP* OF THE COLLECTIVE AGENDA

For education to become fairer, people from diverse backgrounds and experiences must have a leading voice at the table. We believe that young people's voices are essential to driving meaningful impact, so we centre young people's views in our work with our Youth Steering Group, and empower schools, policymakers and organisations across the sector to do the same through our bespoke one-to-one support.

Our Youth Steering Group

Our Youth Steering Group are central to our ambition to diversify the leadership of our collective agenda. This year we have seen their positive impact on the education sector and in inspiring and supporting other young changemakers. They have been involved in advocating for the expansion of free school meals and mental health workers in schools and led their biggest ever Fair Education Youth Summit.

The strength of this group is in the diversity of their experience of the education system and the FEA's commitment to ensuring that young people who are often excluded from youth engagement programmes are supported to apply and thrive in the group. After half of the group graduated in April, with one member becoming a young trustee of the FEA, we worked with the Youth Steering Group and FEA members to recruit 12 new young people to join the 2025–26 Youth Steering Group.

Here is what we know about our 2025-26 Youth Steering Group:

52% have no prior experience of social action (75% of new recruits)

65% are from Black, Asian or Minority Ethnic backgrounds

every member of the group has experienced a barrier to a fair education

68% are from outside London and the South East

54% are male or non-binary

60% have been eligible for Free School Meals (75% of new recruits)

56% have special education needs or disabilities (SEND)

S's journey with the Youth Steering Group

We interviewed first year Youth Steering Group member S in spring 2025 and here is what they had to share:

Why did you join the Youth Steering Group (YSG)?

At my old school, I didn't have the best experience. I used to have daily meltdowns and negative views of myself, and I wasn't getting the support I needed. At my new school, they've been so supportive, and they helped me settle in. I've been given a safe place I can always go to, and there's always someone I can talk to. My grades have improved massively, and my mental health has improved so much, along with how I view myself. I feel really lucky to have had such a positive experience at my new school.

I joined the Youth Steering Group because I wanted to change things for future students so that they don't have to go through what I did. No one should have to experience that in school.

How have you found being on the YSG overall?

I've genuinely loved being part of the Youth Steering Group, and it has given me so many opportunities and so much confidence. It's also given me a real sense of drive and the ability to reach my goals and feel good about myself. I feel like I can make a difference, that I can change things.

Two years ago, I struggled just to wake up in the morning and go to school. Now, I've been able to travel to London for training days and even speak at the House of Lords [The Speaker's Trust My Maiden Speech Programme] – that's such a massive accomplishment for me. The Youth Steering Group has pushed me to do things I never would have imagined myself doing, and it has completely changed how I see myself and what I'm capable of. It's pushed me to the extreme, in the best way possible.

If you had to pick one thing that's been a highlight of your time on the YSG, what would it be?

I think my highlight has to be the House of Lords event. The whole experience around it was just incredible. Even the training days leading up to it were filled with so much joy. I often struggle with socialising in everyday situations, but being surrounded by people who were all passionate about the same things and working towards a collective goal made it feel completely different.

When it was time for my speech, it just went so well. The moment everyone started clapping, I felt this huge sense of achievement that stayed with me for the rest of the day. I was enjoying it so much that I nearly missed my train because I stayed behind, just talking to people. It was honestly such an incredible experience.

What do you think has been the YSG's most impactful activity?

It's hard to pick just one thing. On a personal level, I'd say giving the speech at the House of Lords. The training days and even travelling alone – those were really big moments for me. But in terms of something on a wider scale, I would probably say the Fair Education Youth Summit. It's hard to choose just one thing that was the most impactful. Everything was, in its own way.

2024

SEPTEMBER 2024:
Five YSG members represented the FEA at Labour, Liberal Democrat and Conservative party conferences, including speaking on panels with Ministers.

OCTOBER 2024:
In partnership with Mission 44, we hosted our biggest ever Youth Summit at UBS, bringing together 166 young changemakers from across the country to connect, develop their skills for social action and influence policymakers.

NOVEMBER 2024:
YSG members Mama and S attended the Next Gen Conference, which focused on how to increase the democratic engagement of young people and advocate for Votes at 16.

DECEMBER 2024:
The YSG submitted evidence to the Curriculum and Assessment Review, Education Select Committee's SEND Crisis Inquiry, the Child Poverty Task Force Consultation and Ofsted's Report Card.

Written Evidence for the Education Select Committee's Inquiry:
Solving the SEND Crisis

This evidence is provided by the Fair Education Alliance's Youth Steering Group. We are a group of twenty young people, aged 16 -24 who have experienced different barriers to a fair education. Our group includes representatives from every region of England and a range of different education settings. Over 65% of our group have been, or are, eligible for free school meals, 60% are from Black, Asian or Minority Ethnic backgrounds and 60% identify as having a special educational need or disability (SEND). All members of the Youth Steering Group are dedicated to highlighting and combating the disparities that we have witnessed and encountered in schools.

2025

A year with the Youth Steering Group

JANUARY 2025:
YSG members S and Hayden were the keynote speakers at The Difference's IncludED conference about inclusive education. Lauren, Jayden, Naomi, Thomas and Keira were also involved.

FEBRUARY 2025:
The YSG were the first people to be consulted in the FEA's 2025-30 strategy refresh.

JULY 2025:
YSG members Angel and Jonathan were invited to take part in My Life My Say's Ministerial roundtable where Votes at 16 was announced. They were both interviewed by the press – Angel's interview was the lead story on the BBC News website and Jonathan's interview appeared on Newsnight.

AUGUST 2025: We finished the new YSG cohort recruitment process and welcomed 12 new members to the group. The new cohort's first in-person team day focused on building connection and campaign plans. In addition, some members of the YSG went on a tour of Parliament.

JUNE 2025:
YSG members Hayden, Thomas, Keira and Mama took part in a Mission 44 roundtable at Downing Street with the Prime Minister and Lewis Hamilton. The focus of the discussion was on how to make schools more inclusive.

MAY 2025: YSG member Israa gave a speech in the House of Commons about the need for more mental health support in schools. This was part of The Speaker's Trust's My Maiden Speech programme.

MARCH 2025:
YSG members Elliott and Jayden took part in the Anthropy Emerging Leaders programme. They attended the three-day conference at The Eden Project with our Co-CEO Gina and took part in discussions about the future of the UK.

APRIL 2025: YSG member Keira gave a speech to the All-Party Parliamentary Group on Youth Affairs about the need to tackle the root causes of preventable exclusions in the National Youth Strategy.

Improving youth engagement practice across the sector

Over the past year and a half, the number of FEA members involving young people in their work has grown by 25%. This growth is in part due to the support we have provided through our Youth Engagement Working Group, our one-to-one guidance and inspiration drawn from our own youth engagement practice.

Data collected in our 2024 Member Survey and Youth Summit Survey shows that, as of March 2025, over half (166 of 295) of FEA members are now doing at least one form of youth engagement. This includes:

- 154 members actively seeking the opinion of young people, listening to their feedback and supporting them to share their experiences and ideas. This includes involving young people in events and communications.
- 110 members meaningfully involving young people in decision-making on topics that interest or affect them. This includes having a youth board/council/group and/or young trustees.
- 91 members supporting young people to have the skills and resources they need to be involved in and bring about positive change themselves. This includes supporting them to lead campaigns and be involved as researchers.

This growth is a clear indication of increasing commitment to youth-led practice across the Alliance.

Strengthening youth voice across our membership

We are proud to support our members in embedding meaningful youth engagement in their work. Here are two members reflecting on the bespoke one-to-one support they received from our Head of Youth Engagement, Becca Weighell:

"Becca was invaluable in helping us set up our first Youth Advisory Group – something we'd always wanted to do, but were a bit afraid to do so, without expert help. Becca was warm, friendly and non-judgemental, which meant it was super easy to ask questions and get honest advice. Our recruitment process, selection workshop and first meeting were shaped by Becca's feedback and we are so proud and excited to have a wonderful group of young people working with us to improve sex-ed for teenagers across the UK, having even greater impact. I would 100% recommend Becca's one-to-one support to other FEA members – it will help you wherever you are in your youth engagement journey." – **Matilda, Split Banana**

"Becca has provided thoughtful, tailored one-to-one support to help shape and strengthen our youth engagement strategy. She has been a valuable sounding board for ideas, offered practical tools and resources, and helped us think critically about how to meaningfully involve young people in our work – not just as participants, but as co-creators. Her support has been both strategic and hands-on, which was particularly helpful as we developed new initiatives like the Opportunities Hub and alumni engagement pilots – projects we wanted to be shaped by young people, for young people. The impact has been significant. Becca's input has helped us embed more inclusive and intentional practices into our engagement work, which in turn has led to stronger relationships with young people. Her guidance has made us more confident and ambitious in how we centre youth voice." – **Kerry, Young Enterprise**

SOLUTIONS ARE *SUPPORTED* TO SCALE SYSTEMICALLY

With a widening gap in education outcomes between pupils from low-income households and their peers, the need for innovative solutions to address educational inequity is more urgent than ever. To nurture innovation and scale impactful initiatives based on need, we provide funding, tailored support and resources to empower initiatives and upskill our network through our Innovation and Scaling Awards programmes.

Innovation Award

Through our Innovation Award, we take a networked approach to nurture new ideas that tackle the entrenched issues and root causes of educational inequity in England. We provide a year-long programme of financial and practical support, including grant funding, to help people turn their ideas into impactful initiatives that will thrive beyond their pilot and make real change in the sector.

We kicked off the year of support by welcoming the six new Innovation Award winners at Bloomberg's London office for an announcement event. The event also marked ten years of the Innovation Award programme and brought together over 160 people - sector leaders, funders, school leaders, and past awardees. Attendees made pledges of support to the new cohort, offering introductions to key stakeholders, sharing resources and collaboration opportunities.

Throughout the year, we supported the award winners with one-to-one coaching, in-depth incubator training sessions including finance, governance and impact and evaluation, a £25k salary contribution and brokered mentors from Bloomberg. With this support, they were more able to tackle issues ranging from limited access to grief education, low participation in higher education among first-generation students, a lack of access to medical school , intergenerational poverty and the absence of men in the Early Years workforce. Feedback from the cohort reinforced the importance of the FEA's support. All six reported that their progress was largely due to the Innovation Award programme, with every awardee rating one-to-one coaching and support as 'Excellent'. Sessions on Theory of Change and Impact and Evaluation were highlighted as being particularly transformative, and the £25k salary contribution gave founders the space to focus full-time on growing their impact.

REFLECTIONS FROM OUR YOUTH STEERING GROUP

During the Innovation Award selection process, we took a participatory approach to the Innovation Award selection process, ensuring that young people were at the heart of decision-making. Four members of our YSG joined the shortlisting and final panels, interviewing applicants and providing valuable insight from their unique perspectives and lived experiences. Having young people involved in the grant-making process is crucial, as it ensures that the voices of those most affected by educational inequity shape the initiatives we support. By prioritising youth participation, we not only empower young people but also enrich the process with perspectives that are often overlooked in traditional funding models.

"As a youth judge, it was really uplifting to see that challenges we experience as young people are being addressed by innovators in the education sector. As young people, going through the current education system, we were glad to be part of a process that will help deliver new solutions to the young people who experience with educational inequality. Being a judge elicited a new sense of hope for us – we are inspired to have been part of supporting this new generation of innovators." **YSG members Keira and Mama's speech at the Innovation Award announcement event hosted by Bloomberg, September 2024**

2024-25 Innovation Award winners at our office in London, Victoria

Over 2024-25, our Innovation Award winners' collective achievements are striking. They:

- **reached 1,200+ schools and trained 4,300+ educators**
- **directly supported 8,000+ children and young people, and indirectly reached a further 60,000**
- **raised nearly £500,000 in a challenging funding climate.**

These figures translate into real change for children and young people:

- The Aspiring Medics supported applicants from low-income households into medicine, with 92% securing at least one offer compared with 22% nationally.
- The Body Happy Organisation piloted a whole-school culture of body respect, with one student sharing, "I feel proud because I've stopped people being hurt by bullying, and I've gained the confidence to speak in front of people."
- The Firefly Project reached 1,000+ schools through a Voice 21 partnership, with 90% of young people involved reporting an increase in empathy.
- The Early Years Movement convened cross-sector leaders to reframe men's role in Early Years education, creating a shared challenge rather than a siloed one.
- First Gens built a peer network for first-generation students, bridging gaps in university access and belonging.
- PLACE (Tees Valley Education) combined deep local work with national advocacy, ensuring poverty and disadvantage remain at the heart of education debates.

PLACE: Transforming opportunities for children in Tees Valley and beyond, Innovation Award winner 2024-25

TEES VALLEY EDUCATION
www.teesvalleyeducation.co.uk

PLACE, founded by Sean Harris – an internal innovator from FEA member organisation Tees Valley Education – demonstrates how local action can drive systemic change. As an initiative launched and embedded within a member organisation, it shows how internal innovators can tackle the root causes of poverty and inequity through hyperlocal engagement, community partnerships and advocacy to ensure children and young people are not defined by disadvantage. Over the incubation year, PLACE worked directly with 1,229 children and young people, alongside 3,500 educators in 150 schools, reaching a further 60,000 learners indirectly. They secured £383,500 in additional funding and expanded their influence beyond Teesside, shaping practice and policy nationally.

One of PLACE's landmark achievements was the presentation of its Classrooms to Careers roadmap in Parliament, which offered a blueprint for connecting education with local industry. Sean also contributed evidence to the Education Select Committee, engaged in the national Child Poverty Taskforce and authored the bestselling book Tackling Poverty and Disadvantage in Schools, which reached educators and policymakers nationwide.

These achievements were made possible, in part, by the Innovation Award, which created the conditions for PLACE to step back, refine its vision and build the foundations for national influence. Sean described this as "a full caterpillar-to-chrysalis transformation," allowing his team the time to plan for long-term impact beyond the pressures of day-to-day work. This process enabled PLACE to strengthen its strategy, build deeper partnerships and establish itself as a leader in tackling disadvantage at both grassroots and national levels.

Following poverty-informed education training led by PLACE, Professor Stuart Kime from Evidence Based Education shared, "Sean and his team have helped us deepen our understanding of poverty-informed practice. The workshop he delivered challenged us and left a lasting impression. He has changed my perspective on how best to approach the work I do." Through PLACE, Sean has demonstrated how reframing disadvantage as a result of structural barriers, rather than a deficit of aspiration, can support schools in creating fairer futures. The impact of this vision has resonated across both classrooms and corridors of power.

Photo credits: Tees Valley Education

Over 250 children engaged in classroom to careers (CtC) related learning with PD Ports and AV Dawson (Port of Middlesbrough) as part of PLACE community engagement.

Scaling Award

FEA members bring deep expertise to improve outcomes for children and young people, but scaling impact while maintaining quality and building capacity remains a challenge. Through the Scaling Award, we provided two years of tailored support to help mission-led organisations grow well. This was our second and final year of support for our seven Scaling Award winners, who have continued to strengthen their leadership, organisational capacity and collaborative influence through a mix of peer learning, targeted consultancy and small grants.

Collectively, the cohort has expanded its reach and deepened its impact, supporting 671,571 children and young people, an increase of 179% since beginning the programme. This growth has been achieved by deepening existing partnerships with schools and education settings and forming new relationships with not only new schools, but also carefully chosen partners such as local authorities and violence reduction units. In total, the cohort is now partnering with 1,649 schools, colleges and other education settings.

This year, we focused on helping the cohort deepen their leadership capability, enhance their operational resilience and explore opportunities for systems-level collaboration. Collectively, these activities have built stronger, more connected and more confident leaders across our Scaling Award cohort. The programme has strengthened collaboration between award winners and laid the groundwork for a new wave of peer-led leadership and learning opportunities under the Collective Strength strand of our 2025-30 strategy.

> "Spending two days with other CEOs and the FEA team offered a trusted and enlightening space for reflection and challenge. As well as the benefits to me personally and professionally, the learnings have been incredibly valuable to our whole team." **Gaby Sumner, CEO of Villiers Park reflecting on the CEO retreat**

GET FURTHER

khulisa

Learning with Parents

Life Lessons

magic breakfast
fuel for learning

POWER 2

Villiers Park
Educational Trust

Some highlights of the year's support include:

- **Leadership and peer learning:** We introduced new peer-learning opportunities, including monthly CEO Circles, Action Learning Sets for senior leaders, and specialist peer groups on Communications and People & Culture. These sessions provided trusted spaces for reflection and shared problem-solving, "These sessions give me the time and perspective I need to think strategically and to know I'm not doing this alone." 100% of Action Learning Set participants rated the experience as Excellent or Good, with 80% mentioning group trust and facilitation as Excellent.
- **Leadership development retreat:** We ran our second CEO retreat, with 100% of attendees reporting it helped them strengthen relationships, reflect on their leadership journeys and take away practical tools to apply within their organisations. Every participant expressed interest in continuing to engage with leadership development opportunities and attend future retreats which will be a key part of our new strategy. Through our Collective Strength offer, we will provide capacity-building and training opportunities for all members.
- **Targeted capacity building:** We provided bespoke one-to-one support, including strategic planning with Villiers Park and Learning with Parents, a KPI review for Get Further, and board and governance support for several award winners. Participants consistently highlighted the value of tailored, practical input from the FEA and trusted peers.
- **Small grants for organisational growth:** The small grants that the award winners received through this programme enabled them to make targeted investments that have had an outsized impact. Projects included Learning with Parents enhancing their impact measurement frameworks, Magic Breakfast developing a systems thinking approach to strategy, and Villiers Park strengthening staff development and internal systems.
- **Strategic sprints:** Through a new UBS Sprint Day, award winners worked directly with UBS volunteers to tackle strategic challenges. Feedback was overwhelmingly positive from both charities and volunteers, with over 80% rating the day as 'Very good' and the rest 'Good'. Four of five charities continued to work with their UBS teams beyond the initial sprint.
- **Cross-sector collaboration:** Due to member demand, we ran a Collaboration & Mergers for a Sustainable Future event with Bates Wells. The session created an honest environment for 33 charities to explore strategic partnerships and mergers as routes to greater impact and sustainability.

"Another fabulous Action Learning Set session with FEA today. I actually feel like listening, talking and supporting has nourished my soul… Thanks to the FEA and my fellow session members who are so brave, open and supportive!" **Senior Leader at Magic Breakfast**

2023-25 Scaling Award winners attended a CEO leadership retreat in June 2025

magic breakfast
fuel for learning

Magic Breakfast: Nourishing Futures, Scaling Award Small Grant recipient 2024–25

Magic Breakfast's mission is to end morning hunger as a barrier to learning for children and young people across the UK. Through an FEA grant, the charity invested in developing its new 15-year strategy, Nourishing Futures – a bold, long-term vision to end child morning hunger and strengthen its systemic impact.

The grant funded systems thinking training for 12 staff and trustees, along with coaching for the CEO and consultancy support to guide the strategic planning process. This new approach has helped Magic Breakfast move from linear, outcome-focused planning to a dynamic model that recognises the complexity of the systems surrounding child hunger.

The training also inspired new ways of working across the organisation, creating space for deeper reflection and collaboration. One participant reflected: "I feel so grateful to have had the opportunity and have already begun working with the team to identify how we can connect and challenge the systems around us, as we consider how best to enable more hopeful futures for the children and young people we support."

Their strategy consultation process engaged over 55 stakeholders and involved staff at all levels in shaping the future of the charity. A 'transformation team' and trustee working group were created to embed these insights into practice, helping ensure the strategy was both ambitious and achievable. Thanks to this support, Magic Breakfast now has a clear framework to guide its next chapter – focused on ensuring every child has access to a nutritious breakfast, tackling the root causes of morning hunger, and empowering young people to define and assess the value of breakfast themselves.

Photo credit: Magic Breakfast

PLANS FOR THE FUTURE

In 2025-26 we will:

LAUNCH OUR PLACE-BASED COLLABORATION PROGRAMME

with our members and announce collaboration partnerships with

THREE MAYORAL COMBINED AUTHORITIES

at our Fair Education Summit.

B M C S

th an lea

2025–30

LAUNCH OUR 2025–2030 STRATEGY: FROM NEIGHBOURHOOD TO NATIONAL

which outlines our systems change approach in tackling the policies, practices, resource flows, relationships, power dynamics and mental models that hold inequity in place.

ENABLE OUR MEMBERS TO TAKE COLLECTIVE ACTION

on literacy, early childhood, and careers at national and regional levels.

DEVELOP AND TEST AI AND TECHNOLOGY TOOLS

to accelerate our progress, including the next iteration of our Ecosystem Map.

SCALE THE REACH OF OUR COMMUNICATIONS

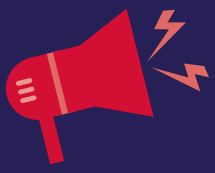
through increased storytelling and media presence.

MEET OUR VOLUNTARY INCOME TARGET

through clear communication of our purpose and our impact.

UILD OUR IEMBERS' OLLECTIVE TRENGTH

rough creating d launching a new adership offer.

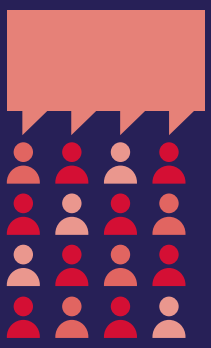


USE THE COLLECTIVE VOICE

of our diverse membership to

ADVOCATE FOR POLICY AND PRACTICE CHANGE

that supports children and young people.



SCALE YOUTH LEADERSHIP

across the Secretariat and member organisations' activities, including our Youth Summit, to

CREATE A MOVEMENT

of young people co-leading system change.

Thank you to our business, trust and foundation members

A&O SHEARMAN

"The Fair Education Alliance demonstrates what can be achieved when evidence, lived experience and cross-sector commitment come together. This year's report balances realism about the pressures facing schools with practical optimism, showing how collective voice and coordinated action can shift policy and practice. We are proud to stand alongside the Alliance as it drives systemic change, so every child's potential is met, not limited." **Emma Danforth, Partner and Global Co-Head of Social Impact, A&O Shearman**

BARCLAYS | LifeSkills

"The social equity gap for young people across the country remains a challenge and continues to negatively impact too many young futures. We acknowledge that without equitable action this gap will continue to move further apart, and we are delighted to be members of the FEA and part of the important work that they do to address this." **Kate McGoey, Head of Barclays LifeSkills (Senior VP), Barclays LifeSkills**

Bloomberg

"At Bloomberg, we believe innovation is a powerful driver of opportunity. Through our partnership with the Fair Education Alliance, we're proud to support forward-thinking education programmes and collaborate with cross-sector leaders to help improve outcomes for young people in the communities that need it most." **Caroline Rowley, Head of Corporate Philanthropy (Europe), Bloomberg**

THE DULVERTON TRUST

"At the Dulverton Trust, we are committed to supporting initiatives that improve life opportunities for disadvantaged young people across the UK. The Fair Education Alliance's collaborative and evidence-driven approach aligns strongly with our values, particularly in its mission to tackle educational inequality at a systemic level. We are proud to support the FEA's work to create lasting change, amplify young people's voices and ensure that all children – regardless of background – have access to a fair and fulfilling education." **Binda Patel, Director, The Dulverton Trust**

IG Group

"We couldn't think of a better place to learn about all the complex challenges around educational inequality, or to find inspiration from all of the fantastic initiatives that are being developed by FEA members. Being a member of the FEA gives us confidence that we are putting our energy in the right places, and we have been so impressed at the scale of the FEA's ambition and their excellence and expertise in this field. We are incredibly proud to be part of this Alliance and hope we can play our role in helping achieve the collective vision." **Awande Nojoko, Sustainability Manager**

MISSION 44

"Mission 44's vision is for an inclusive education system, where schools are places of safety and belonging, and young people can access their learning whatever barriers they face. Mission 44 is honoured to continue its collaboration with FEA to amplify young people's voices in shaping its 300-strong membership and to help them make the case for change." **Laurie Hunte, Mission 44 Senior Impact Manager**

phf Paul Hamlyn Foundation

"We are delighted to support the FEA through our Backbone Fund, enabling the coalition to increase collaboration and use its powerful collective voice at such an important time. With the cost-of-living crisis and political shifts, it's crucial that the FEA continues to advocate for a fair education for all children and young people, and in doing so, achieve a just and equitable society in which everyone, especially young people, can realise their full potential." **Catherine Sutton, Head of Programme: Education, Paul Hamlyn Foundation**

UBS

"Education is one of the largest and longest-standing focus areas of the UBS Optimus Foundation and we believe that ensuring every young person has access to an excellent education is fundamental to building a more equitable society. The challenges are multifaceted, and the impact can be strengthened through collaboration – which is why the Fair Education Alliance's role in convening partners and championing collective systemic change is so vital."
Sarah Payne, UK Head of Social Impact and Philanthropy, UBS

FINANCIAL REVIEW

GOVERNANCE AND MANAGEMENT

TRUSTEES' STATEMENT OF RESPONSIBILITIES

Financial review

Thank you to our supporters

As we look back over the year, we want to thank the community of people and organisations who have powered our work.

We are grateful to everyone who supported us in 2024-25. This includes A&O Shearman, Barclays LifeSkills, Bates Wells, Bloomberg, Collective Futures, Culham St Gabriel's Trust, The Dulverton Trust, Fidelity UK Foundation, IG Group, Mission 44, Paul Hamlyn Foundation, St John's Foundation, UBS and the Westminster Foundation.

Financial update

We focused on growth and sustainability in 2024-25. We maintained the reach and impact of our work while preparing for the launch of our 2025-30 strategy, Neighbourhood to National, and the delivery of new programmes and expanded activity.

In 2024-25 we strengthened our existing activities with our members around policy influencing, collective action, youth engagement, and our Innovation and Scaling Awards. Total expenditure for the year was £1.32 million, representing a 26% increase on the previous year (2024: £1.05 million). This rise was primarily driven by strategic investment in communications, political engagement at party conferences, office space for more team members and the timing of our Innovation Award grant disbursements. Expenditure also included preparatory work for place-based collaboration activities, covered by restricted income that we received in September 2025.

Our in-year income for 2024–25 was £824,132, broadly consistent with the prior year (2024: £824,757), as forecast. Between 2022 and 2024, the charity recognised several multi-year grants, resulting in unrestricted reserves at the start of 2024–25 that were intentionally higher than our reserves policy target of four months' running costs. The trustees therefore agreed to draw on these accumulated reserves to fund planned charitable activities during 2024–25.

During the year, we utilised £86,234 of restricted reserves and £411,491 of unrestricted reserves, resulting in total reserves of £325,803 at year-end (2024: £823,528). We also generated additional income through the prudent investment of some reserves in fixed-term savings accounts.

Looking ahead, the charity has secured substantial multi-year grants for 2025-28 and will focus on scaling efficiently and maximising impact through the Neighbourhood to National strategy. The trustees and Senior Leadership Team continue to monitor financial risks closely, including inflationary pressures and changes to tax and regulatory requirements, to ensure the long-term financial stability of the charity.

Principal risks and uncertainties

The trustees have overall responsibility for risk management but also recognise that for risks to be identified and managed successfully, there needs to be shared accountability throughout the organisation.

In line with our risk management policy, a risk register is maintained that captures the nature of the risk, its likelihood and impact, and the mitigations in place to reduce the likelihood and/or impact. The risk register is updated by the Co-CEOs every quarter and reviewed by trustees at quarterly meetings.

The principal risks facing the charity are:

Financial risks:

The financial performance of the charity is monitored against an annual budget, and monthly management information on the charity's financial position is produced to inform any decisions. The Senior Leadership Team review the charity's financial management information and fundraising pipeline monthly, and the trustees review financial performance quarterly. In addition, forecasting is updated throughout the year to reflect changes that impact on income and expenditure.

The charity carefully monitors ongoing financial risks, including inflation and tax changes. The charity has robust anti-fraud policies, training and systems in place. Reserves are maintained as per the reserves policy and the trustees review the reserves policy annually. As a result of planned growth from autumn 2025, the charity will establish a finance, audit and risk subcommittee in early 2026.

The charity continues to work closely with funders to ensure deep partnerships and strong, sustained relationships even if staff move on. In addition to grant funding, the charity now earns some income from fixed-term interest-bearing accounts and will look to further diversify its income streams in future years. The trustees have taken a risk-based approach to setting the charity's investment policy and deem any identified risks to be sufficiently low that they are able to be accepted and monitored.

Safeguarding:

The charity has a designated safeguarding lead (DSL), two deputies and a designated trustee with responsibility for safeguarding. All staff have a safeguarding induction and annual refresher training and must adhere to our safeguarding policy. All activities including children, young people and adults at risk require safeguarding risk assessments approved by the DSL. A safeguarding review is completed annually to ensure our policies and practice respond to sector learning and changing context.

Member engagement:

As a network, member participation in our activities is essential. For the last few years, over 80% of our members have taken part in at least one FEA activity, with 84% engaging with us in 2024–25. We aim to increase this each year.

Member engagement is monitored monthly and reported quarterly to our trustees. The charity's staff use that data to adapt and improve activities and communications as well as to identify members who no longer meet our membership commitments and want to end their membership. The charity offers a variety of opportunities for members to lead or participate in, collects feedback from members about their experience, and has invested more in communications capacity to improve targeted communications to members. From 2026, members will be asked to re-commit to FEA membership annually with sign-off from their organisation's CEO.

Reserves policy and going concern

Reserves policy

The charity holds unrestricted reserves in order to:

- provide a safeguard against the risk of downturn in support of our activities (which could lead to expenditure exceeding income);
- provide working capital to finance day-to-day operations; and
- cover the costs of wind-down of one or more programmes in the event of key funding being curtailed.

At the year end, the charity held £337,261 (2024: £748,752) in unrestricted reserves, the equivalent of three months of future running costs.

The Board of Trustees aims to have a level of unrestricted reserves which equates to four months of future running costs. The level of unrestricted reserves at the 2024 year-end was the result of two years of successful fundraising for multi-year grants, some of which needed to be recognised upfront. The Board of Trustees therefore agreed to the use of unrestricted reserves to fund planned charitable activities and to cover payments in advance for place-based collaboration activities.

Going concern

Given forward business planning and forecasts, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future.

For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies, in Note 1 to these accounts.

Governance and management

Constitution

The Fair Education Alliance is a registered charity in England and Wales (No. 1188042) and a company limited by guarantee (No. 11884952).

It is governed by its Memorandum of Association and Articles of Association, last revised in February 2020. The Articles of Association define the Directors of the Company as 'the trustees'. To avoid confusion, the Directors of the Company are referred to as trustees throughout this document.

Board of Trustees

The charity is governed by a Board of Trustees that consists of nine professionals from a range of backgrounds and sectors. Trustees are responsible for decision-making on long-term strategic direction and governance, meeting formally four times a year. The trustees receive quarterly updates on day-to-day activities, including risk and financial performance, which informs their decision-making.

Any person who is willing to act as a trustee, and who would not be disqualified from acting, may be appointed by a majority decision of the trustees. The trustees take into account the skills and composition of the Board when making such appointments. They receive an induction with the Chair of Trustees and the CEO that helps them to understand both the organisation and their own responsibilities.

Management

The Board has delegated the day-to-day management of the charity to the Co-CEOs. The Co-CEOs and Senior Leadership Team meet regularly to manage the FEA's activities.

Employee engagement

We believe employees should be engaged with and involved in our charitable mission and how the Fair Education Alliance is managed. Employees attend regular team days hosted at different member organisations, where they discuss organisational strategy, learning and development and generate ideas about the charity's activities or ways of working. Employees are updated through staff emails and weekly team meetings, and there is a strong feedback culture.

Remuneration

We have standardised our annual salary review process, so employees deemed to be "on-track" in terms of performance receive a uniform percentage increase. The Board of Trustees is responsible for the Co-CEOs' remuneration and our employee salary and benefits framework. These are reviewed annually. The full list of key management personnel can be found on page 60.

Trustees' statement of responsibilities

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law 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 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 Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at anytime the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006.

The trustees 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 charitable company'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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 10 February 2026 and signed on their behalf by

Vanessa Ogden

Dr Vanessa Ogden
Chair of the Board of Trustees
Date: 10 February 2026

FINANCIAL STATEMENTS

Independent auditors' report to the members of The Fair Education Alliance

Opinion

We have audited the financial statements of The Fair Education Alliance (the 'charity') for the year ended 31 August 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.

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 Auditor's 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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees

are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charitable company's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or 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 auditor's report.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's 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's members as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 10 February 2026

William Guy Blake

William Guy Blake ACA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

The Fair Education Alliance

Statement of Financial Activities (incorporating the Summary Income and Expenditure Account) for the year ended 31 August 2025

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations	**3**	573,749	240,392	**814,141**	824,607
Charitable activities		1,766	-	**1,766**	150
		575,515	240,392	**815,907**	824,757
Investment income	**4**	8,225	-	**8,225**	-
Total income		583,740	240,392	**824,132**	824,757
Expenditure on:					
Raising funds	**5**	26,414	-	**26,414**	1,771
Charitable activities	**6**	968,817	326,626	**1,295,443**	1,048,704
Total expenditure		995,231	326,626	**1,321,857**	1,050,475
Net income / (expenditure) and net movement in funds	**10**	(411,491)	(86,234)	**(497,725)**	(225,718)
Reconciliation of funds:					
Total funds brought forward		748,752	74,776	**823,528**	1,049,246
Total funds carried forward		337,261	(11,458)	**325,803**	823,528

A comparative Statement of Financial Activities can be found under note 22.

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 18 to the accounts.

The Fair Education Alliance
Balance Sheet at 31 August 2025

	Notes	2025	2024
		£	£
Fixed assets			
Tangible assets	12	**8,597**	5,921
		8,597	5,921
Current assets			
Debtors	13	**89,618**	48,693
Current asset investments	14	**85,000**	-
Cash at bank and in hand		**216,342**	813,060
		390,960	861,753
Creditors: Amounts falling due within one year	15	**(73,754)**	(44,146)
Net current assets		**317,206**	817,607
Total assets less current liabilities		**325,803**	823,528
Total net assets		**325,803**	823,528
The funds of the charity			
Restricted funds			
Restricted funds	18	**40,815**	74,776
Restricted funds in deficit	18	**(52,273)**	-
		(11,458)	74,776
Unrestricted funds			
General funds	18	**337,261**	748,752
Total funds		**325,803**	823,528

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board of Trustees on 10 February 2026 and signed on its behalf by:

Vanessa Ogden

V. Ogden
Trustee
Date: 10 February 2026
Company No. 11884952

The Fair Education Alliance

Statement of Cash flows for the year ended 31 August 2025

	2025	2024
	£	£
Cash flows from operating activities		
Net expenditure per Statement of Financial Activities	**(497,725)**	(225,718)
Adjustments for		
Depreciation of property, plant and equipment	**3,799**	1,872
Decrease / (increase) in debtors	**(36,921)**	405,973
(Decrease) / increase in creditors	**29,608**	(112,236)
Interest from investments	**(8,225)**	-
Net cash (used in) / provided by operating activities	**(509,464)**	69,891
Cash flows from investing activities		
Payments for tangible fixed assets	**(6,475)**	(7,053)
Interest from investments	**4,221**	-
Net cash used in investing activities	**(2,254)**	(7,053)
Net (decrease) / increase in cash and cash equivalents	**(511,718)**	62,838
Cash and cash equivalents at the beginning of the period	**813,060**	750,222
	301,342	813,060
Components of cash and cash equivalents		
Cash and bank balances	**216,342**	813,060
Current asset investments	**85,000**	-
	301,342	813,060

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

The Fair Education Alliance

Notes to the Accounts for the year ended 31 August 2025

1 Accounting policies

General information and basis of preparation

The Fair Education Alliance is a charitable company limited by guarantee registered in England and Wales. The registered office address is 8-10 Grosvenor Gardens, London, SW1W 0DH .

The financial statements have been prepared in accordance with 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 (FRS102) (effective 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Fair Education Alliance meets the definition of a public benefit entity under FRS102. The financial statements have been prepared under the historical cost convention. They are prepared in sterling, which is the functional currency of the charity. Amounts presented are rounded to the nearest pound.

Going concern

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

Fund accounting

Unrestricted funds

These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Designated funds

These are unrestricted funds earmarked by the trustees for particular purposes. See note 18 to the accounts for full information.

Restricted funds

These are available for use subject to restrictions imposed by the donor or through terms of an appeal. See note 18 to the accounts for full information.

Income

Recognition of income

Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Investment income

Investment income is recognised on an accruals basis. Interest earned on restricted funds is credited to those funds.

Income with related expenditure

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

1 Accounting policies (continued)

Income (continued)

Donations and legacies

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the charity has unconditional entitlement to the income.

Speaker and appearance income

This is included in the accounts when receivable.

Tax reclaims on donations and gifts

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Volunteer help

The value of any volunteer help received is not included in the accounts.

Deferred income

Income received in advance of delivery of conferences is deferred until criteria for income recognition are met.

Gains/(losses) on revaluation on investment assets

This includes any gain or loss on the sale of investments.

Expenditure and irrecoverable VAT

Recognition of expenditure

Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds

These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.

Expenditure on charitable activities

These comprise the costs incurred by the charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable

All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been authorised and communicated to recipients at the end of the year but not yet paid.

Governance costs

These include those costs associated with meeting the constitutional and statutory requirements of the charity, including any audit/independent examination fees, costs linked to the strategic management of the charity, together with a share of other administration costs.

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2025

1 Accounting policies (continued)

Other expenditure
These are support costs not allocated to a particular activity.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Allocation of support and governance costs
Support costs are those functions that assist the work of the charity but do not directly under take charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated in full to expenditure on charitable activities as there are minimal fundraising costs incurred.

Tangible fixed assets and depreciation
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Plant and Machinery	33% straight line

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

Cash and cash equivalents
Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Current asset investments
Current asset investments consist of cash held on deposit in interest bearing accounts with a maturity date of between 3 and 12 months. Such investments are measured at their fair value.

Trade and other creditors
Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Conduit funding
Conduit funds are monies received for third parties and do not belong to the charity. The incoming funds and outgoing payments are excluded from the Statement of Financial Activities. Any conduit funds in hand at the year end are shown as creditors in the accounts.

1 Accounting policies (continued)

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Operating leases

Rentals paid under operating leases are charged to the statement of financial activities as they fall due.

Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.
The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.
The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation and accrued income as described above.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2025

3 Income from donations

	Unrestricted	Restricted	**Total 2025**	Total 2024
	£	£	£	£
Grants and donations	573,749	240,392	**814,141**	824,607

	Unrestricted	Restricted	Total 2024
	£	£	£
Grants and donations	648,207	176,400	824,607

4 Investment income

	Unrestricted	Restricted	**Total 2025**	Total 2024
	£	£	£	£
Interest receivable	8,225	-	**8,225**	-

5 Expenditure on raising funds

	Unrestricted	Restricted	**Total 2025**	Total 2024
	£	£	£	£
Costs of generating voluntary income				
Salaries and wages	26,092	-	**26,092**	1,771
General administration	322	-	**322**	-
	26,414	-	**26,092**	1,771

	Unrestricted	Restricted	Total 2024
	£	£	£
Costs of generating voluntary income			
Salaries and wages	1,771	-	1,771

6 Expenditure on charitable activities

	Unrestricted	Restricted	**Total 2025**	Total 2024
	£	**£**	**£**	£
Expenditure on charitable activities				
Direct programme costs	733,692	171,676	**905,368**	821,456
Award grants	500	150,000	**150,500**	43,680
Support costs				
Salaries & wages	89,989	1,485	**91,474**	74,699
Legal & professional	5,130	-	**5,130**	6,600
Depreciation	3,799	-	**3,799**	1,872
General administration	135,707	3,465	**139,172**	100,397
	968,817	326,626	**1,295,443**	1,048,704

	Unrestricted	Restricted	Total 2024
	£	£	£
Expenditure on charitable activities			
Direct programme costs	650,513	170,943	821,456
Award grants	43,680	-	43,680
Support costs			
Salaries & wages	71,830	2,869	74,699
Legal & professional	6,600	-	6,600
Depreciation	1,872	-	1,872
General administration	74,012	26,385	100,397
	848,507	200,197	1,048,704

Total governance costs were £10,800 (2024: £10,320)

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2025

7 Analysis of charitable expenditure

	Activities undertaken directly	Support costs	Total 2025	Total 2024
	£	£	£	£
Direct programme costs	905,368	239,575	1,144,943	1,005,024
Award grants	150,500	-	150,500	43,680
	1,055,868	239,575	1,295,443	1,048,704

	Activities undertaken directly	Support costs	Total 2024
	£	£	£
Direct programme costs	821,456	183,568	1,005,024
Award grants	43,680	-	43,680
	865,136	183,568	1,048,704

8 Grants payable

During the year, 7 (2024: 8) new grants were awarded to 6 institutions (2024: 8) for innovation and scaling project delivery.

Total grants committed to during the year were as follows:

	2025	2024
	£	£
Grants payable to institutions:		
Innovation		
Stone Soup	-	500
FirstGens	25,000	-
Tees Valley Education	25,000	-
The Aspiring Medics	25,000	-
The Body Happy Org	25,000	-
The Early Years Movement	25,000	-
The Firefly Project	25,500	-
Scaling		
Life Lessons	-	7,000
Villiers Park Educational Trust	-	4,580
Magic Breakfast	-	9,500
Power2 Ltd	-	2,450
Khulisa	-	4,500
Get Further	-	10,000
Learning with Parents	-	5,150
Total grants payable to institutions	150,500	43,680

9 Grant commitments

	Total 2025 £	Total 2024 £
Grant commitments brought forward	**-**	135,000
Grants committed during the period	**150,500**	43,680
Grants paid during the period	**(150,500)**	(178,680)
Grant commitments carried forward	**-**	-

10 Net movement in funds

	2025 £	2024 £
This is stated after charging:		
Depreciation of owned fixed assets	**3,799**	1,872
Operating lease payments	**65,721**	50,747
Trustees' remuneration	**-**	-
Trustees' reimbursed expenses	**203**	534
Auditors' remuneration (excluding VAT): Audit fee	**9,000**	8,600

Trustees' reimbursed expenses relate to travel and subsistence for 3 trustees (2024: 2).

11 Staff costs

	2025 £	2024 £
Salaries and wages	**762,609**	666,255
Social security costs	**82,024**	71,087
Pension costs	**41,622**	31,927
	886,255	769,269

Two employees received emoluments between £60,000-£70,000 (2024: 2), no employees between £80,000-£90,000 (2024: 1), and one employee between £90,000-£100,000 (2024: 0)

Key management personnel comprise the trustees, the co-Chief Executive Officers and Director of Operations and Impact. The total cost of employing the key management personnel was £237,775 (2024: £238,858).

The average number of staff employed, including part time staff was 16 (2024: 15).

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2025

12 Tangible fixed assets

	Plant and Machinery	Total
	£	£
Cost		
At 1 September 2024	9,093	**9,093**
Additions	6 ,475	**6 ,475**
At 31 August 2025	15,568	**15,568**
Depreciation		
At 1 September 2024	3,172	**3,172**
Charge for the year	3,799	**3,799**
At 31 August 2025	6,971	**6,971**
Net Book Value		
At 31 August 2025	8,597	**8,597**
At 31 August 2024	5,921	**5,921**

13 Debtors

	2025	2024
	£	£
Trade debtors	**60,000**	283
Accrued income	**4,004**	9,000
Other debtors	**25,614**	39,410
	89,618	48,693

14 Current asset investments

	2025	2024
	£	£
Short term deposits	**85,000**	-

15 Creditors; amounts falling due within one year

	2025	2024
	£	£
Trade creditors	**757**	140
Accruals	**42,790**	10,320
Other taxes and social security	**23,262**	17,617
Deferred income (note 16)	**-**	9,282
Grants payable (note 9)	**-**	-
Other creditors	**6,945**	6,787
	73,754	44,146

16 Deferred income

	2025	2024
	£	£
At 1 September	**9,282**	-
Additions during the year	**-**	9,282
Amounts released to income	**(9,282)**	-
At 31 August	**-**	9,282

Deferred income relates to income received in advance of delivery of specific projects.

17 Conduit funding

	2025	2024
	£	£
At 1 September		-
Funding received during year	**4,725**	42,300
Funding distributed during year	**(4,725)**	(42,300)
At 31 August	**-**	-

Conduit funds are monies received for third parties and do not belong to the charity. The charity passes them through the accounts under a unique project code as a service to other charities to help their charitable purposes, but does not claim gift aid nor have control over their use. The receipts and payments referred to above have been excluded from the Statement of Financial Activities. There is no balance held at the end of the year. Conduit funding was held on behalf of Life Lessons Education Ltd, a private limited company (company number: 12756340).

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2025

18 Movement in funds

	At 1 September 2024	Income	Expenditure	Transfers	At 31 August 2025
	£	£	£	£	£
Restricted funds:					
Place-based collaboration	-	-	(52,273)	-	**(52,273)**
Digital tools	17,276	-	(17,276)	-	**-**
Party conference	9,000	25,329	(24,717)	-	**9,612**
Youth engagement	-	49,500	(49,500)	-	**-**
Innovation	35,000	115,000	(150,000)	-	**-**
Office space	13,500	50,563	(32,860)	-	**31,203**
Total restricted funds	74,776	240,392	(326,626)	-	**(11,458)**
Unrestricted funds:					
General funds	748,752	583,740	(995,231)	-	**337,261**
Total unrestricted funds	748,752	583,740	(995,231)	-	**337,261**
Total funds	823,528	824,132	(1,321,857)	-	**325,803**

Purposes of restricted funds

Place-based collaboration

To support place-based collaboration in regions of England to improve outcomes for children and young people.

Digital tools

To support the direct staff and tool development costs for digital tools for targeting, connection and collaboration.

Party conference

To support the delivery of events at party conferences on behalf of and with FEA members and young people.

Youth engagement

To build capacity for meaningful youth engagement across our membership and increase youth voice in national change.

Innovation

To fund and support up to six Award Winners from the membership and public to pilot and scale their idea for tackling inequality in education

Office space

To support office costs.

Funds in deficit

The deficit for the Place-based collaboration fund relates to expenditure for this programme in advance of receiving the related income. At the year end the charity had not yet met entitlement to recognise the related income within the financial statements. The income was received shortly after the year end and will be recognised in the 2025/26 financial year.

18 Movement in funds (continued)

Prior year comparative

	At 1 September 2023	Income	Expenditure	Transfers	At 31 August 2024
	£	£	£	£	£
Restricted funds:					
Scaling award	16,339	-	(16,339)	-	-
Digital tools	14,305	50,000	(47,029)	-	17,276
Party conference	17,373	9,000	(17,373)	-	9,000
Youth engagement	50,556	50,000	(100,556)	-	-
Innovation	-	35,000	-	-	35,000
Office space	-	32,400	(18,900)	-	13,500
Total restricted funds	98,573	176,400	(200,197)	-	74,776
Unrestricted funds:					
General funds	950,673	648,357	(850,278)	-	748,752
Total unrestricted funds	950,673	648,357	(850,278)	-	748,752
Total funds	1,049,246	824,757	(1,050,475)	-	823,528

19 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	**Total 2025**
	£	£	**£**
Fixed assets	8,597	-	**8,597**
Current assets	443,233	(52,273)	**390,960**
Current liabilities	(73,754)	-	**(73,754)**
	378,076	**(52,273)**	**325,803**

Prior period comparative	Unrestricted Funds	Restricted Funds	Total 2024
	£	£	£
Fixed assets	5,921	-	5,921
Current assets	777,695	84,058	861,753
Current liabilities	(34,864)	(9,282)	(44,146)
	748,752	74,776	823,528

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2025

20 Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2025	2024
	£	£
Amount falling due:		
Within 1 year	**62,406**	54,540

21 Related party transactions

Nick Wright, trustee, is an employee of UBS. During the year the charity received grants of £50,000 (2024: £150,000) from UBS. No amounts were owed at the year end (2024: £nil). All transactions were carried out at arms length.

Russell Hobby, a former trustee, was CEO of Teach First. During the year the charity received contributions of £nil (2024: £9,000) from Teach First. No amounts were owed at the year end (2024: £nil). All transactions were carried out at arms length.

Natalie Perera and Russell Hobby, former trustees, were the CEO and advisor of The Education Policy Institute, respectively. During the year the charity made purchases of £3,199 (2024: £11,232) from The Education Policy Institute. No amounts were outstanding at the year end (2024: £nil). All transactions were carried out at arms length.

Russell Hobby, a former trustee, was a non-executive director of ImpactEd Group. During the year the charity made purchases of £39,166 (2024: £31,500) from ImpactEd Group. No amounts were outstanding at the year end (2024: £nil). All transactions were carried out at arms length.

22 Statement of Financial Activities (incorporating the Summary Income and Expenditure Account) for the period ended 31 August 2024

	Unrestricted Funds £	Restricted Funds £	Total funds 2024 £
Income from:			
Donations	648,207	176,400	824,607
Charitable activities	150	-	150
Total income	648,357	176,400	824,757
Expenditure on:			
Raising funds	1,771	-	1,771
Charitable activities	848,507	200,197	1,048,704
Total expenditure	850,278	200,197	1,050,475
Net income / (expenditure) and net movement in funds	(201,921)	(23,797)	(225,718)
Reconciliation of funds:			
Total funds brought forward	950,673	98,573	1,049,246
Total funds carried forward	748,752	74,776	823,528

Administrative details

The Fair Education Alliance
Company No. 11884952
Charity No. 1188042

Principal Office

The Fair Education Alliance
8-10 Grosvenor Gardens
London
SW1W 0D

Registered Office

The Fair Education Alliance
8-10 Grosvenor Gardens
London
SW1W 0DH

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year and up to the date of this report:

J. Cleverdon	*Resigned 1 January 2025*
E. Denning	*Appointed 8 July 2025*
Z. Elumogo	
R. Hobby	*Resigned 18 July 2025*
O. Odanye	
V. Ogden	
N. Perera	*Resigned 18 July 2025*
A. Trethewey	*Appointed 21 October 2025*
S. Twigg	*Appointed 30 April 2025*
Z. Watters	*Appointed 7 November 2025*
B. Wigdortz	
N. Wright	

Key Management Personnel

Co - Chief Executive Officer: G Cicerone
Co - Chief Executive Officer: S Butters
Director of Operations and Impact: R Tait

Accountants

Multiply Accountancy
71-75 Shelton Street
London
WC2H 9JQ

Bankers

HSBC Bank Plc
8 Canada Square
London
E14 5HQ

Auditors

Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Driving systems change together

As a society, we want the best for our children and young people, but the reality is far from that.

Inequity in education is not simple, and is rooted in an intricate web of social issues. Addressing such complex problems will take more than one institution, organisation, or even government. We believe that by combining the passion, talent and ideas of educators, charities and businesses, we can offer a strong collective voice that creates a lasting impact on young people's lives.

NTACT US
OLLABORATE
BE CONNECTED
UR MEMBERS

FAIR EDUCATION ALLIANCE
8-10 GROSVENOR GARDENS LONDON SW1W 0DH
info@faireducation.org.uk
faireducation.org.uk

The Fair Education Alliance is a registered charity (1188042) and company (11884952) in England and Wales.

THE FAIR EDUCATION ALLIANCE

England & Wales - Charity number 1188042

Accounts

TRUSTEES' REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

Fair Education Alliance

The Fair Education Alliance
Charity no. 1188042
Company no. 11884952

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The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The review helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and planning its future activities.

A welcome from our Chair

Welcome to the Fair Education Alliance's Trustees Report and Financial Statement for the 2023-24 year.

A decade ago, 25 organisations including the Mulberry Schools Trust that I lead, joined forces to form the Fair Education Alliance. *Despite being from different sectors, we united under a shared belief: that young people's futures should not be determined by their socio-economic background.*

In our first Report Card in 2014, we highlighted the significant gaps between young people from low-income backgrounds and their wealthier peers. We shared that the gaps start before school and then continue to widen; that they impact beyond 'education', affecting the 'health, happiness and careers' young people aspire to; and that they are complex and 'lie within an intricate web of social issues'.

Ten years later, despite some initial success in closing them, the gaps are wider than when we first measured them. The Fair Education Alliance plays a pivotal role in addressing these gaps, bridging divides so that we advocate with a unified voice, driving forward impactful innovations, and, crucially, centring the experiences and perspectives of young people in shaping the future of education. Just over the past year, our Secretariat has enabled our 300-member alliance to:

- **Go farther:** We shared insights and bridged support to help members expand their work. They now partner with 24,000 early years settings, schools, PRUs, colleges and universities, across every Local Authority in England.
- **Go deeper:** We facilitated our members' co-creation of our four 'Priorities for the New Government', sharing practical recommendations to address the root causes that keep inequality in place. We also dug deeper into systems change to achieve equity.
- **Go wider:** We elevated the dialogue around socio-economic inequality through hosting 60 young people at our Youth Summit, engaging with hundreds of new MPs, and increasing mainstream press engagement.

We're proud that the new government is aligned with our shared priorities and is using our collective insights to shape its work. This includes prioritising the workforce, creating Skills England, reforming Ofsted and calling for multi-agency working, through the Child Poverty Taskforce and at a local level.

However, policy changes alone will not be enough to remove inequity. We need long-term commitment to finding and implementing solutions together. We must stay united over the coming decade, with the same unwavering dedication from schools, businesses, charities, social enterprises, policymakers, and young people – to create the prosperous and fulfilling future we all want for our society.

I am pleased to present this Trustees Report, and I am hopeful that the cumulative impact of all the inspirational initiatives that our members lead will help create the future that young people deserve.

Vanessa Ogden

Dr Vanessa Ogden CBE
Chair, Fair Education Alliance

An introduction from our co-CEOs

When a small group of organisations came together to create the Fair Education Alliance in 2014, *we built this coalition on principles of collective impact, envisioning a movement to drive meaningful change.*

What began as a small initiative has, over the past decade, grown into a powerful nationwide force advocating and acting for a fairer future for every young person in this country.

This journey has taught us a great deal and deepened our collective understanding. Our initial mission for social mobility has transformed into one for social justice, switching our measures of success from financial wealth alone to include health, happiness and belonging. Our approach to systems change has also expanded, focusing on relationships, power dynamics and mental models – elements that foster cohesion and amplify impact. In this report, we're proud to share insights that we've gained and tensions that we've navigated along the way. We hope they inspire others to embrace the complexity of driving systemic change.

As Vanessa highlighted, over the past year the alliance has achieved so much despite the challenging external circumstances. Although we are moving out of the immediate storm brought on by the pandemic and cost-of-living crisis, their impacts are still deeply felt across our communities. We are immensely proud of our members, who have continued to prioritise collaboration, as no single organisation or sector can shift the dial alone. It's encouraging to see that the new government recognises this too, embracing the need to break down silos and promote cross-sector collaboration. This approach is essential to tackling systemic issues and driving progress, and ensuring that children and young people are at the core of the Government's five missions.

If you are one of our supporters, staff, trustees, members, Youth Steering Group members, advisers or partners, we hope you read this report with pride. We want to thank you for your focus on tackling the root causes of inequity and building a fairer future, from neighbourhood to national.

As we look to the next decade, our plan for a fair education system is clearer than ever, but achieving it will require even greater, sustained commitment. If you are reading this, and are yet to engage with us, please join the movement so that together we can build a future where every child, regardless of background, succeeds.

Gina Cicerone and Samantha Butters
Co-Chief Executive Officers

Foreword from the Youth Steering Group

Since the Fair Education Alliance's 2022–23 Annual Report, the state of the education system and the cost of living crisis have gotten worse, and yet, even in an election year, education and child poverty has received little attention from the government. *As the Youth Steering Group, we believe we desperately need a shift across government and wider society to prioritise education in order for all young people to thrive in schools.*

Fair Education Alliance Youth Steering Group presenting at the 2024 Fair Education Summit

The Youth Steering Group is a team of young changemakers representing diverse backgrounds and experiences. Our mission is to serve as a voice for all young people, ensuring that all students receive the high-quality education they deserve. This year, we have hugely increased our impact, reaching more decision-makers and young people than ever before. We sent three young people to speak at party conferences about their experience in education and how education needs to be improved to meet demands. Another Youth Steering Group member spoke in the House of Lords about their personal experience of SEND provision, highlighting the sheer impact of underfunding on the livelihoods of vulnerable young people. We also hosted our first ever Fair Education Youth Summit, submitted evidence to government committees, took part in Department for Education strategy days and ran our own event on the role of police in schools.

In the upcoming year, the Youth Steering Group hopes to engage even more young people to gain a comprehensive perspective when sharing lived experiences with policymakers. We are compelled to have a tangible impact on all aspects of the education system, through continuing participation with member

Photo credit: Youth Steering Group

organisations, as we believe collaborative advocacy is instrumental in driving change. In discussing our education experiences at events, as well as co-developing education and social policies, we want to address challenges such as mental health, employee retention and fragmented welfare services.

Under the new government, we hope the FEA's Priorities for a New Government report will be held with higher regard, with policymakers recognising that socioeconomic disparity is the root cause of most educational barriers. We are passionate about continuing to support the FEA, wider education sector and government to tackle issues impacting us and our peers. This includes the system failing to retain teachers, children from the poorest households starting school already behind their wealthier peers, the growing mental health and SEND crisis and the lack of join-up between services needed by young people and families.

We hope you will join us in this effort to create a fairer education system for all young people.

Aisha and Ryan, on behalf of the Fair Education Alliance Youth Steering Group.

About the Fair Education Alliance

The Fair Education Alliance is a coalition of 300 member organisations tackling educational inequity. We unite behind a shared vision: no child's success is limited by their socioeconomic background.

Our members represent the voices of young people, charities and social enterprises, research organisations and think tanks, businesses and foundations, unions, universities and schools. Together, our members provide direct support to millions of young people annually, across every local authority in England, as well as indirect support such as funding, training and campaigning.

We're working towards an inclusive education system which values skills and wellbeing alongside attainment and prepares all children and young people to thrive – whatever their background. For the last decade, we have monitored gaps between children from low-income households and their peers across five measures: attainment at primary school, attainment at GCSE, socioemotional competencies and skills, post-16 destinations and higher education graduation rates. Despite the efforts of successive governments, educators, businesses, charities and social enterprises, these gaps remain – and some groups have fallen even further behind[1].

Rising poverty, increasing inequity and insufficient school funding all contribute to the stark reality that, on average, a child growing up in a low-income household is already five months behind other pupils when they start primary school. This increases to nearly two years behind by the time they take their GCSEs, impacting future employment prospects and continuing the cycle of poverty in communities across England[2].

We won't address these deep-rooted issues in isolation. We need to shift the conditions that are holding the problems in place at all layers, including policy, practice, power and mental models. We take a joined-up approach and work together to drive systems change from neighbourhood to national.

Our members

Our members are working to support children and young people from cradle to career, and work in over 24,000 education settings – crucially, this includes 95% of schools in the most deprived income areas[3]. Our membership is diverse; some members are big businesses with thousands of staff and a team dedicated to education programmes, while others are small charities with deep local relationships[4]. Most are charities and social enterprises working directly with young people, teachers, parents or other people in the education system. The rest are schools, multi-academy trusts, membership bodies, unions, research organisations, businesses, foundations, colleges or universities, reaching a further 850 schools, 8,000 youth centres and 330 businesses.

Our approach

Our secretariat is the backbone of the alliance and works to achieve four outcomes:

A UNIFIED COLLECTIVE MESSAGE, VISION AND ACTION

Our policy priorities are developed with our members, drawing on their evidence and experiences. We use these priorities to campaign for a fairer and more equitable education system, and we harness the power of our collective voice by creating opportunities for young people and members to meet and work with policymakers.

DIVERSITY OF *LEADERSHIP OF* THE COLLECTIVE AGENDA

We provide a platform for young people with lived experience of barriers to education to become co-leaders of the movement towards a fairer education system. Through our youth engagement work we support young people to develop leadership skills, amplify young people's ideas and lived experience, and build the capacity of our members, policymakers and the wider education sector to meaningfully involve young people in decision-making.

CONNECTIVITY AND CO-ORDINATION ACROSS THE ECOSYSTEM

We foster trust, the cornerstone for meaningful collaboration, through our Collective Action Working Groups, the Fair Education Summit and regular updates to our members. We create a flow of information and connections so that organisations and individuals can avoid duplication, learn from each other and act together to drive systems change. Our powerful digital Membership Tools, packed with data from our members, connects organisations working across every local authority in England, enabling collaboration across regions, sectors and specific issues.

SOLUTIONS ARE *SUPPORTED* TO SCALE SYSTEMICALLY

We find, fund and support new ideas through our Innovation Award, and our booster events provide inspiration and training for other organisations to increase their impact. Our Scaling Award supports and funds proven initiatives to target and reach more young people through training, connections and leadership development.

Our members

2-3 DEGREES
#BEE WELL
A&O SHEARMAN
Academy Transformation Trust
ACTION TUTORING
Ambition Institute
Ancestors unKnown
ALLCHILD
Ark
ASCL Association of School and College Leaders
ACT ASSOCIATION FOR CITIZENSHIP TEACHING
Artis learning creatively
ASTEL
Astrea Academy Trust
INSPIRING BEYOND MEASURE
ACC ASSOCIATION OF COLLEGES
AXIOM MATHS
Apps for Good
Arthur Terry Learning Partnership
Aspire
ASDAN
BARCLAYS | LifeSkills
BECKFOOT TRUST
Be Her Lead
Beyond Words
empowering people through pictures
BIG CHANGE.
BIG SOCIETY CAPITAL
Bates Wells
BARNARDO'S
Changing childhoods. Changing lives.
BITE BACK
Bishop Chadwick Catholic Education Trust
Bishop Hogarth Catholic Education Trust
Bloomberg
BMAT
BOOK CLUBS IN SCHOOLS
Bookmark
BookTrust
Getting children reading
boromi
brightside
BRITISH SCIENCE ASSOCIATION
Brooke Weston Trust
Bruntcliffe Academy
bts spark
BUSINESS IN THE COMMUNITY
Cabot Learning Federation
campaign for learning
Canterbury Christ Church University
CAPE MENTORS
CAREER ACCELERATOR
career ready
CAUSEWAY EDUCATION
CENTRE FOR LITERACY AND SOCIAL JUSTICE
CBI
CFEY The Centre for Education & Youth
CHALLENGE PARTNERS
Chapter One
CHARTERED COLLEGE OF TEACHING
Children & Young People's Mental Health Coalition
Because growing up can be hard
CHILD POVERTY ACTION GROUP
children's UNIVERSITY
CHILTERN LEARNING TRUST
CIRCL
CITY YEAR
coram Beanstalk
Reading · Growing · Thriving
CREATIVE EDUCATION TRUST
CLPE
COACHBRIGHT
COMMUNITY ACADEMIES TRUST
CONSTRUCTION YOUTH TRUST
DEBATE MATE
darts
digital poverty alliance
Diversity Role Models
DIXONS ACADEMIES
DOORSTEP LIBRARY
EDGE FOUNDATION
CREATIVE MENTOR NETWORK
Delight
DUNRAVEN EDUCATIONAL TRUST
100 YEARS
Early Education
EAST Learning
EBOR ACADEMY TRUST
Equal Education
education and employers
ESDEG
EDUCATION SOUTH WEST
elatt
ENGLISH-SPEAKING UNION
ENVISION
envision
EY Foundation
FALINGE PARK HIGH SCHOOL
First Federation Trust
Fig Tree International Ltd
Flic
First Give
GLOBAL EQUALITY COLLECTIVE
first star
FBB FOOTBALL BEYOND BORDERS
FIRST STORY
founders4schools
Future First
future FRONTIERS
FUTURE ACADEMIES
Impetus
GET FURTHER
Girlguiding
GoodWork
GOVERNORS FOR SCHOOLS
institute of imagination
IG Group
ImpactEd Group
Ivy LEARNING TRUST
initio Learning Trust
Inspiring Futures through Learning
Greenhouse Sports
IntoUniversity
In2science UK
JAMIE'S FARM CULTIVATING CHANGE
KING'S College LONDON
KIT THEATRE
KPMG
khulisa
ignite hubs
Jacari
kidscape
King's Trust
Learning in Harmony Trust
learn to love to read
L.E.A.D. Academy Trust
Learning with Parents
Life Lessons
LONDON SOUTH TEACHING SCHOOL HUB
LONDON YOUTH
MARTINGALE
MISSION44
minds ahead
MEI Mathematics Education Innovation
nace
NATIONAL SATURDAY CLUB
magic breakfast fuel for learning
MAYOR'S FUND FOR LONDON
Mulberry Schools Trust
LPT

NATIONAL CHILDREN'S BUREAU
National Numeracy
Getting on with numbers
NCA
For Schools & Trusts
NAHT
NCFE
nesta
Newcastle University
National Literacy Trust
nurtureuk
[OAT]
North East Learning Trust
NOWTEACH
NUDGE EDUCATION
Northern Education Trust
nus
Olive Academies
ORWELL
MULTI ACADEMY TRUST
Parentkind
Bringing together home & school
NYA
National Youth Agency
oarsome Chance
Ormiston Trust
IMPROVING LIFE CHANCES
PARALLEL HISTORIES
Partnership for Children
Good mental health for children - for life
phf Paul Hamlyn Foundation
people
Place 2Be
POWERED by CAN
POWER
pacey
Pears Foundation
QSG
QUEEN STREET GROUP
Purposeful Ventures
PROSPELA
Questfor Learning
rare
REAch2
ACADEMY TRUST
REACH OUT
RCS
REACH SOCIETY
BUILDING CONNECTIONS
RIGHT TO SUCCEED
shs
Roots of Empathy
Racines de l'empathie
Save the Children
SAPERE
Skills Builder PARTNERSHIP
Smart School Councils Community
SpringBoard Foundation
Schoolreaders
ssat
the schools, students and teachers network
SOCIAL FINANCE
SFET
South Farnham Educational Trust
SOUK
SPEAKERS for schools
SOCIAL MOBILITY BUSINESS PARTNERSHIP
ST JOHN'S FOUNDATION EST.1174
Star
SPIRAL
WE BELIEVE IN YOUTH
STEM LEARNING
SUCCESS 4 ALL
Stonewall
Stable & Wild
St. Stephen's School and Children's Centre
Learning for life
States of mind
TalkTheTalk
Teach First
TEACHER DEVELOPMENT TRUST
SUMMIT LEARNING TRUST
Ted Wragg TRUST
TalesToolKit
TEES VALLEY EDUCATION
tellmi
The Access Project
The Bridging Project
TGC
team up
THE CENTRE FOR EMOTIONAL HEALTH
THE CHILDREN'S LITERACY CHARITY
Country Trust
The Difference
The Economist EDUCATIONAL FOUNDATION
THE CAREERS & ENTERPRISE COMPANY
THE GIRLS' NETWORK
LITERACY PIRATES
The Elephant Group
THE ERNEST COOK TRUST
Foundation Years Trust
The Linking Network
The Health Foundation
THE NEW SCHOOL
The Talent Foundry
THE TWO COUNTIES TRUST
THE MIX
MTPT Project
THE WHITE HORSE FEDERATION
ORWELL YOUTH PRIZE
RSA
THE STORY MUSEUM
The STORY PROJECT
the switch
The Visionaries
THE TUTOR TRUST
Truro and Penwith Academy Trust
The Talent Tap
The Willow School and Broadwaters Children Centre
Thinking Reading
transforming lives for good
UNITY SCHOOLS PARTNERSHIP
TUTOR THE NATION
TUTORS UNITED
MANCHESTER 1824
The University of Manchester
THE READING AGENCY
UNIVERSITY OF LEEDS
University Education
UBS
UCL Institute of Education
UK YOUTH
unifrog
upReach
Transforming Social Mobility
ventrus
Better for all of us
University Chichester Academy Trust
UCAS
Whizz-kidz
Whole Education
WITH INSIGHT
Villiers Park Educational Trust
voice 21
WE ARE IN BETA
XLP
WORKING TO CREATE POSITIVE FUTURES FOR YOUNG PEOPLE
WorKingOptions IN EDUCATION
Westminster Foundation
WORLD BOOK DAY
YES FUTURES
YOU BE YOU
Youn Citizen
young enterprise
YOUTH ENDOWMENT FUND
YOUTH SPORT TRUST
ZERO GRAVITY

10 years of the Fair Education Alliance

10 years ago, 25 organisations came together to found the Fair Education Alliance. Just a few months later, we published our first Report Card to document the state of educational inequality and our recommendations to close the gaps. The alliance grew, engaging diverse organisations through dialogue and action. Five years later, the alliance merged with the Teach First Innovation Unit, launched its new strategy and became an independent charity. *As we have grown to almost 300 members across this decade, we have remained committed to our values of learning and honesty. Here are our reflections on how our beliefs have evolved and what we have learned about our role.*

We believe systems change is required to truly enable every young person to thrive, regardless of socioeconomic background. Educational inequality is a wicked problem – there are many interdependent factors that can make it feel impossible to solve. We have been inspired by other organisations around the world who use systems change, community-centred change and collective impact approaches. One of the most important aspects of a systems change approach is starting with self and recognising that systems change is ultimately about human change: we are part of the system that we are trying to change. If we don't work on our own assumptions, beliefs and values, then we may be further entrenching current issues, and we can't realistically expect to create change in the rest of the system.

We believe in social justice above social mobility. The promise of social mobility hasn't achieved equity of outcomes, because it relies on individuals to succeed despite the wider context, and usually still only benefits a lucky few. We increasingly adopt a social justice lens in our work to think about what is needed for every child and young person to thrive, taking it from a focus on wealth to one also of health and happiness.

We believe that transformational change is possible, and we know it will be difficult. Shifting the status quo will take generations and although that is daunting, we believe it can be done. We try to balance hope and optimism with the bleak reality that the gaps between children from low-income households and their peers have increased in the last decade. We believe it is key to persevere with the long-term work and lay foundations for a fairer future system, while continuing to address the immediate challenges for today's young people.

Collaboration was baked into the FEA approach from day one, and building the necessary strong, trusted relationships takes time and skill. That time and skill is often not resourced properly because it can be assumed that organisations will do that work for free or that great partnerships can be established overnight. This is especially important when working with young people whose voices are not usually heard, or when facilitating intergenerational dialogue. A common challenge in our work is keeping relationships strong when, inevitably, people change roles or organisations. That's why taking a long-term view is important so that people are supported to embed their involvement with the FEA across their organisation and stay connected with our vision throughout their career.

The sheer diversity of our membership brings richness and complexity. Our member organisations represent business, charity and education sectors because we know change is possible through this cross-sector approach. Some members have just a couple of paid staff while others have thousands, and they are all over the country delivering a huge variety of activities from early years to higher education. There is strength in this diversity, but it requires constant adaptation to changes within our member organisations as well as changes in the wider external environment. We are constantly learning how to better tailor our work without it requiring more and more capacity.

> "Although we work in different areas within the system, we are all striving toward the same goal. However, if we stay in silos and don't collaborate with one another, all we can ever do is impact policies and practices without creating true transformative change around mental models. I see it as really important to collaborate and have a stronger voice together, so that we can actually change the system"
> **Katie Bareham, CEO, FEA member, Doorstep Library**

We balance being responsive to our members' individual interests and needs while remaining focused on what we believe the wider alliance, sector and system needs. Funding models and governance structures generally encourage organisations to focus on programmatic delivery, with little to no incentive to look beyond that. So, while we encourage and highlight our members' brilliant work, we also try to create spaces where we can challenge and push each other to do better.

We need dialogue and nuance. Even with a shared vision and shared values there are significant differences in our members' beliefs about how we make change happen. We try not to shy away from that. By facilitating dialogue about the messy, grey areas, we can enrich collective understanding and see that it is not 'either/or', but usually 'both/and'.

Infrastructure organisations need infrastructure. We did not start our work with a strong foundation of information about our members and their work. Information about people, organisations, programmes and the relationships between all of that is essential for enabling collaboration. As we have invested in our data infrastructure, we have seen how it helps everyone learn about the whole system, work together more effectively and spots where there are gaps or biases in the data available. It's not enough to simply open up or democratise data, we need investment in people's will and skill to use that data to its full potential.

Our work is increasingly about shifting mindsets in order to shape policy and practice. Given the scale of the challenges, it's understandable that policymakers, funders and commissioners are looking for 'the answer' to problems in our education system. While we advocate for promising approaches backed by evidence, we all need to lead with humility and acknowledge that we don't know everything. So, it's not only our role to change policy and practice, but also our role to shift the mindsets that underpin the way the system currently works.

If any of the terms we've used are unfamiliar to you, please check out the glossary[5] on our website.

2023-24 achievements and performance

Over the past year, the education sector has faced significant challenges, including persistent pupil absence, a crisis in teacher recruitment and retention, and a rising cost of living. These issues have been especially prominent as the sector adjusts to changes following the general election and a new government in July 2024. In this context, the Fair Education Alliance and its 300 members has continued to play a key role in uniting organisations to build a fairer education system by focusing on four outcomes: amplifying a collective vision for education in England, increasing coordination across the sector, diversifying leadership and scaling solutions.

A UNIFIED COLLECTIVE MESSAGE, VISION AND ACTION

To improve the education system for children and young people, we need to **harness the collective power of our membership and coalesce around a unified message** about how we achieve the change we want to see. In 2023–24, we focused on preparing for the general election, recognising that a likely new government could reshape the education landscape. To ensure our priorities were heard, we gathered insights and expertise from our members through our monthly Overarching Campaign Working Group meetings, culminating in the publication of our 'Fair Education in 2024: Priorities for a New Government' report. The report was widely praised for its practical recommendations and opportunities for collaboration between our members and government.

CONNECTIVITY AND CO-ORDINATION ACROSS THE ECOSYSTEM

We believe in **fostering strong connections among education settings[6], charities, funders, young people and policymakers,** and we do this through our Collective Action meetings, digital tools, and our Fair Education Summit. In 2023–24, we held 41 Collective Action Working Group meetings, where members supported each other with learning about policy issues, overcoming common challenges and increasing their organisation's impact. Alongside this, over 200 organisations now use our digital tools, enabling collaboration and partnerships between organisations and schools across England. The 2024 Fair Education Summit, themed "Driving system change together," united 289 attendees, with 91% gaining a deeper understanding of system change and its role in addressing educational inequality.

This report outlines the progress and impact of the FEA secretariat and its members over the past year, navigating both challenges and opportunities in a shifting education landscape. It highlights our efforts to influence policy, promote collaboration and drive systemic change through a focus on unifying voices, connection and collaboration, youth engagement and innovative solutions. As you continue through the report, you will find insights into our initiatives, key achievements from our members and our plans for building on this progress in the coming years to ensure a fairer education system for all children and young people.

Photo credit: Chiltern Learning Trust

DIVERSITY OF LEADERSHIP OF THE COLLECTIVE AGENDA

For education to become fairer, **people from diverse backgrounds and experiences must have a leading voice at the table.** We believe that young people's voices are crucial to creating meaningful impact, so we centre their perspectives in our work and enable organisations across the sector to do the same. In 2023–24, we provided tailored one-to-one support to 26 organisations to enhance their youth engagement practices. We also recruited our most diverse Youth Steering Group to date, and we are proud to have some members with no previous social action experience and some members with experience of exclusion, the care system and seeking asylum. Our Youth Steering Group played a key role in shaping education policy, building strategic networks and taking on leadership roles at major events, resulting in greater youth representation in decision-making processes and a stronger platform for advocating fairer education for all.

SOLUTIONS ARE SUPPORTED TO SCALE SYSTEMICALLY

With a widening gap in education outcomes between pupils from low-income households and their peers, **the need for innovative solutions to address educational inequity is more urgent than ever.** 2023–24 marked 10 years since the launch of our Awards programmes, where we have supported over 1,200 innovators in starting and scaling their initiatives. This year, we continued to back our 2023–25 Scaling Award winners, helping them reach over 450,000 children and young people, while also supporting our 2023–24 Innovation Award winners in building strong foundations, enabling them to impact over 37,000 children, young people and educators.

Photo credit: Summit Learning Trust

Photo credit: AllChild

A UNIFIED COLLECTIVE MESSAGE, VISION AND ACTION

"The alignment of the four priorities from the Fair Education Alliance provided a clear framework for discussion and collaboration that directly supported our mission to empower children and families in our community." **FEA member**

To improve the education system for children and young people from under-represented and underserved communities, we need to harness the collective power of our membership and coalesce around a unified message about the change we want to see. In 2023–24, a large focus of our work related to this outcome was spent preparing for the general election. With a likely new government, we knew there could be significant change in the education landscape, and that our unified message would be crucial for incoming policymakers.

Priorities for a new government

This year, we launched our report 'Fair Education in 2024: Priorities for a New Government'[7] the week after the general election. Gaps in attainment, skills, wellbeing and destinations after school between children from low-income backgrounds and their wealthier peers are at their widest in a decade. We worked with our members to co-create four key priorities for the new government that would help all children and young people to thrive, regardless of their background, which are:

- a strong and supported workforce
- a system that enables every child to thrive in work and life
- the best early education and care for every child
- a joined-up system to meet rising need.

Within each of these Fair Education priorities, we outlined specific policy recommendations and shared promising solutions from our membership that the government could learn from and build on. We distributed the report to civil servants, ministerial teams and sector stakeholders.

So far, there has been increased interest in the problems and our recommendations. We saw over double the number of reposts and reactions compared to our 2023 Fair Education Manifesto launch, and a 73% month-on-month increase in website page views. Readers praised the report as "significant", "clear and inclusive" and "on point".

There have been several government announcements since July that align with our priorities:

- **Potential teacher recruitment and retention improvements** including flexible working and changes to pay and conditions. This aligns with our first priority of a strong and supported workforce.
- **The curriculum and assessment review** and the creation of **Skills England.** Both relate to our second priority of a system that enables every child to thrive in work and life.
- **Early years changes,** such as the plans to create more school-based nurseries. This links to our third priority of the best early education and care for every child.
- The creation of a **Child Poverty Taskforce** to focus on children from low-income backgrounds through a joined-up approach. This echoes our fourth priority of a joined-up system to meet rising need.

A unified collective message, vision and action

Wider policy and advocacy work

We bring our FEA members together to shape our policy direction and activities through regular conversations, our Collective Action Working Groups and our monthly Overarching Campaign Working Group. The meetings are open to all members, and 117 people from a quarter of our member organisations attended in the last year.

We then work with government officials, sector leaders and partner organisations on a range of policy and advocacy initiatives that reflect our four priorities. In the last year, we amplified our messages through collaborations with member campaigns including Children at the Table and the Scouts' Manifesto. We contributed to the Social Mobility Commission's policy recommendations around the role of families, the home learning environment, schools and skills formation, and we co-hosted a Westminster roundtable with The Tutor Trust and other FEA members looking at tutoring and wellbeing interventions for looked-after children. Shortly after the general election, we appeared on 'Pod Save the UK' to deliver our collective messages to a broad audience.

During the annual party conferences in September and October 2023, we hosted panels and a private dinner, welcoming guests such as the then Secretary of State for Education, Gillian Keegan, the Children's Commissioner, Dame Rachel De Souza, Lord Jim Knight and Catherine McKinnell MP. We since joined a roundtable with Helen Hayes MP, then Shadow Minister for Children and Early Years, focusing on issues of youth violence, special educational needs and alternative provision reform. We hope to continue this relationship in her new role as Education Select Committee Chair.

Catherine McKinnell MP with our Board of Advisers

CONNECTIVITY AND CO-ORDINATION ACROSS THE ECOSYSTEM

We believe that to effect system change for children and young people's outcomes, there need to be strong relationships between education settings, charities, funders, young people and policymakers. That is not easy with such diverse and disparate groups, so we support those connections and coordination through our regular Collective Action meetings, our digital tools and hosting our Fair Education Summit.

Collective action

Over the past year, we hosted 41 Collective Action Working Group meetings where members discussed specific issues, often focusing on policy priorities, related sector news, or common challenges in their work. This year, 40% of our members (216 individuals) attended at least one of these meetings. We facilitate two types of Collective Action Working Groups:

1. **Using our collective insights and voice to influence policy change:** These groups include Early Years, Tuition Advocacy, Wellbeing and Inclusion, Teaching as a Sustainable Career Choice and the Overarching Campaign Group.
2. **Sharing best practice to improve each organisation's learning and impact:** These groups include AI in Education, Parental Engagement, Youth Engagement, Literacy and Delivery.

As a precursor to the AI in Education Collective Action Working Group, we hosted a virtual roundtable entitled 'How can AI help close the disadvantage gap in education?' with 47 attendees from across our members and panellists from the Department for Education (DfE), The Sutton Trust, HG Foundation and Learning with Parents. After the session, the DfE AI lead contacted at least two of our members to gather their valuable insights on the DfE's AI strategy.

Our Wellbeing and Inclusion Working Group hosted a particularly popular event with over 80 attendees about the value of data for non-academic measures. We highlighted powerful examples that we would like the government to adopt more widely, including Football Beyond Borders' use of #BeeWell wellbeing data and Envision's application of the Skills Builder framework.

FEA members discussing systems change at our office in Victoria, London

A spotlight on the Early Years Working Group

We support our members to lead collective action. Evie Keough, CEO of Boromi, and Tracy Jackson OBE, Head of Early Years at the National Literacy Trust, co-lead the Early Years Working Group.

- **Boromi** won our Innovation Award in 2017 and are now building an evidence-based, national Network of Play. They nurture and advocate for early development through building more opportunities for hands-on, language-rich and shared family play into the places and spaces families are in every day.
- **National Literacy Trust** has three decades of experience working with schools and communities to give children the literacy skills to succeed in life. Their early years work supports early language development and parental engagement locally and nationally.

Their combined expertise and diverse organisational backgrounds have strengthened the group's leadership, serving as a prime example of how co-leadership can effectively drive cross-organisational projects. This model for collaborative working is what we see in our other working groups as well.

The Early Years Working Group first met in the summer of 2023 with a vision of influencing government policy and increasing understanding of the importance of the first five years in the education system. Research consistently shows that investing in early years will have the biggest impact on a child's future. It is also one of the top education priorities for the current Labour Government. Since the group's inception, it has achieved several milestones:

- They brought together 22 key players across the early years sector such as Save the Children, Reach Foundation and Early Education to identify current gaps and develop a shared vision around reshaping the narrative surrounding the home learning environment.
- They submitted a joint response to the Sir David Bell Review of Early Years, commissioned by the Labour Party when in opposition, which fed into the Labour Party's policies now they are in government.
- They submitted a joint response to Ofsted's Big Listen with a specific focus on early years.

Photo credit: Boromi

"Early childhood matters and we need to transform the way we prioritise and invest in early childhood in the UK. We're really proud to co-lead such an inspiring group of organisations and individuals to align on our vision, messaging, priorities and asks for policy and government. We all sit within part of a greater ecosystem and working – and taking action – as a collective voice is incredibly powerful."

Evie Keough, CEO, Boromi

Digital tools for FEA members

This year, we continued to expand the reach and impact of our digital Membership Tools[8], an essential resource for targeting and fostering connection and collaboration. Over 650 FEA members from over 200 different organisations have signed up and are now using the tools.

Our **Ecosystem Map** supports our members, policy-makers and funders to target the areas of greatest need and build an in-depth knowledge of activity, need and outcomes nationally. It combines national-level data on attainment and deprivation with information about where FEA members operate. The map now includes 120 FEA members working in 22,000 schools and 2,000 additional education settings. Crucially, this includes 95% of schools in the most deprived income areas. FEA members are delivering impactful work across every region, local authority and parliamentary constituency in England, with an average of 2.7 FEA members working in every school across England.

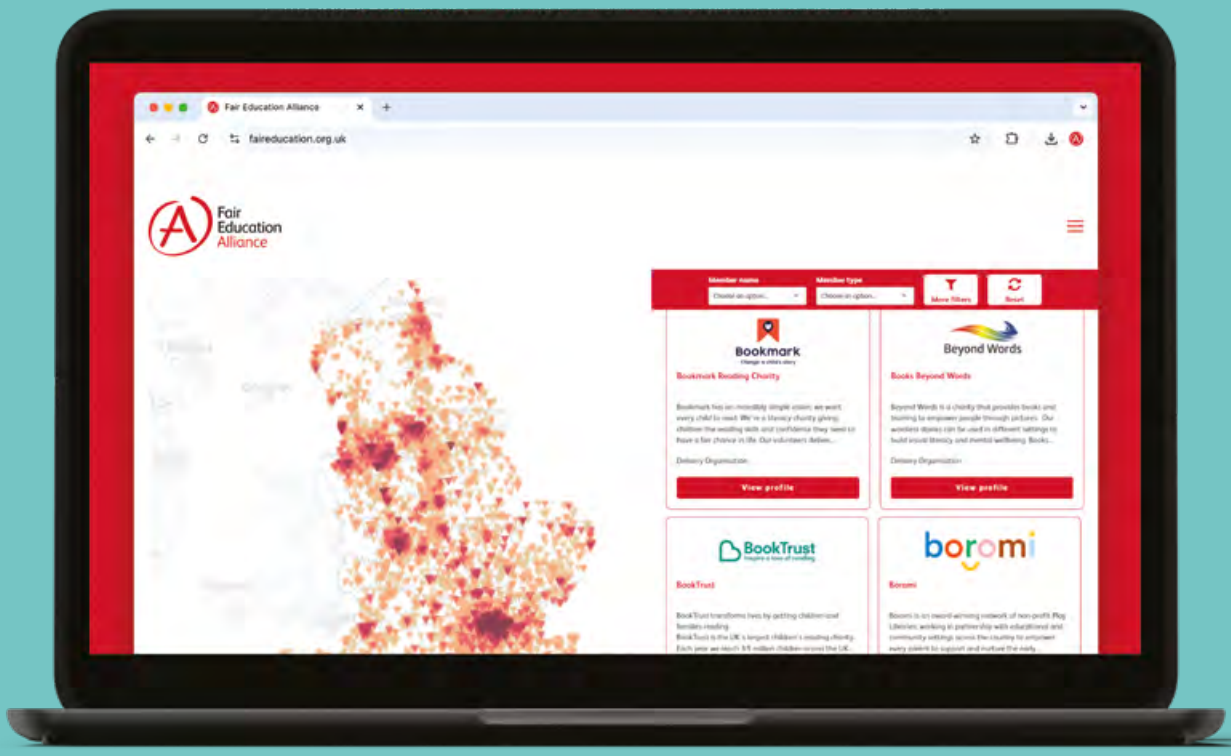
Our **Member Directory** is a central place for members to access key information about each other. Using this tool, members can search and filter based on type of organisation, specific outcomes and where they work.

"It's clear that it's going to be a really amazing resource for us moving forward."
Now Teach

Members can also use our **People Directory** to connect with individuals working across the FEA network, and we now have on average three staff members per member signed up, indicating the tools' deepening reach and influence within their organisations. Furthermore, as part of this year's Fair Education Summit, we launched the **Summit Directory** within our Member Directory, which helped attendees network before, during and after the event.

Throughout the year, we delivered training workshops to support our members in effectively using the Membership Tools. Since launching the tools in September 2022, we have now trained nearly 200 individuals across more than 100 member organisations, and they continue to highlight how these tools are already making a difference in their work:

"The interactive map will be super helpful for keeping our schools' data up to date. It's great to be able to see who is working with both the schools and higher education institutions we collaborate with. This will be a handy tool to foster more partnerships and collaborations!"
SAPERE



Envision's strategic growth: Using the Ecosystem Map to drive targeted expansion and collaboration

FEA member Envision empowers young people from diverse backgrounds to develop essential skills by developing and delivering leading social action projects in their communities. We sat down with Envision's CEO, Elisabeth Paulson, to hear how the Envision team has utilised the FEA Membership Tools to refine their approach and expand their work into new geographical areas. This targeted approach aimed to ensure Envision's programmes could make a meaningful difference and reach those who need them most.

Envision began using the Ecosystem Map in May 2023 to assess the educational landscape in their existing areas of operation of London, Bristol and Birmingham. Though previously aware of the Membership Tools, it was through attending one of FEA's monthly training workshops that Elisabeth discovered the tools' full potential to enhance Envision's targeting strategy.

In preparation for the launch of a three-year strategy in September 2024, Envision conducted a research project in late 2023 that combined data from the Ecosystem Map alongside national data and internal market research to pinpoint a cluster of schools in the Black Country, as a target for the first wave of expansion. The goal was to identify clusters of schools in deprived areas that:

- had a higher-than-average enrolment of economically disadvantaged students
- were rated 'Good' or 'Needs Improvement' in their latest Ofsted visit
- were within commutable distance to an Envision office
- were underserved by high-quality educational charities offering essential skills, work readiness or mentoring to young people
- were near businesses capable of funding and mentoring the programme.

As a result of this targeting exercise, Envision has subsequently onboarded five new schools in the Black Country in September 2024. This positive outcome has encouraged Envision to continue using data-driven insights to guide strategic planning and expansion efforts.

The Ecosystem Map has also facilitated connections with other FEA members, fostering collaborative efforts that enhanced Envision's strategic objectives: "Our team was excited to discover that the Ecosystem Map could not only highlight underserved areas but also help us find potential local and regional partners. For example, members of our team connected with organisations like Get Further and the EY Foundation which are working near or in schools and colleges where we operate, showing us how powerful collaboration can be for increasing our collective impact."

Overall, Elisabeth praised the Ecosystem Map for its role in enhancing strategic decision-making and identifying collaboration opportunities. Elisabeth's advice to other organisations considering the Ecosystem Map for strategic work is simple:

> "The Ecosystem Map is an invaluable resource for identifying collaboration opportunities and spotting gaps in service delivery. Whether you're looking to expand into new areas or deepen your existing impact, these tools provide the necessary data and insights to make informed, strategic decisions."
> **Elisabeth Paulson, CEO, Envision**

Envision's proactive use of the Ecosystem Map reflects their organisational commitment to improving the life chances of young people across the UK. By strategically utilising the FEA Membership Tools, Envision has not only broadened its own reach but also continues to play a vital role in fostering a more collaborative and effective educational support network.

> "The Ecosystem Map helped us understand where areas were underserved by quality education provision. By using this tool, we could quickly identify where there was both need and demand, allowing us to engage with new schools from a standing start."
> **Elisabeth Paulson, CEO, Envision**

Fair Education Summit: Driving systems change together

The 2024 Fair Education Summit took place just five days after the UK general election. *We brought together 289 attendees from across England including staff from 160 member organisations, young people and influential education policy stakeholders. It was a pivotal event to gather and discuss how we can drive systems change and highlight our four Fair Education priorities.*

We designed the Summit to encourage attendees to think about the role they can collaboratively play to tackle the conditions that keep inequity in place. Our theme of 'Driving system change together' allowed us to discuss how we need to go further, work differently and address the root causes of inequity. Across mainstage sessions and breakouts, we looked at the lenses of changing power dynamics, place-based work and policy influencing. Twenty-five different speakers shared their expertise, including 16 FEA members and six young people.

Attendees shared that their highlights from the day were:

- a performance from Impact Dance, an award-winning art-for-social-change organisation that specialises in hip-hop theatre, street dance and youth development
- Nish Kumar and Coco Khan from the hit podcast 'Pod Save the UK' in conversation with Youth Steering Group members Jayden, Esther and Angel about their education experiences
- Paul Amuzie from Citizens UK, Sean Harris from Tees Valley Education Trust, Fozia Irfan from BBC's Children in Need, and Bronwyn Lee from Learning Creates Australia in conversation with our CEO, Gina Cicerone, about what we need to do to drive system change across the sector
- a moving spoken word poem by Youth Steering Group member Angel, who conveyed her obstacles and lived experience with the education system in England
- spotlights on our four Fair Education priorities, featuring FEA members Mission 44, National Literacy Trust, Summit Learning Trust and The New School, who shared how they're working towards one or more of the priorities.

"I LOVED how young people were featured in every aspect of the Summit, as this really demonstrated the FEA's commitment to redistributing power and was a great lived example for all members to see in practice. Powerful for all of us to witness how intelligent, articulate and insightful the young people all were. This is something we need more of."
FEA member

Feedback from attendees

The majority of surveyed attendees[9] agreed that our key outcomes for the event were met, specifically that they:

- gained an increased understanding of what systems change is and how it relates to educational inequality (91%)
- gained an increased confidence in how their organisation could address some of the root causes of educational inequality (66%)
- felt they could champion the FEA's policy priorities by promoting these within their organisations and externally (66%)
- made new connections, and strengthened existing connections with FEA members, the secretariat and other key sector stakeholders (73%).

Building on the Summit

While we designed the Summit for all FEA members to attend, only 56% (160 organisations) were able to join us, along with 71 sector stakeholders and young people. Most of our absent members were schools or trusts who had conflicting commitments on that date. The Summit was just the start of our conversations with members about systems change, and we are excited to host a series of follow-up roundtable events in autumn and winter 2024.

"From the performance by Impact Dance to Angel's poem at the end, you centred young people at the heart of every discussion, and it has totally re-energised us to ensure we are doing the same. Your call to action around systems change has had us both reflecting on how we can contribute more as an organisation, and we have already been thinking about how we can use the tools better in order to collaborate with other members. We definitely met some new faces and have already had several connections on LinkedIn as a result! But as you say, we need to make sure this leads to action… or why are we here!?"
FEA member

With thanks to FEA member A&O Shearman for hosting the Summit.

DIVERSITY OF *LEADERSHIP OF* THE COLLECTIVE AGENDA

"When I get an invite from the FEA for something that's for young people to attend, we are really confident that that is an appropriate and safe opportunity to pass on to our young people with very little input from us as an organisation."
FEA member

People with different backgrounds, experiences, skills and ideas need to work together and contribute to policy change to make education fairer. We believe that the voices of young people are essential to driving meaningful change, so we place young voices and perspectives at the core of our work and empower schools, policymakers and organisations across the sector to do the same. It is particularly crucial to elevate the voices of those who have faced barriers to their education, particularly due to socioeconomic background which can compound other barriers such as special educational needs, disabilities, poor mental health and/or discrimination based on race, gender and/or sexuality.

Our Youth Steering Group

When recruiting for our Youth Steering Group (YSG), we strive to reflect the full diversity of children and young people currently in education across England. This year, we assembled our most diverse YSG cohort yet. Here is what we know about the 17 new members:

The group are **aged 14 to 24** and seven of them have no previous social action experience. The group includes those with experience of exclusion, the care system, the asylum and immigration system, and those who are young carers and/or young parents.

They represent all regions across England other than the South West, with 14 young people based outside of London.

Six young people identify as disabled.

The group includes nine females, six males and two non-binary young people.

11 young people are or have been eligible for Free School Meals.

Three young people are of Asian background, one is of Arab background, four are of Black African or Caribbean backgrounds, six are from White British or other White backgrounds and three are of mixed or multiple ethnic backgrounds.

Keira's journey to making a difference

We spoke with Keira, who joined the FEA YSG in February 2024, to learn about her experience, her passion for social action in education and the impact she has had through her role.

Why did you join the Youth Steering Group (YSG)?

"I found out about it through another group – the Greenhouse Sports Youth Advisory Board, who sent us to the FEA Youth Summit in 2023. Being part of another Board, I was always interested in creating social action, specifically in education. But then being able to see it and the vibe and how everyone was inputting, it felt like you could genuinely make a difference."

How have you found being on the YSG overall?

"I've enjoyed interacting with everybody else on the Board, and also the opportunities that have come through it. On top of our collective action as a Youth Steering Group, I've been able to go on to do other things adjacent to it. Getting to be a youth judge for the Innovation Award and doing a speech at the Awards Final, and being on a panel at the Wellington Festival of Education!"

If you had to pick one thing that's been a highlight of your time on the YSG, what would it be?

"I could say my first time speaking publicly, but I think my highlight was the first meeting that we had. Seeing everybody and realising how like-minded we were, but also different in our own ways and experiences. That was the first time we could really come together and see like, wow, together we can all make a change."

What do you think has been the YSG's most impactful activity?

"So far, it would be when I was a youth judge for the Innovation Award. Because what comes out of that [are] new initiatives that are going to help a vast range of young people. And then the Youth Summit hasn't happened yet, but so far, just building up to it, you can tell it's also going to be a highlight. Because we're going to reach so many people."

What skills do you feel you've developed during your time on the Youth Steering Group?

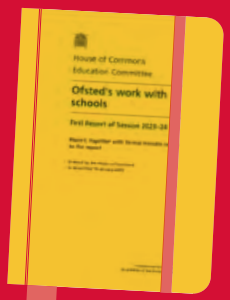
"The ability to interact with more people. I've already had experiences with networking, but now, just more so. It's become easier to interact with more people, even if you don't have much in common with them or you might not necessarily agree with what they're trying to say. Also being able to manage social situations and put yourself out there has been important."

2023

OCTOBER 2023: Denise, Esther and Elijah represented the FEA on panels at the Labour and Conservative Party Conferences alongside the Centre for Social Justice and the Education Policy Institute.

DECEMBER 2023: The YSG as a collective hosted an online panel event, where young people, advocates, teachers and police officers had a comprehensive discussion on the role of police in schools.

SEPTEMBER 2023: The YSG as a collective submitted written evidence to the Education Select Committee's Ofsted Inquiry and took part in a roundtable on the future of GCSEs with the 11–16 Education House of Lords Committee.



NOVEMBER 2023: We brought together 65 young changemakers for our first ever Fair Education Youth Summit. The day, planned and facilitated by young people, resulted in young people making new connections and developing leaderships skills. Attendees were overwhelmingly positive about the day, feeling united behind a shared plan for change towards an education system that is fair for all. One attendee said, "The future belongs to us, and events like this provide a platform for us to actively shape it. This Summit stands as a stellar example of how youth-led initiatives can effectively catalyse change"

2024

A year with the Youth Steering Group

JANUARY 2024: Two YSG Alumni Ambassadors, Esther and Oghale, began their two-year terms on our Board of Advisers. This is the first time we have had young people on that Board.

FEBRUARY 2024: Our nine second year YSG members welcomed 17 new YSG members from across England. At their first training day, they developed their networking and content creation skills, and formulated their policy focuses.

JULY 2024: Fourteen members of the YSG held various roles at the Fair Education Summit, where they shared their creativity, perspectives and ideas around making education fairer.

AUGUST 2024: We hosted two Youth Engagement Interns, Ryan and Elijah from our YSG, who worked on preparations for the 2024 Youth Summit, and two Teach First work experience students, Adenike and Arora, who did a takeover of the FEA member bulletin.

JUNE 2024: Thomas, Keira and Elijah attended the Festival of Education, and spoke on panels exploring perspectives on party manifestos ahead of the general election and on preventable exclusions.

MAY 2024: Naomi and Israa attended the All-Party Parliamentary Group for Children. They spoke with the Children's Commissioner Rachel de Souza and other representatives from different political parties about how they would involve young people in addressing the issues facing young people.

MARCH 2024:

Ellie, Nana, Farzana and Jayden took part in two internal Department for Education strategy events. They spoke on panels and contributed to strategic planning discussions about the National Tutoring Programme and the challenges and opportunities facing the teaching workforce.

APRIL 2024: S spoke in the House of Lords about the importance of supporting neurodivergent students within schools and ensuring inclusive practice. This was part of the Speaker's Trust My Maiden Speech event.

How the Child Poverty Action Group's Youth Panel is shaping policy and awareness of child poverty

The Child Poverty Action Group (CPAG) works on behalf of the 4.3 million children growing up in poverty in the UK. They have a Youth Panel made up of 14–19-year-olds from diverse backgrounds. The Youth Panel has been working together for two years to feed into campaigns, deliver workshops, support with bid writing and represent CPAG at national policy events.

We spoke to Kelly, a Youth Panel member, to understand their experience of being on the panel:

"Child poverty wasn't spoken about in school. Through the Youth Panel, I've been able to see myself and other Youth Panel members develop skills on advocating on child poverty and we are networking and being able to express our concerns. Being part of the panel has given me a platform to raise awareness and reduce the stigma attached to child poverty, and CPAG has created a better environment for us to be talking about these kinds of issues. One of my personal achievements is being able to meet with the European Commissioner for Human Rights Dunja Mijatović and being able to express to her that young people in the UK are facing poverty and that it is a human rights issue that needs to be addressed."

We provided CPAG with one-to-one support for their youth engagement work and they regularly attended our Youth Engagement Working Group. We spoke to Georgina Burt, the Senior Education Policy Officer at CPAG, who reflected on the support that we provided. "There was no judgement from the FEA about where we were on the spectrum of youth engagement. That acceptance was incredibly helpful as an organisation embarking on what youth engagement might look like. We have a really engaged, empowered group of young people that can talk confidently about child poverty. The panel has really added a vital new perspective to our work and some of our Youth Panel members are taking up other opportunities to talk about issues that matter to them."

Improving youth engagement practice across the sector

We provided free bespoke one-to-one support to 26 organisations looking to strengthen their youth engagement practice. This support included running an inset day session to support senior school staff at a MAT to assess their student voice practice, helping a growing charity to develop a youth engagement strategy and alumni programme, and helping a national democracy charity establish and recruit a YSG.

We hosted our Youth Engagement Working Group where people across the education and youth sector can share and learn from experts and each other to improve the quality of the youth engagement opportunities they provide. Across the year, 96 people from 70 different organisations attended three different workshops which focused on maximising youth engagement opportunities in an election year and recruiting diverse and underserved young people onto Youth Boards.

Our new Youth Participation in Policy Working Group aimed to bring together FEA members to identify opportunities for young people to engage directly with decision- and policymakers. The group was co-chaired between staff and young people from the FEA and States of Mind. While there was strong appetite for the group, attendees did not have the necessary access to policymakers, so we decided to focus on building direct relationships ourselves.

"I love that their sessions are open and anyone from our organisation can go. This means we're spreading knowledge and practice of youth engagement beyond just the dedicated roles, and it makes it everyone's business."
Delivery organisation attending our Youth Engagement Collective Action Working Group

"The proactive advice from the FEA helped us benchmark youth engagement initiatives and build our knowledge of best practice, establishing our YAG was a much smoother process as a result of this support."
Delivery organisation receiving one-to-one youth engagement support

Our Head of Youth Engagement speaks at the London Inclusion Charter Launch on youth engagement in inclusive education

SOLUTIONS ARE *SUPPORTED* TO SCALE SYSTEMICALLY

As we witness the impact of persistent learning losses from the pandemic and the gap in education outcomes continues to grow between pupils from low-income households and their peers, we know that the education system needs innovative solutions that tackle the root causes of educational inequity now more than ever before. To nurture innovation and scale impactful and innovative initiatives based on need, we deliver high-quality and targeted support to FEA members and members of the public through our awards programmes.

Scaling Award

FEA members often know what works to improve children's outcomes, but they struggle with how to scale their work to the schools, communities and children who need them most. As organisations grow, it can be difficult to maintain high-quality delivery at scale, understand new local contexts and develop the necessary operations and governance.

Our Scaling Award programme provides two years of tailored support to help organisations scale well. This year, our 2023–25 cohort of seven Scaling Award winners have significantly increased their reach and impact. Collectively, the seven winners supported 453,869 children and young people, reflecting an impressive 88% increase since they began receiving support from the FEA. This growth was primarily through strengthening existing partnerships with education settings and building relationships with a small number of carefully chosen additional partners such as local authorities and violence reduction units. In total, the cohort is now partnering with 1,525 schools, colleges and other education settings.

To help the cohort achieve this growth, we provided a range of tailored capacity-building support focused on whatever the organisation most needs help with, for example impact and evaluation, effective operations, financial sustainability, and personal and organisational leadership. Award winners received training, consultancy, peer support, introductions and over £80,000 of grant funding that unlocked a further £90,000 of matched funding.

Our 2023–25 Scaling Award winners attended a CEO leadership retreat at Jamie's Farm

Here are some examples of the support we have provided:

- A leadership away day for Get Further to establish ways of working across the new executive team. They also used a small grant from the FEA to expand their advocacy work, including panel discussions at party conferences and building relationships with policymakers, and they are using a further grant to facilitate advocacy training across the Scaling Award cohort.
- Support for Khulisa to conduct an operations audit and review their values and people strategy. They then received a grant from the FEA to address some of the challenges they identified, and they are now implementing a centralised HR system.
- Advice and mentoring for Life Lessons to map their school partnership process and to identify where efficiencies could be made.
- A grant for Villiers Park to revamp their Theory of Change and impact measurement framework, enhancing their ability to track and report their impact.
- A grant for Learning with Parents to access communications consultancy to enhance their marketing capabilities.
- A grant for Magic Breakfast to commission systems change workshops for senior leadership and trustees across the Scaling Award cohort.
- A grant for Power2 to implement a centralised HR system to improve the quality, consistency and efficiency of their recruitment and retention.
- Opportunities for Scaling Award winners to lead collective action and form partnerships with other FEA members and stakeholders. In 2023, four of our Collective Action Working Groups were led by alumni of our awards programmes. These groups pursue national policy change, raise public awareness and change organisational practice.
- Line management training for 35 senior and middle leaders across 10 current and former award winners, with 100% of participants rating the training as excellent.
- A leadership retreat at Jamie's Farm where the CEOs had the opportunity to reflect, share experiences and build stronger relationships through workshops and action learning sets, as well as walks and shared meals. All the CEOs agreed that the retreat helped deepen their relationships and provided valuable insights for leading their organisations. One participant shared, "The action learning sets and systems change sessions gave me fresh perspectives and tools to implement with my senior leadership team."

Villiers Park Education Trust's journey to scaling their impact

Villiers Park Educational Trust is a national charity that empowers young people from under-represented backgrounds to reach their full potential. They work in schools and colleges based in areas of historically low progression to higher education such as Hastings and Bexhill, Swindon, Norwich and Tyneside. Their Future Leaders programme provides long-term personalised support, coaching and development opportunities to build young people's confidence, broaden their horizons and support them to plan pathways to their future. Since winning the Scaling Award in 2023, Villiers Park has increased their reach by over 200%, working with 2,000 young people across 50 schools in the last year.

Villiers Park used the support of the Scaling Award to enhance their capacity and impact across multiple areas. They used a grant to work with The Social Investment Consultancy (TSIC) to update their Theory of Change and evaluation framework to track short- and long-term impact. The process upskilled staff through workshops and training, and they have now embedded robust evaluation practices so that they can make evidence-led decisions. Recent evaluation surveys have highlighted the value of long-term coaching to young people on Villiers Park's programmes, with 92% of young people saying that it was helpful, and over two thirds reporting increased certainty about their futures.

Villiers Park also benefited from a brokered session with Bain & Company to develop their digital strategy and online learning platform, LaunchPad. They explored barriers faced by young people from under-represented backgrounds and helped develop a strategy to enhance engagement, leading to more intuitive, engaging content tailored to their needs.

Leadership development and building a high-performing team has also been a key focus for Villiers Park. They took advantage of the leadership retreat, targeted strategy sessions and line management training offered by the Scaling Award.

"Scaling Award support has enabled Villiers Park Educational Trust to scale our impact and reach significantly over the last year, and doing so in a sustainable way. Being part of a Scaling Award cohort has also been incredibly valuable in building a peer network with other chief executives and their wider teams, all of whom share a commitment to young people's futures. In Villiers Park's 100th year, and as we develop our new five-year strategy, this support has been exceptional."
Gaby Sumner, CEO, Villiers Park

Photo credit: Villiers Park Education Trust

Innovation Award

Through our Innovation Award, we take a networked approach to nurture new ideas that tackle the entrenched issues and root causes of educational inequity in England. We provide a year-long programme of financial and practical support to help people turn their ideas into impactful initiatives that will thrive beyond their pilot and make real change in the sector.

Our 2023–24 Innovation Award cohort

- **Campaign for Learning** is developing a multimedia resource to improve parental engagement, helping parents enrich their children's learning both at home and in school.
- **Chartered College of Teaching** seeks to enhance teaching for students with SEND through an online journal club for teachers and support staff. This platform shares effective teaching strategies, integrating them into everyday practice.
- **GoodWork** helps young people overcome barriers to workforce entry by providing training and mentorship programmes that connect employers with young talent.
- **InsideUni** empowers disadvantaged students through a peer-driven platform that crowdsources advice on navigating university applications, from choosing courses to interview preparation.
- **Stone Soup Group** is establishing a cooperative nursery in Walthamstow, offering affordable childcare and educational experiences while helping parents build skills and employability.
- **The Story Project** uses children's stories to enhance emotional literacy, helping young people better understand and manage their emotions by discussing characters facing similar challenges.

During the year-long incubator programme, the award winners received a £22,500 salary contribution and ongoing support to develop their impact measurement frameworks, pilot their ideas and create strategic plans to sustain and scale their work. In addition to group sessions, they received personal leadership development and one-to-one support from the Head of Innovation and the Fair Education Alliance team. As Ellie Cassidy from InsideUni shared, "The incubator sessions have been excellent, and the FEA team are brilliant at supporting us. The Business Model Canvas incubator workshop gave me a real boost of confidence to understand what I was selling and why." Beth O'Brien from Chartered College of Teaching added, "From developing a Theory of Change to evaluating project impact, the incubator sessions have equipped me with the skills to lead my innovation successfully."

Beyond funding the Innovation Award, Bloomberg provide volunteer mentors for the award winners. Eri Shima, a Bloomberg mentor, remarked, "It was an absolute joy getting to know Laura, and I was able to see firsthand her passion and enthusiasm – both during our mentoring sessions and through observing the collaborative, joyful work at Stone Soup nursery."

Over 2023–24, our Innovation Award winners:

- **worked with over 37,000 children, young people and educators**
- **generated £716,000 in additional funding**
- **gained recognition as leading social innovators.**

The 2023–24 incubator programme has now ended, but these award winners have strong foundations in place to scale their initiatives and continue their journey toward greater impact.

How GoodWork is breaking barriers in employment for marginalised youth

GoodWork, founded by Felicity Halstead, is dedicated to creating equitable employment opportunities for young people from marginalised communities. By addressing systemic barriers in workplace culture and supporting employers in making essential changes, GoodWork ensures that under-represented talent can thrive. Their innovative approach not only equips young people with the skills needed to enter the workforce but also helps companies embrace diversity and inclusion.

Reflecting on the award, Felicity Halstead said, "The Innovation Award has been a brilliant programme, and I am a huge advocate for it. The quality of the support has been really strong, and the impact of the FEA on me and GoodWork has been game-changing. Having support from Bloomberg colleagues to refine my approach to corporate partnerships has also been invaluable."

GoodWork has achieved significant milestones since receiving the Innovation Award, such as publishing their first Impact Report[10], which highlights the far-reaching effects of their initiatives. The organisation has also expanded its team by hiring two additional staff members and growing its non-executive director Board to strengthen governance and strategic oversight.

Additionally, GoodWork was recognised as a LinkedIn Top Voice for Social Impact, further raising its profile in the sector and solidifying its reputation as a leading advocate for inclusive employment.

The impact of GoodWork's programme on marginalised youth is evident through the success of its participants[11]:

- 100% of graduates would recommend GoodWork's support to other young people.
- 75% of alumni are now in long-term work or education aligned with their goals.
- £76,000 was secured in grants to fund the programme.
- Over 1,300 hours of in-person training were delivered to young people.

Photo credit: Celie Nigoumi, GoodWork Impact Report 2023

Our 2024–25 Innovation Award cohort

We received 87 applications for the 2024 Innovation Award, a 61% increase from the previous year. Our diverse judging panel of 24 experts, including school leaders, policymakers and innovation specialists from organisations such as Chiltern Learning Trust, Social Investment Business, Impetus and the Rank Foundation, shortlisted 20 ideas, with 10 finalists presenting to the final panel. We now have a new cohort of six Innovation Award winners for 2024–25, all tackling different aspects of educational inequity:

- **The Aspiring Medics:** This mentoring programme supports aspiring medical students from under-represented backgrounds, guiding them through the medical school application process.
- **Body Happy Programme:** Focused on promoting body positivity and healthy relationships with food and exercise, this initiative offers workshops, resources and community events aimed at young people.
- **The Early Years Movement:** This programme recruits and trains men, particularly those nearing retirement, as early years practitioners to foster gender equity in early childhood education.
- **The Firefly Project:** A grief education programme, offering workshops, school-based programmes and training students as grief ambassadors to help equip teachers and students with tools to cope with grief.
- **FirstGens CIC:** This initiative provides training and resources to facilitate university access for first-generation students, empowering them through mentorship and guidance.
- **Tees Valley Education:** This project tackles child poverty and educational inequality in the Tees Valley region through strategic partnerships, community interventions and workforce development.

"This award is a game-changer for The Firefly Project as it will give us the support we need to reach more young people, break taboos and create a more compassionate world where no-one has to feel alone in their grief."
Jenna Maudlin, The Firefly Project, 2024–25 Innovation Award winner

Supporting 2024–25 Innovation Award applicants

Of the six Innovation Award winners, 43% are from minority ethnic backgrounds, and 83% work on projects based outside of London. The size, quality and diversity of the application pool is due to our proactive applicant support. In the months before the application deadline, we hosted our Innovation and Scale Booster event for FEA members and the general public, featuring 12 workshops and one-to-one clinics led by 16 sector experts. Seventy-three people attended, with 74% rating the event as "Excellent", 77% reporting they gained knowledge they could directly apply to their initiatives, and 69% of attendees indicating they were more likely to apply for the Innovation Award[12]. After the Booster, we delivered webinars on crafting strong applications and pitching innovations, which each attracted up to 80 sign-ups. Our Head of Innovation also conducted over 100 one-to-one clinics offering tailored guidance to help prospective applicants refine their submissions, which helped many overcome initial doubts about their eligibility or entrepreneurial skills.

"I've found the whole application process so supportive and it's really helped me think through my ideas in a thorough and structured way. Coming from a teaching background, there were elements I didn't even know I had to consider and have since learnt more about, which has been invaluable. No matter the outcome of my application, I'm so glad to have done it. The webinars in particular were really helpful in fleshing out the details of the application a little more."
2024–25 Innovation Award applicant

A decade of innovation

2023 marked a decade of our Innovation and Scaling Award, which seeks to invest in high-impact ideas and scale impactful practice within the education sector in England. To mark the occasion, we published a new report, 'Scaling Impact: A Decade of Innovation'[13]. We worked with a team of academics from the London School of Economics to better understand the landscape for social purpose organisations and how best to support them. We also consulted our alumni to see how they continue to scale their impact and how the FEA enabled this progress.

Over the last 10 years, we have supported over 1,200 innovators and organisations on their journey to scale.

At a high level, we have:

- helped over 1,175 innovators to develop their ideas
- incubated 55 new organisations that are dedicated to making a difference in our education system and provided them with £810,000 in salary contributions
- supported 35 organisations to deepen their impact, accelerate their growth and scale to areas of greatest need.

In the last academic year alone, our alumni[14] worked with:

- over 6 million children and young people
- over 44,000 parents and guardians
- 217,000 teachers and support workers.

To do this they formed 21,751 partnerships with nurseries, schools, colleges, universities and other organisations. These partnerships happen across every local authority in the country. Fourteen of our alumni have scaled to other nations in the UK, and 10 now work internationally to tackle the issue on a global stage. To deliver their impactful work in 2023–24, they generated over £83 million and employed over 1,600 staff and 7,700 volunteers.

"The Innovation and Scaling Awards have been a key part of our journey in first establishing and then growing ImpactEd to operate at national scale. The networks, support and mentorship provided by the awards have helped us reflect on our model, iterated and ultimately supported us to achieve a greater impact for the partners and young people we serve."
Owen Carter, ImpactEd Group, 2018 Innovation Award winner and 2020–23 Scaling Award winner

Jamie's Farm's journey from innovation to scale

"The FEA community has been a vital part of Jamie's Farm's success ever since our early days. Originally through the Teach First Innovation Unit, we benefited greatly from the mutual assistance and peer support from mission-aligned charities at a similar stage of growth, as well as the insight, expertise and guidance provided by FEA staff. Their commitment to the 'bigger picture' – the shared mission that should inspire and focus all our attention – has enabled multiple fruitful partnerships and collaborations to develop.

The 'leg up' that this kind of support enabled helped us to go from one farm, working with 500 children and young people a year, up to five farms supporting 2,500 each year. With another expansion afoot – a 50% increase in our capacity thanks to opening two new farms – we know that being part of this community will not only ensure we can maintain the quality of our impact even as we grow, but also that we will ensure we stay motivated to maximise our impact even further, by remaining nimble and responsive to the evolving needs of our young people. Remaining connected to and working in partnership with the broader team of organisations within the FEA umbrella is utterly essential if any of us are to seriously consider achieving our ambitious missions."

Jake Curtis, Co-CEO at Jamie's Farm, Scaling Award winner 2013–17

Photo credit: Jamie's Farm

This impactful year of work has been made possible thanks to the incredible support of our business, trust and foundation members.

A&O SHEARMAN

"Businesses play an important role in addressing educational inequality. We're proud to continue to support the FEA to help build a fair and equitable society for all young people. At a time when the school system in England is under significant pressures with the financial climate and tough accountability contributing to a teacher recruitment and retention crisis, we all need to invest and focus our efforts collectively to bring around change." **Jessica Kerslake, Partner, A&O Shearman**

BARCLAYS | LifeSkills

"We are delighted to be members of the FEA and part of the important work that they do, especially during these unprecedented times. The pandemic has widened the social equity gap for young people across the country and we acknowledge that without equitable action this gap will continue to move further, further apart." **Kate McGoey, Head of Barclays LifeSkills (Senior VP), Barclays LifeSkills**

Bloomberg

"At Bloomberg, we know that innovation can play a vital role in unlocking opportunity. We're incredibly proud of the transformative impact our partnership with the FEA has enabled, and remain committed to working alongside cross-sector partners to support impactful education programmes which drive opportunity for young people." **Caroline Rowley, Head of Corporate Philanthropy (Europe), Bloomberg**

IG Group

"We couldn't think of a better place to learn about all the complex challenges around educational inequality, or to find inspiration from all of the fantastic initiatives that are being developed by FEA members. Being a member of the FEA gives us confidence that we are putting our energy in the right places, and we have been so impressed at the scale of the FEA's ambition and their excellence and expertise in this field. We are incredibly proud to be part of this alliance and hope we can play our role in helping achieve the collective vision." **Ben Hemington, Group Head of Social Impact, IG Group**

MISSION 44

"Mission 44's priorities are to build an inclusive education system in which every young person is supported to succeed while empowering them to take action and shape the world they live in. We are delighted to continue to partner with the FEA to increase young people's voices in shaping the decision-making of their 300-strong organisational membership." **Sharon Jones, Head of UK Partnerships (Impact), Mission 44**

phf Paul Hamlyn Foundation

"We are delighted to support the FEA through our Backbone Fund, enabling the coalition to increase collaboration and use its powerful collective voice at such an important time. With the cost-of-living crisis and political shifts, it's crucial that the FEA continues to advocate for a fair education for all children and young people, and in doing so, achieve a just and equitable society in which everyone, especially young people, can realise their full potential." **Catherine Sutton, Head of Programme: Education, Paul Hamlyn Foundation**

Pears Foundation

"We are passionate about creating opportunities for young people to be active citizens, and we understand the hugely important role of schools and colleges in supporting those experiences. We were delighted to support three years of the FEA's work to develop and celebrate social action opportunities with, and through, their members." **Bridget Kohner, Deputy Director, Pears Foundation**

UBS

"Excellent and inclusive education is crucial in enabling all young people to reach their potential. The complexity of the challenges facing many children and young people requires a joined-up approach and cross-sector collaboration – which is why the collective action championed by FEA is so important."
Sarah Payne, UK Head of Social Impact and Philanthropy, UBS

FINANCIAL REVIEW

GOVERNANCE AND MANAGEMENT

TRUSTEES' STATEMENT OF RESPONSIBILITIES

Financial review

Thank you to our supporters

As we look back over the year, we want to thank the community of people and organisations who have powered our work.

We are grateful to everyone that supported us in 2023-24. This includes A&O Shearman, Barclays LifeSkills, Bates Wells, Bloomberg, Credit Suisse, CVC Capital, Fidelity UK Foundation, IG Group, KPMG, Mission 44, Paul Hamlyn Foundation, Pears Foundation, St John's Foundation, UBS, and the Westminster Foundation.

Financial update

We focused on growth and sustainability in 2023-24. We increased the reach and impact of our work, while ensuring that the growth of our costs was sustainable and we were preparing for the future.

Over the past two years, we received several multi-year grants. Following our first audit in autumn 2024, most of those multi-year grants are now recognised when they were granted which is reflected in the restated 2023 figures in the accounts. This meant that our unrestricted reserves at the start of 2023-24 were higher than our reserves policy of 4 months. The trustees therefore agreed to utilise those accumulated reserves to cover activity in 2023-24 and 2024-25. During the year, we utilised £24k of restricted reserves and £202k of unrestricted reserves. As such, we anticipated that our in-year income for 2023-24 would be lower than the year prior, and our income decreased by 33% to £824,757 (2023: £1,238,912).

In 2023-24 we strengthened our activities with members around policy influencing, expanded our events including a successful Fair Education Summit and stronger presence at party conferences, increased our youth engagement work and grew our Innovation Award pipeline. As such, we grew the team to deliver this work, adding youth engagement capacity and new senior roles for communications and operations. This resulted in a 17% increase in expenditure compared to the prior year.

Unrestricted reserves decreased to £748,752 (2023: £950,673). The charity plans to use these accumulated reserves to strengthen our existing activities with our members around policy influencing, collective action, youth engagement and our awards for new and growing education interventions. We are also investing further in our communications capacity.

We are carefully monitoring ongoing financial risks, including inflation and tax changes, to ensure the charity's ongoing financial stability. The charity is also exploring opportunities to improve returns on cash reserves.

Principal risks and uncertainties

The trustees have overall responsibility for risk management but also recognise that for risks to be identified and managed successfully, there needs to be shared accountability throughout the organisation.

In line with our risk management policy, a risk register is maintained that captures the nature of the risk, its likelihood and impact, and mitigations that are put in place to reduce the likelihood and/or impact. The risk register is updated by the Co-CEOs on a quarterly basis and reviewed by trustees at quarterly meetings.

The principal risks facing the charity are:

Financial risks:

The financial performance of the charity is monitored against an annual budget and monthly management information on the charity's financial position is produced to inform any decisions. This management information and fundraising pipeline is reviewed monthly by the leadership team and a quarterly review is undertaken by the trustees. In addition, forecasting is updated throughout the year to reflect changes that impact on income and expenditure. The charity has robust anti-fraud policies, training and systems in place. The charity continues to work closely with funders to ensure deep partnerships and strong, sustained relationships even if staff move on.

Although inflation has slowed compared to prior years, we have planned for and experienced inflationary price increases.

The charity is considering diversifying its income streams in future years beyond grant funding and exploring high interest savings accounts to improve returns on cash reserves.

Reserves are maintained as per the reserves policy and the trustees review the reserves policy annually.

Safeguarding:

The charity has a designated Trustee with responsibility for safeguarding and internal safeguarding leads. All staff have a safeguarding induction and annual refresher and must adhere to our safeguarding policy. A safeguarding review is completed annually.

Member engagement:

As a network, member participation in our activities is essential. For the last few years, 75-80% of our members have taken part in at least one FEA activity and we aim to increase this each year.

Member engagement is monitored monthly and reported quarterly to our trustees. The charity's staff use that data to adapt and improve activities and communications as well as to identify members who no longer meet our expectations of membership and want to end their membership. The charity offers a variety of opportunities for members to lead or become involved with, collects feedback from members about their experience, and has invested more in communications capacity to improve targeted communications to members.

Reserves policy and going concern

Reserves policy

The charity holds unrestricted reserves in order to:

- provide a safeguard against the risk of downturn in support of our activities (which could lead to expenditure exceeding income)
- provide working capital to finance day-to-day operations; and
- cover the costs of wind-down of one or more programmes in the event of key funding being curtailed

At the year end, the charity held £748,752 (2023: £950,673) in unrestricted reserves, the equivalent of eight months of future operating costs.

The Board of Trustees aims to have a level of unrestricted reserves which equates to four months of future running costs. The current level of unrestricted reserves is the result of two years of successful fundraising for multi-year grants, some of which needed to be recognised upfront. The current plans for 2024-25 will see the levels of reserves reduce during the next financial year while remaining at or above the level set out in the policy.

Going concern

Given forward business planning and forecasts, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future.

For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies, in Note 1 to these accounts.

Governance and management

Constitution

The Fair Education Alliance is a registered charity in England and Wales (No. 1188042) and a company limited by guarantee (No. 11884952).

It is governed by its Memorandum of Association and Articles of Association, last revised in February 2020. The Articles of Association define the Directors of the Company as "the trustees". To avoid confusion, the Directors of the Company are referred to as trustees throughout this document.

Board of Trustees

The charity is governed by a Board of Trustees that consists of seven professionals from a range of backgrounds and sectors. Trustees are responsible for decision-making on long-term strategic direction and governance, meeting formally four times a year. The trustees receive quarterly updates on day-to-day activities, including risk and financial performance, which informs their decision-making.

Any person who is willing to act as a trustee, and who would not be disqualified from acting, may be appointed by a majority decision of the trustees. The trustees take into account the skills and composition of the Board when making such appointments. They receive an induction with the Chair of Trustees and the CEO that helps them to understand both the organisation and their own responsibilities.

Management

Day-to-day running of the charity is managed by the two Co-CEOs who lead a six-person Senior Leadership Team.

Employee engagement

We believe employees should be engaged with and involved in our charitable mission and how the Fair Education Alliance is managed. Employees attend regular team days hosted by different member organisations, where they discuss organisational strategy, learning and development and generate ideas about the charity's activities or ways of working. Employees are updated through staff emails and weekly team meetings, and there is a strong feedback culture.

Remuneration

The salary of the Co-CEOs is set by two members of the Board of Trustees following an annual performance review. This review is also used to set targets and development objectives for the year ahead. The trustees also approve organisational salary band changes, annual pay increases where relevant and other benefits. The full list of key management personnel can be found on page 63.

Trustees' statement of responsibilities

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law 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 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 Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at anytime the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006.

The trustees 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 charitable company'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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 20 May 2025 and signed on their behalf by

Vanessa Ogden

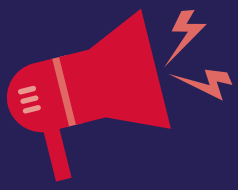
Dr Vanessa Ogden
Chair of the Board of Trustees
Date: 20/05/2025

PLANS FOR THE FUTURE

In 2024-25, we will:

SCALE OUR DIGITAL MEMBERSHIP TOOLS

to help members, philanthropists and government target the areas of greatest need, connect and collaborate.



STRENGTHEN OUR COMMUNICATIONS & EXTERNAL AFFAIRS,

using the collective insights and voice of our diverse membership to

ADVOCATE FOR POLICY & PRACTICE CHANGE

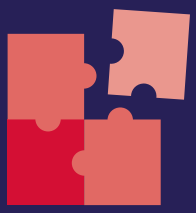
that will close the gap in outcomes.

SUPPORT OUR 13 AWARD WINNERS TO START-UP & SCALE

to the areas of greatest need.

MEET OUR VOLUNTARY INCOME TARGET

through clear communication of our purpose and our impact.

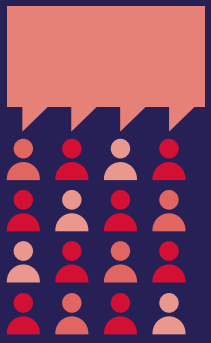


CONTINUE TO ACCELERATE MEMBER ORGANISATIONS' IMPACT & INCREASE CROSS-SECTOR COLLABORATION

through Collective Action Working Groups and member trainings on systems and place-based change.

PLAN & DEVELOP OUR STRATEGY

for 2025-2030, leveraging member and stakeholder insights to set our outcomes and activities.



SCALE YOUTH LEADERSHIP

across the Secretariat and member organisations' activities, including our Youth Summit, to

CREATE A MOVEMENT

of young people co-leading system change.

FINANCIAL STATEMENTS

Independent auditors' report to the members of The Fair Education Alliance

Opinion

We have audited the financial statements of The Fair Education Alliance (the 'charitable company') for the year ended 31 August 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.

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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report other than the financial statements

and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or

error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charitable company operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charitable company's policies and procedures in relation to:
- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:
- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or 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/auditors responsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's 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 charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 20 May 2025

William Guy Blake

William Guy Blake ACA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

The Fair Education Alliance

Statement of Financial Activities (incorporating the Summary Income and Expenditure Account) for the year ended 31 August 2024

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Restated Total funds 2023 £
Income from:					
Donations	**4**	648,207	176,400	**824,607**	1,238,912
Charitable activities		150	-	**150**	-
Total income		648,357	176,400	**824,757**	1,238,912
Expenditure on:					
Raising funds	**5**	1,771	-	**1,771**	-
Charitable activities	**6**	848,507	200,197	**1,048,704**	900,976
Total expenditure		850,278	200,197	**1,050,475**	900,976
Net income / (expenditure) and net movement in funds	**10**	(201,921)	(23,797)	**(225,718)**	337,936
Reconciliation of funds:					
Total funds brought forward		950,673	98,573	**1,049,246**	711,310
Total funds carried forward		748,752	74,776	**823,528**	1,049,246

A comparative Statement of Financial Activities can be found under note 21.

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 17 to the accounts.

The prior year income and expenditure comparatives have been restated for a prior period adjustment, as set out in note 3 to the accounts.

The Fair Education Alliance
Balance Sheet at 31 August 2024

	Notes	2024	Restated 2023
		£	£
Fixed assets			
Tangible assets	12	**5,921**	740
		5,921	740
Current assets			
Debtors	13	**48,693**	454,666
Cash at bank and in hand		**813,060**	750,222
		861,753	1,204,888
Creditors: Amounts falling due within one year	14	**(44,146)**	(156,382)
Net current assets		**817,607**	1,048,506
Total assets less current liabilities		**823,528**	1,049,246
Total net assets		**823,528**	1,049,246
The funds of the charity			
Restricted funds			
Restricted funds	17	**74,776**	98,573
Unrestricted funds			
General funds	17	**748,752**	950,673
Total funds		**823,528**	1,049,246

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the Board of Trustees on 20 May 2025 and signed on its behalf by:

Vanessa Ogden

V. Ogden
Trustee
Date: 20 May 2025
Company No. 11884952

The Fair Education Alliance

Statement of Cash flows for the year ended 31 August 2024

	2024	Restated 2023
	£	£
Cash flows from operating activities		
Net movement in funds	**(225,718)**	337,936
Adjustments for		
Depreciation of property, plant and equipment	**1,872**	1,320
Decrease / (increase) in debtors	**405,973**	(451,849)
(Decrease) / increase in creditors	**(112,236)**	138,817
Net cash provided by operating activities	**69,891**	26,224
Cash flows from investing activities		
Purchase of tangible fixed assets	**(7,053)**	(480)
Net cash used in investing activities	**(7,053)**	(480)
Net increase in cash and cash equivalents	**62,838**	25,744
Cash and cash equivalents at the beginning of the year	**750,222**	724,478
Cash and cash equivalents at the end of the year	**813,060**	750,222

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

The Fair Education Alliance

Notes to the Accounts for the year ended 31 August 2024

1 Accounting policies

General information and basis of preparation

The Fair Education Alliance is a charitable company limited by guarantee registered in England and Wales. The registered office address is 8-10 Grosvenor Gardens, London, SW1W 0DH .

The financial statements have been prepared in accordance with 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 (FRS102) (effective 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.
The Fair Education Alliance meets the definition of a public benefit entity under FRS102. The financial statements have been prepared under the historical cost convention. They are prepared in sterling, which is the functional currency of the charity. Amounts presented are rounded to the nearest pound.

Going concern

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

Fund accounting

Unrestricted funds

These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Designated funds

These are unrestricted funds earmarked by the trustees for particular purposes. See note 17 to the accounts for full information.

Restricted funds

These are available for use subject to restrictions imposed by the donor or through terms of an appeal. See note 17 to the accounts for full information.

Income

Recognition of income

Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income with related expenditure

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Donations and legacies

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the charity has unconditional entitlement to the income.

1 Accounting policies (continued)

Income (continued)

Speaker and appearance income

This is included in the accounts when receivable.

Tax reclaims on donations and gifts

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Volunteer help

The value of any volunteer help received is not included in the accounts.

Deferred income

Income received in advance of delivery of conferences is deferred until criteria for income recognition are met.

Expenditure and irrecoverable VAT

Recognition of expenditure

Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds

These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.

Expenditure on charitable activities

These comprise the costs incurred by the charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable

All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been authorised and communicated to recipients at the end of the year but not yet paid.

Governance costs

These include those costs associated with meeting the constitutional and statutory requirements of the charity, including any audit/independent examination fees, costs linked to the strategic management of the charity, together with a share of other administration costs.

Other expenditure

These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2024

1 Accounting policies (continued)

Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly under take charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated in full to expenditure on charitable activities as there are minimal fundraising costs incurred.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Plant and Machinery	33% straight line

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Conduit funding

Conduit funds are monies received for third parties and do not belong to the charity. The incoming funds and outgoing payments are excluded from the Statement of Financial Activities. Any conduit funds in hand at the year end are shown as creditors in the accounts.

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

1 Accounting policies (continued)

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Operating leases

Rentals paid under operating leases are charged to the statement of financial activities as they fall due.

Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation and accrued income as described above.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2024

3 Prior period restatement

Prior year funds have been restated due to identification of omitted accrued income, incorrectly deferred income and omitted accruals. The effects of the restatement are set out below:

	Unrestricted	Restricted	Total
	£	£	£
Funds			
Funds per original accounts at 31 August 2022	378,596	46,568	425,164
Adjustment to income	109,166	176,980	286,146
Restated funds at 31 August 2022	487,762	223,548	711,310
Funds per original accounts at 31 August 2023	569,812	46,617	616,429
Adjustment to prior period income	109,166	176,980	286,146
Adjustment to income	271,695	9,976	281,671
Adjustment to expenditure	-	(135,000)	(135,000)
Restated funds at 31 August 2023	950,673	98,573	1,049,246

	Unrestricted	Restricted	2023
	£	£	£
Income			
Income per original accounts at 31 August 2023	623,359	333,882	957,241
Adjustment to deferred income	(109,166)	(42,397)	(151,564)
Adjustment to accrued income	380,861	52,373	433,235
Restated income at 31 August 2023	895,054	343,858	1,238,912

	Unrestricted	Restricted	2023
	£	£	£
Expenditure			
Expenditure per original accounts at 31 August	437,112	328,864	765,976
Adjustment to accruals	-	135,000	135,000
Restated expenditure at 31 August	437,112	463,864	900,976

3 Prior period restatement (continued)

	2023	2022
	£	£
Creditors		
Creditors per original accounts at 31 August	155,964	303,711
Adjustment to deferred income	(134,582)	(286,146)
Adjustment to accruals	135,000	-
Restated creditors at 31 August	156,382	17,565

	2023	2022
	£	£
Debtors		
Debtors per original accounts at 31 August	21,432	2,817
Adjustment to accrued income	433,234	-
Restated debtors at 31 August	454,666	2,817

4 Income from donations

	Unrestricted	Restricted	**Total 2024**	Restated Total 2023
	£	£	£	£
Grants and donations	648,207	176,400	**824,607**	1,238,912

Prior year comparative (restated)	Unrestricted	Restricted	Total 2023
	£	£	£
Grants and donations	895,054	343,858	1,238,912

5 Expenditure on raising funds

	Unrestricted	Restricted	**Total 2024**	Total 2023
	£	£	£	£
Costs of generating voluntary income				
Salaries and wages	1,771	-	**1,771**	-

There were no fundraising costs in the prior year.

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2024

6 Expenditure on charitable activities

	Unrestricted	Restricted	**Total 2024**	Restated Total 2023
	£	**£**	**£**	£
Expenditure on charitable activities				
Direct programme costs	650,513	170,943	**821,456**	631,206
Award grants	43,680	-	**43,680**	135,000
Support costs				
Salaries & wages	71,830	2,869	**74,699**	74,744
Legal & professional	6,600	-	**6,600**	1,091
Depreciation	1,872	-	**1,872**	1,321
General administration	74,012	26,385	**100,397**	57,614
	848,507	200,197	**1,048,704**	900,976

Prior year comparative (restated)	Unrestricted	Restricted	Total 2023
	£	£	£
Expenditure on charitable activities			
Direct programme costs	357,092	274,114	631,206
Award grants	-	135,000	135,000
Support costs			
Salaries & wages	47,324	27,420	74,744
Legal & professional	782	309	1,091
Depreciation	947	374	1,321
General administration	30,967	26,647	57,614
	437,112	463,864	900,976

Total governance costs were £10,320 (2023: £500).

7 Analysis of charitable expenditure

	Activities undertaken directly	Support costs	Total 2024	Restated Total 2023
	£	£	£	£
Direct programme costs	821,456	183,568	1,005,024	765,976
Award grants	43,680	-	43,680	135,000
	865,136	183,568	1,048,704	900,976

Prior year comparative (restated)

	Activities undertaken directly	Support costs	Total 2023
	£	£	£
Direct programme costs	631,206	134,770	765,976
Award grants	135,000	-	135,000
	766,206	134,770	900,976

8 Grants payable

During the year, 8 (2023: 6) new grants were awarded to 8 institutions (2023: 6) for innovation and scaling project delivery.

Total grants committed to during the year were as follows:

	2024	Restated 2023
	£	£
Grants payable to institutions:		
Innovation		
Stone Soup	500	22,500
InsideUni	-	22,500
The Story Project	-	22,500
The Chartered College of Teaching	-	22,500
The GoodWork Group	-	22,500
NCFE	-	22,500
Scaling		
Life Lessons	7,000	-
Villiers Park Educational Trust	4,580	-
Magic Breakfast	9,500	-
Power2 Ltd	2,450	-
Khulisa	4,500	-
Get Further	10,000	-
Learning with Parents	5,150	-
Total grants payable to institutions	43,680	135,000

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2024

9 Grant commitments

	Total 2024 £	Restated Total 2023 £
Grant commitments brought forward	**135,000**	-
Grants committed during the period	**43,680**	135,000
Grants paid during the period	**(178,680)**	-
Grant commitments carried forward	**-**	135,000

10 Net movement in funds

	2024 £	2023 £
This is stated after charging:		
Depreciation of owned fixed assets	**1,872**	1,320
Operating lease payments	**50,747**	29,124
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**534**	Nil
Auditors' remuneration (excluding VAT):		
• Audit fee	**8,600**	Nil
Independent examiner's remuneration (excluding VAT):		
• Independent examination	**Nil**	500
• Other fees paid to the Independent Examiner	**Nil**	6,876

Trustee reimbursed expenses relate to travel and subsistence costs for 2 trustees.

11 Staff costs

	2024 £	2023 £
Salaries and wages	**666,255**	508,573
Social security costs	**71,087**	52,807
Pension costs	**31,927**	25,754
	769,269	587,134

One employee received emoluments between £80,000–£90,000 (2023: 1). Two employees received emoluments between £60,000–£70,000 (2023: 0).

Key management personnel comprise the trustees, Co-Chief Executive Officers and Director of Operations and Impact. In the prior year key management personnel comprised the trustees and Co-Chief Executive Officers. The total cost of employing the key management personnel was £238,858 (2023: £160,640).

The average number of staff employed, including part time staff was 15 (2023: 13).

12 Tangible fixed assets

	Plant and Machinery	Total
	£	£
Cost		
At 1 September 2023	6,910	**6,910**
Additions	7,053	**7,053**
Disposals	(4,870)	**(4,870)**
At 31 August 2024	9,093	**9,093**
Depreciation		
At 1 September 2023	6,170	**6,170**
Charge for the year	1,872	**1,872**
On disposals	(4,870)	**(4,870)**
At 31 August 2024	3,172	**3,172**
Net Book Value		
At 31 August 2024	5,921	**5,921**
At 31 August 2023	740	**740**

13 Debtors

	2024	Restated 2023
	£	£
Trade debtors	**283**	-
Accrued income	**9,000**	433,234
Other debtors	**39,410**	21,432
	48,693	454,666

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2024

14 Creditors; amounts falling due within one year

	2024	Restated 2023
	£	£
Trade creditors	140	-
Accruals	10,320	-
Other taxes and social security	17,617	13,610
Deferred income (note 15)	9,282	-
Grants payable (note 9)	-	135,000
Other creditors	6,787	7,772
	44,146	156,382

15 Deferred income

	2024	Restated 2023
	£	£
At 1 September	-	-
Additions during the year	9,282	-
Amounts released to income	-	-
At 31 August	9,282	-

Deferred income relates to income received in advance of delivery of specific projects.

16 Conduit funding

	2024	2023
	£	£
Balance at start of year	-	-
Funding received during year	42,300	-
Funding distributed during year	(42,300)	-
Balance at end of year	-	-

Conduit funds are monies received for third parties and do not belong to the charity. The charity passes them through the accounts under a unique project code as a service to other charities to help their charitable purposes, but does not claim gift aid nor have control over their use. The receipts and payments referred to above have been excluded from the Statement of Financial Activities. There is no balance held at the end of the year. Conduit funding was held on behalf of Life Lessons Education Ltd, a private limited company (company number: 12756340).

17 Movement in funds

	At 1 September 2023	Income	Expenditure	Transfers	At 31 August 2024
	£	£	£	£	£
Restricted funds:					
Scaling award	16,339	-	(16,339)	-	**-**
Digital tools	14,305	50,000	(47,029)	-	**17,276**
Party conference	17,373	9,000	(17,373)	-	**9,000**
Youth engagement	50,556	50,000	(100,556)	-	**-**
Innovation	-	35,000	-	-	**35,000**
Office space	-	32,400	(18,900)	-	**13,500**
Total restricted funds	98,573	176,400	(200,197)	-	**74,776**
Unrestricted funds:					
General funds	950,673	648,357	(850,278)	-	**748,752**
Total unrestricted funds	950,673	648,357	(850,278)	-	**748,752**
Total funds	1,049,246	824,757	(1,050,475)	-	**823,528**

Purposes of restricted funds

Scaling award

To support seven impactful initiatives to scale to the areas of greatest need through a two-year programme of training and support.

Digital tools

To support the direct staff and tool development costs for digital tools for targeting, connection and collaboration.

Party conference

To support the delivery of events at party conferences on behalf of and with FEA members and young people.

Youth engagement

To build capacity for meaningful youth engagement across our membership and increase youth voice in national change.

Innovation

To fund and support up to six Award Winners from the membership and public to pilot and scale their idea for tackling inequality in education

Office space

To support office costs.

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2024

17 Movement in funds (continued)

Prior year comparative (restated)

	At 1 September 2022	Income	Expenditure	Transfers	At 31 August 2023
	£	£	£	£	£
Restricted funds:					
Scaling award	157,323	45,000	(185,984)	-	16,339
Digital tools	46,785	63,485	(95,965)	-	14,305
Party conference	-	17,373	-	-	17,373
Youth engagement	19,440	83,000	(46,915)	(4,969)	50,556
Innovation	-	135,000	(135,000)	-	-
Total restricted funds	223,548	343,858	(463,864)	(4,969)	98,573
Unrestricted funds:					
General funds	495,732	695,054	(242,529)	2,416	950,673
Designated funds:					
Innovation & Intrapreneurship	(7,970)	200,000	(194,583)	2,553	-
Total designated funds	(7,970)	200,000	(194,583)	2,553	-
Total unrestricted funds	487,762	895,054	(437,112)	4,969	950,673
Total funds	711,310	1,238,912	(900,976)	-	1,049,246

18 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	**Total 2024**
	£	£	**£**
Fixed assets	5,921	-	**5,921**
Current assets	777,694	84,059	**861,753**
Current liabilities	(34,863)	(9,283)	**(44,146)**
	748,752	**74,776**	**823,528**

Prior period comparative (restated)	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£
Fixed assets	740	-	740
Current assets	971,315	233,573	1,204,888
Current liabilities	(21,382)	(135,000)	(156,382)
	950,673	98,573	1,049,246

19 Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2024	2023
	£	£
Amount falling due:		
Within 1 year	**54,540**	2,432

20 Related party transactions

Nick Wright, trustee, is an employee of UBS and Richard Hardie, former trustee, was an employee of UBS. During the year the charity received grants of £150,000 (2023: £50,000) from UBS. No amounts were owed at the year end (2023: £nil). All transactions were carried out at arms length.

Russell Hobby, a trustee, is CEO of Teach First. During the year the charity made purchases of £nil (2023: £18,561) and received contributions of £9,000 from Teach First. No amounts were owed at the year end (2023: £nil). All transactions were carried out at arms length.

Natalie Perera and Russell Hobby, trustees, are the CEO and advisor of The Education Policy Institute, respectively. During the year the charity made purchases of £11,232 (2023: £2,400) from The Education Policy Institute. No amounts were outstanding at the year end (2023: £nil). All transactions were carried out at arms length.

Russell Hobby, a trustee, is a non-executive director of ImpactEd Group. During the year the charity made purchases of £31,500 (2023: £nil) from ImpactEd Group. No amounts were outstanding at the year end. All transactions were carried out at arms length.

The Fair Education Alliance
Notes to the Accounts for the year ended 31 August 2024

21 Statement of Financial Activities (incorporating the Summary Income and Expenditure Account) for the period ended 31 August 2023

	Restated Unrestricted Funds £	Restated Restricted Funds £	Restated Total funds 2023 £
Income from:			
Donations and legacies	895,054	343,858	1,238,912
Total incoming resources	895,054	343,858	1,238,912
Expenditure on:			
Charitable activities	437,112	463,864	900,976
Total outgoing resources	437,112	463,864	900,976
Net incoming / (outgoing) resources	457,942	(120,006)	337,936
Transfers between funds	4,969	(4,969)	-
Net movement in funds	462,911	(124,975)	337,936
Reconciliation of funds:			
Total funds brought forward	487,762	223,548	711,310
Total funds carried forward	950,673	98,573	1,049,246

Reference and administrative details

The Fair Education Alliance
Company No. 11884952
Charity No. 1188042

Principal Office

The Fair Education Alliance
8-10 Grosvenor Gardens
London
SW1W 0DH

Registered Office

The Fair Education Alliance
8-10 Grosvenor Gardens
London
SW1W 0DH

Bankers

HSBC Bank Plc
8 Canada Square
London
E14 5HQ

Auditors

Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Directors and Trustees

The Directors of the charitable company are its trustees for the purposes of charity law.
The following Directors and trustees served during the year:
J. Cleverdon (resigned 1 January 2025)
Z. Elumogo
R. Hobby
V. Ogden
O. Odanye
N. Perera
B. Wigdortz
N. Wright
S. Twigg (appointed 30 April 2025)

Key Management Personnel

Co - Chief Executive Officer: G Cicerone
Co - Chief Executive Officer: S Butters
Director of Operations and Impact: R Tait

References

[1] Education Policy Institute Annual Report 2023: epi.org.uk/publications-and-research/annual-report-2023/

[2] Fair Education in 2024: Priorities for a New Government report: faireducation.org.uk/our-fair-education-priorities

[3] We gather this data from our Digital Membership Tools. See Outcome 2 of this report for more information.

[4] Member information and feedback is from our 2023 member survey, completed by over 70% of FEA members, or our Member Directory, updated in August 2024.

[5] Please see our glossary here: faireducation.org.uk/glossary

[6] An 'education setting' refers to the physical or virtual environments where teaching and learning activities take place, such as schools, nurseries, colleges, universities, alternative provision settings, after school programmes and clubs.

[7] Fair Education in 2024: Priorities for a New Government report: faireducation.org.uk/our-fair-education-priorities

[8] The Fair Education Alliance Membership Tools: faireducation.org.uk/membership-tools

[9] Of the 289 attendees at the 2024 Fair Education Summit, 67 responded to our feedback survey, comprising of 23% of the total attendee list.

[10] GoodWork 2023 Impact Report: goodwork.org.uk/news/our-impact-in-2023

[11] This is from a sample of 22 programme graduates.

[12] This is from a sample of 48 event attendees.

[13] Fair Education Alliance Scaling Impact: A Decade of Innovation: faireducation.org.uk/innovation10

[14] Using self-reported data from 53 of the 68 Alumni still delivering programmes in the education space. These are not unique numbers of users or settings, rather they represent the number of relationships between alumni and the individuals/education settings they work with directly.

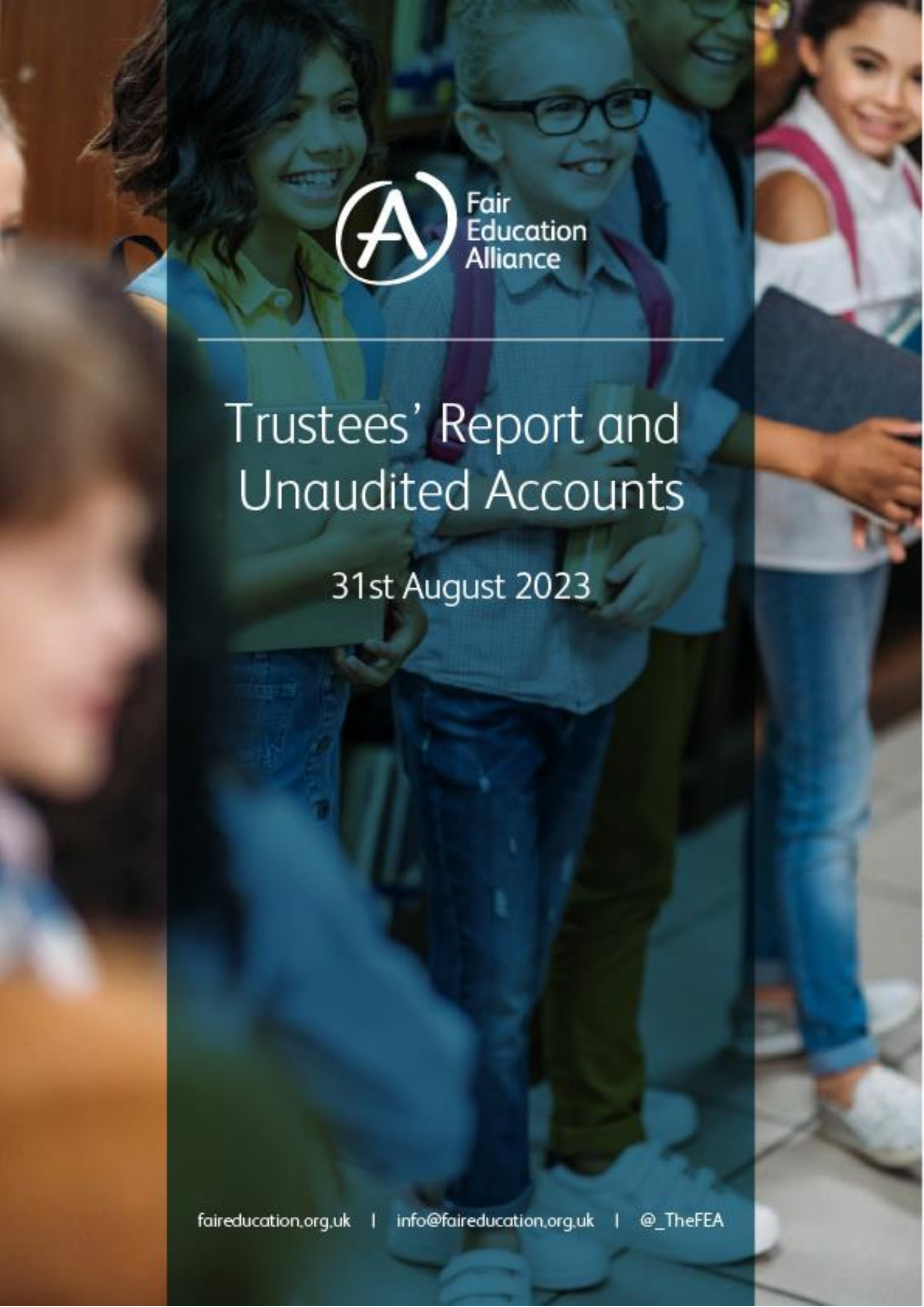
FAIR EDUCATION ALLIANCE
8-10 GROSVENOR GARDENS LONDON SW1W 0DH
info@faireducation.org.uk
faireducation.org.uk

The Fair Education Alliance is a registered charity (1188042)
and company (11884952) in England and Wales.

THE FAIR EDUCATION ALLIANCE

England & Wales - Charity number 1188042

Accounts



Fair Education Alliance

Trustees' Report and Unaudited Accounts

31st August 2023

faireducation.org.uk | info@faireducation.org.uk | @_TheFEA

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Reference and administrative details

Company No. 11884952

Charity No. 1188042

Principal Office

6 Mitre Passage
Greenwich Peninsula
London
SE10 0ER

Registered Office

6 Mitre Passage
Greenwich Peninsula
London
SE10 0ER

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

J. Cleverdon

Z. Elumogo

R. Hardie (term ended August 31st 2023)

R. Hobby

V. Ogden

O. Odanye

N. Perera

B. Wigdortz

Key Management Personnel

Co - Chief Executive Officer	G Cicerone
Co - Chief Executive Officer	S Butters

Accountants

Multiply Accountancy

71-75 Shelton Street

London

WC2H 9JQ

Bankers

HSBC Bank PLC

8 Canada Square

London

E14 5HQ

A welcome from our Chair

Dr Vanessa Ogden

We are in challenging times for children and young people from low-income backgrounds at school. Post-Covid education recovery is exposing the barriers that poverty creates to accessing education, most visibly in national key indicators such as attendance, progress gaps, child development in the early years, difficulties in mental health and the rise in the numbers of students identified with SEND. Schools and colleges need to do ever more to support children and families beyond the classroom, against a backdrop of the rising cost of living, public-sector funding challenges and decreasing multi-agency resources. In this context, which can feel noisy and disconnected, with competing funding priorities for public services, the continued unity, collaboration, clarity of purpose and focus on fairness for all children that the Fair Education Alliance brings has been a well-needed constant.

This year, our coalition's focus on mitigating the impact of socio-economic status from a policy and collective action perspective has been deeply powerful. We have brought actors from different sectors together on what needs to be done, and what should be prioritised, from a longlist of challenges and solutions. Starting with the 2022 Report Card and our Annual Summit, we concentrated the agenda on Poverty, Place and Power.

First, in relation to Poverty, we highlighted that what happens beyond the classroom matters: children and young people from low-income backgrounds need great teachers, but they also need to come to class ready to learn. This often requires multi-agency support from services currently under much pressure. Second, we showed that schools can be catalysts (many great schools already are) of effective, deep-rooted change for young people and generating social mobility. Where there are exemplars of good practice, interventions have been sensitively co-designed and co-led within communities, with a place-based, tailored lens.

Third, we argued that power dynamics must shift – those with lived experience need their seat at the table to drive the conversation, including young people experiencing disadvantage in our education system right now. The Fair Education Alliance is firmly committed to this, putting our Youth Steering Group at the heart of all our work. During this year, we also mobilised the collective views of more than 280 member organisations and set out four key priorities for next year's general election in our Fair Education Manifesto. We advocated and campaigned at party political conferences, on public platforms, in the media and in meetings with key decision-makers.

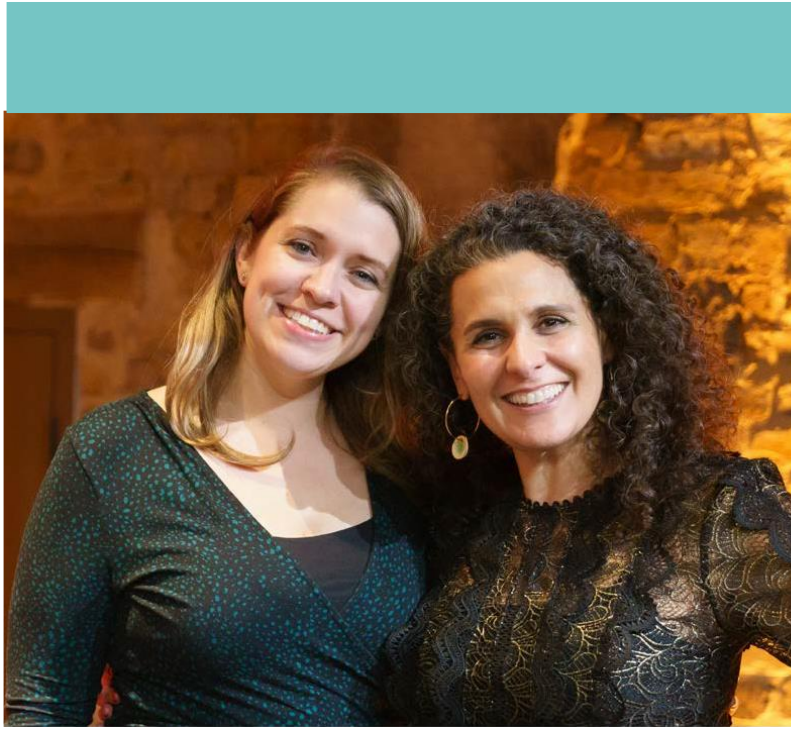
Yet advocacy on policy is not enough on its own. The Fair Education Alliance has continued its critical work in promoting action at the grassroots level. We celebrated a new cohort of six social innovations and seven scaling initiatives in the spring. Through this work, we are supporting new ideas dealing with disadvantage in schools, ranging from teacher training on SEND to a co-operative nursery model for children from all backgrounds to scaling existing impactful initiatives on breakfast provision, post-16 support and more. These organisations and all our other members have also been able to access our digital membership tools, launched last autumn, to help target and deliver work more impactfully and collaboratively. You will read about all these areas of our activity and more in the Annual Report.

We are proud of what has been achieved this year and the important impact it has had and will continue to have. This work is not just tackling symptoms of inequality in education but bringing together actors from across the system to co-ordinate top-down and bottom-up engagement to drive long-term system change. I would like to thank all those who have made this possible, including our funders and our members and the small but powerful Secretariat team who make all this happen each day.

I look forward to continuing our work together in 2023-24 and beyond. Thank you for your support.

Dr Vanessa Ogden

Chair, Fair Education Alliance



An introduction from our Co-CEOs

Gina Cicerone and Samantha Butters

In 2023, we've seen the gaps between lower-income and wealthier children widen, while the cost-of-living crisis has bitten deeper and driven up levels of child poverty. Rising costs have impacted schools too, with budgets tightening further and valuable interventions and services for pupils being cut. Meanwhile, schools and colleges – especially those in underserved areas – are finding it harder than ever to recruit and retain the staff they need to deliver a great education for every child.

Yet our members have refused to back down from these challenges. As daunting as the current situation is, our members remained focused on making a difference every day. Our members pulled together in service of the generation preparing for their adult lives, and those who will come through the future system we build. We are incredibly proud of our members' impact despite these circumstances. Over the past year, our 283 members directly supported more than four and a half million children and young people. They also served more than 700,000 individuals supporting children and young people, including parents, teachers, school leaders, and governors.

We are also proud of what our team has done to enable our members to break down silos, join voices and increase their impact. We co-created our Fair Education Manifesto, our collective vision for what the next government needs to prioritise in education and in the services supporting families. We increased member collaboration across 10 thematic areas including tutoring, early-years education, wellbeing and inclusion, and racial equality. We hosted our most impactful Summit yet, with over 360 diverse leaders gaining insights and connections to drive our work. Our digital tools took leaps forward in their power – highlighting a national picture of the FEA members in 80% of schools nationwide, the areas for collaboration and the cold spots to target. We strengthened the movement for youth engagement in national policy and sector practice. To fill the gaps in provision, we selected a new cohort of Award Winners and were wowed by their bold innovations and scaling approaches.

This coming year will see a general election. While this brings hope for a laser-sharp focus on equality in education, it will likely pit members of society against each other. The FEA's role in the 'middle space' has never been more crucial. According to Collaboration for Impact, "The middle space means the spaces between – the spaces where there is potential for new patterns of behaviour to emerge". For us, this is a space between interventions – showing that to address one aspect of inequality in education we must look at how they intersect with others. A space between sectors – addressing underlying needs in health, transport and social care that will achieve our vision. A space between power – connecting bottom-up grassroots organisations and those with lived experience to national policy makers. And a space between dichotomies, building bridges, rather than divides - from local to national, and across parties.

Our sincere thanks to our funders, trustees, advisors, member organisations and Secretariat for never losing faith in the systems change we're pushing towards, and for knowing that faith alone is not enough – we must work together for the future we want to see.

Gina Cicerone and Samantha Butters

Co-Chief Executive Officers

Foreword from the Youth Steering Group

Over the past year, our nation has faced numerous challenges, from climate change to a cost-of-living crisis. Politicians from across the political spectrum are working on innovative solutions for a sustainable future. However, despite the potential role of the education system in the solutions, education has taken a back seat in political discussions. It's time to shift focus and prioritise much-needed reforms in education.

The rising cost of living has led to a sharp rise in child poverty. Consequently, we have witnessed poor school attendance, mental-health challenges and an overall decline in student performance from those from low socio-economic backgrounds.

This can be attributed to two main factors. The first is the fact that students can't afford the fundamentals crucial for academic success, such as school lunches, devices and internet access to do homework, uniforms or even personal hygiene and sanitary products. The second factor is the limited resources schools have to accommodate diverse needs. These issues are of equal importance, and must be tackled if we are to reform our system for the better.

This is why the Fair Education Alliance and the Youth Steering Group remain crucial in today's society. Together, we act as a wake-up call, advocating for educational equality irrespective of socio-economic status.

The Youth Steering Group is a team of young change makers representing diverse backgrounds and experiences. Our mission is to serve as a voice for all young people, ensuring that all students receive the high-quality education they deserve. For instance, because poor diet is a symptom of child poverty, the Youth Steering Group campaigned outside Downing Street and met with policy makers to advocate for free school meals for all.

Too frequently, policy makers do not directly engage with students regarding their education, the impact of poverty on their lives or how meaningful improvements can be implemented. Therefore, it is truly an inspiring and empowering feeling being a part of the Youth Steering Group, with the FEA as our microphone, amplifying our opinions loud and clear so that those in power have no choice but to be held accountable.

Thankfully, our hard work isn't stopping any time soon. The FEA aren't the only organisation passionate about educational reform, and we aren't the only young people demanding change. Initiatives like our first Fair Education Youth Summit, in partnership with Mission 44 and the Pears Foundation are evidence that our impact will only continue to increase.

Denise Vidal

Member of the Youth Steering Group

Trustee Report for the year ended 31st August 2023

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the period ended 31st August 2023.

Objectives

The Fair Education Alliance (FEA) is an alliance of more than 280 members working in every region of England to make education fair for all children and young people.

Our vision and mission

Our vision is a country where no child's success is determined by their socioeconomic background. We believe that in order to achieve this, we need fundamental change. No one organisation, sector or even government can fix these complex issues. We need a new approach to tackle educational inequality collectively, and to work across sectors, organisations and individuals.

Our work

Why the FEA exists

For several decades, successive governments, educators, businesses, charities, and social enterprises have tried to improve education for the lowest-income children and young people. Many people have the same vision for a fair education system but different views on how to get there, resulting in siloed work and competing voices rather than a joined-up approach. These individual efforts have an impact on some young people, but the sum of these efforts is not making an impact for all young people.

Over the last decade, the FEA has monitored gaps between poorer pupils and their wealthier peers across five measures: attainment at primary school, attainment at GCSE, socio-emotional competencies and skills, post-16 destinations and access to higher education. We know that the gaps between poorer pupils and their wealthier peers have mostly failed to shift over the past decade, and some groups have fallen even further behind

Our work aims to achieve five Fair Education Impact Goals:

1. Narrow the gap in literacy and numeracy at primary school
2. Narrow the gap in GCSE attainment at secondary school
3. Ensure young people develop social and emotional competencies, good mental health and wellbeing
4. Narrow the gap in the proportion of young people taking part in further education or training after finishing their GCSEs
5. Narrow the gap in university graduation, including from the 25% most selective universities

The FEA's approach

The FEA unites more than 280 member organisations to tackle educational inequality together. Our members represent the voices of young people, charities and social enterprises, research organisations and think tanks, businesses and foundations, unions, universities, and schools. Together, our members provide direct support to more than four and half million young people annually across every region of England, as well as indirect support such as funding, training and campaigning.

Our members chose four collective priorities to create a fair, inclusive education system:

To achieve these priorities, the Secretariat provides the infrastructure for collaboration across organisations working to improve education for young people from low-income backgrounds. The four outcomes of our strategy are:

1. To share a unified collective message about what we want for education in England and how we can achieve it.
2. To increase connectivity and coordination across the education system.
3. To increase leadership diversity in education by investing in young people as co-leaders of our movement, and ensure that underrepresented groups are given platforms to lead change.
4. To scale initiatives systemically to tackle entrenched issues.

Our 283 FEA members...

Represent diverse organisations:

- Most of our members (63%) are delivery organisations, working directly with young people, teachers, parents or other stakeholders in the education system.
- The rest are a mix of schools, colleges, universities and multi-academy trusts (18%), membership bodies and unions (8%), businesses and foundations (6%) and research organisations (1%).
- We welcomed 55 new members this year, most of which were multi-academy trusts[1].

Range from large national organisations to small, grassroots initiatives across England[2]:

- Some members are multi-national businesses with thousands of staff and a team dedicated to education programmes, while others are small charities with deep local relationships with children and families.
- Roughly half our members have fewer than 20 employees and one-fifth have more than 100.
- The network of FEA members works in all Local Authorities across England.

Tackle different facets of educational inequality, both inside and outside the school gates:

- Of our members delivering direct interventions, they most commonly focused on: 1) skills development (58%), 2) attainment (52%) and 3) mental health and wellbeing (52%).

Support millions of people:

- Together, our delivery members **directly supported more than four and a half million children and young people** across every region of England.
- They also **served over 700,000 individuals supporting children and young people**, including parents, teachers, school leaders and governors.

Partner with young people as leaders in their work:

78% of members involved young people in their work in some way.

54% of members involved young people in decision-making through a youth board/council and/or as young trustees.

Have diverse leadership:

25% of member CEOs were eligible for free school meals and/or were first generation in their family to attend higher education.

13% of member CEOs are from a Black, Asian or minority ethnic background.

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[1] This information about our 283 members is as of the end of the year, August 2023.

[2] Unless otherwise noted, the rest of the information presented in this section of the Trustees' report is from our Annual Member Survey. For this survey, we received responses from 70% of the 262 members who were part of the FEA when the survey was distributed in June 2023. When we refer to proportions of members in this section, we are referring to the proportion of member survey respondents who provided information in this survey.

Our activities

There is a unified collective message about what we want for education in England and how we can achieve it

- **Report Card:** We produce a report annually to share the state of educational inequality in England, policy asks and key actions that our members are collectively taking.
- **Working groups, roundtables and other events:** We convene local and national education leaders around key topics to take action on different aspects of education inequality and debate policy, discuss emerging evidence and align on campaigns.
- **Statements, letters and responses**: We represent the collective interests of our members through responding to Government inquiries and proactively influencing government to achieve a fair education.

Increased connectivity and coordination across the education system

- **Collective Action:** We convene diverse Working Groups for members to take action on topics including Early Years, Parental Engagement, Tuition Advocacy and Wellbeing and Inclusion.
- **Digital Membership Tools:** Our ecosystem map and membership directory provides members with in-depth information about pupil outcomes and service delivery nationally, and highlights valuable insights for policymakers and funders about the cold spots to target.
- **Fair Education Alliance events:** We host education leaders including FEA members, sector stakeholders and early-stage innovators at our Annual Summit and Awards Announcement.
- **Weekly Bulletin:** We inform members and other key stakeholders of news and opportunities in education through our weekly e-bulletins.

More diverse leadership of the education agenda

- **Youth Engagement:** We embed youth voice in all FEA activities. We do this through involving our Youth Steering Group in decision making and building capacity in the sector to enable young people to participate and lead.
- **Ensuring equity, diversity and inclusion in FEA activities and beyond:** We give people with insights, evidence and lived experience a platform to lead change through our events, Awards and other stakeholder engagement.

Solutions to issues in education are scaled systemically and based on need

- **Innovation Award:** We provide a one-year incubator and £15k for up to six new ideas that challenge the status quo to make education fair.
- **Scaling Award:** We deliver a two-year programme of tailored, specialist support for up to seven FEA members to scale their impactful solutions to areas of greatest need.
- **Booster:** We run this annual event for early-stage innovators and FEA member to develop the skills, knowledge and networks to start-up and scale their initiatives.

Strategic Report

Key achievements and performance

We united **283 member organisations** to tackle educational inequality together.

80% of members took part in at least one FEA activity in 2022-23. This ranged from attending our Annual Summit or a Collective Action Working Group, to being a judge in our Awards selection process. We want every member to be able to contribute to our collective work.

75% of members rated their overall experience of FEA membership as 'good' or 'excellent'.

There is a unified collective message about what we want for education in England and how we achieve it

- We convened **Collective Action meetings for members** to debate policy, discuss emerging evidence and align on campaigns. 55% of members participated in collective action meetings this year and 31% attended our Overarching Campaign Working Group. These discussions provided rich insights on members' policy priorities and advocacy activity to make education fairer. We used these conversations to build consensus around shared messages that policymakers and funders needed to hear.
- We launched our **2022 Report Card**, detailing the state of the nation and highlighting policy recommendations from across our membership. This report highlighted three themes Poverty, Place and Power as crucial levers for change. This framing shaped our work for the rest of the year. For example, these three themes became the pillars for the Annual Summit sessions. This report was widely shared: we had over 1,300 clicks on the Report Card link and it was covered by The Independent.
- We represented the interests of low-income young people in front of government leaders and decision-makers. We **hosted a panel at the 2022 Conservative Party Conference** on improving outcomes for the pupils in greatest need with the Centre for Social Justice to influence government policy and build key relationships. Policymakers Robert Halfon (then Chair of the Education Select Committee, now Minister for Skills, Apprenticeships and Higher Education) and Andrea Jenkyns (then Minister for Skills), spoke on the panel with Oghale from our Youth Steering Group and our members Action Tutoring and the Tutor Trust.
- **The Tuition Advocacy Working Group continued its effective campaigning by evidencing the impact of tuition.** The group collectively commissioned and funded research from Public First which demonstrated the vital role tuition plays in supporting low-income young people to achieve academically. This research paper, The Future of Tutoring, supports the group's calls for tutoring funding that is ringfenced and targeted at low-income pupils.
- At the **All-Party Parliamentary Groups on the Teaching Profession and Schools, Learning and Assessment**, we took a leading position in advocating for low-income families. Additionally, we submitted evidence calling for the need to take a more preventative and less punitive approach to absence at the Schools Wellbeing Partnership Steering Group.
- We **called on the government to invest in reducing child poverty** through an extension of free school meals and an uplift to the Child Benefit. We joined the Education Anti-Poverty Coalition alongside members Child Poverty Action Group, National Governance Association, National Association of Headteachers, Parentkind, and the Centre for Education and Youth who wrote a letter to influence the Spring budget. The letter was covered by the Evening Standard and The Independent, with the FEA being specifically named.
- We captured the unified message of the Alliance in our **Fair Education Manifesto**, which included four specific and ambitious policy asks to influence policy priorities ahead of the general election. The Manifesto launched in September 2023.

Increased connectivity and coordination across the education system

- We hosted our **Annual Summit** at the Battersea Arts Centre. This was a pivotal moment in our continued fight to drive long-term change for a fairer and more equitable education system. We united over 360 of our members, education

innovators and key sector stakeholders for our first in-person conference since 2019. The day was structured around two core strands: a system change stand on the themes of Poverty, Place and Power, and a Booster strand for skills and knowledge development. 63% of members had at least one staff member attend. 45 speakers shared their expertise in panel discussions, skills workshops and 1-1 clinics. 100% of surveyed attendees rated their overall experience positively sharing they found the day energising and valuable. 100% of surveyed attendees rated their overall experience positively. Over 90% of surveyed attendees agreed that our key outcomes for the event were met, specifically that they: Gained an increased awareness of current sector challenges and opportunities to tackle educational inequality; Felt motivated to work with FEA members, stakeholders and/or young people to tackle educational inequality; Made new connections or strengthened existing connections with other attendees.

- **We launched our new cohort of 13 Award Winners** at our Awards Announcement, hosted by Bloomberg, with over 170 attendees, including funders, members, and youth leaders. This event facilitated connections to organisations that could support Award Winners' initiatives and was a chance for members to build connections with each other.
- **We convened regular online Working Groups** for sharing best practice, discussing sector updates, and building capacity, involving over half the organisations in the Alliance. 55% of members participated in Collective Action meetings throughout the year. These groups had over 400 unique individuals attend from a diverse range of organisations who might not otherwise have had the opportunity to connect. Throughout the year, 297 individuals from members and 107 from other organisations participated. There were regular meetings on the themes of Parental Engagement, Making Teaching a Sustainable Profession, Tuition Advocacy, and Delivery. We launched a new group to connect members focused on Early Years. Members highlighted they particularly valued the groups for the information sharing on best practice and sector trends.
- **We launched our digital membership tools** which provided members with in-depth information about pupil outcomes and service delivery nationally, and highlighted valuable insights for policymakers and funders about the cold spots to target. Our **Membership Directory** contains information about each member, including where they work, contact information and a description of their intervention. Our **Ecosystem Map** provides a national picture of pupil level data layered with where members are working. The tools are crucial in democratising data, ensuring that organisations have easy-to-use insights to drive more impactful work. In our first year, 141 members signed up to use the tools and 97 shared where they work on the map.

More diverse leadership of the education agenda

- We believe that diversity is critical in those who are leading the change to make education fairer. We see it as our role to give individuals with insights, evidence and lived experience a platform to lead change.
- We welcomed our **second cohort of Youth Steering Group members** in January 2023. It is a diverse group of 25 young leaders from every region in the country, committed to ending education inequality. The Youth Steering Group **shared their expertise and leadership in all areas of FEA work** and led their own advocacy work, including:
    - Speaking at the 2022 Conservative Party Conference on the issue of mental health
    - Judging our Awards selection process
    - Presenting at FEA Trustee meetings
    - Submitting evidence to the Education Select Committee's Ofsted inquiry
    - Calling for the expansion of free school meals
- We **built capacity to transform the sector's youth engagement practice** by providing 1-1 bespoke support to 28 organisations to facilitate them to engage young people in their work, developing a tool to help organisations to track their strengths and areas of development across different dimensions of youth engagement, and convening our Youth Engagement Working Group with over 90 people from 65 organisations meeting to discuss young campaigners' mental health and measuring the quality of youth engagement.

- We brought together school leaders, trust leaders and organisations working to increase racial diversity of the school workforce through our **Tackling Racial Inequality Working Group.** We have provided inclusive spaces within Alliance activities for individuals from all backgrounds and all types of organisations to connect.

- **Our Awards judges and Award Winners represented the diverse leadership of the education agenda.** Attracting diverse leaders to apply for our Innovation Award is one of the ways we aim to increase the diversity of the members in our Alliance. In the application process for the Innovation Award, 40% of applications from the public were individuals who identified as from Black, Asian or minority ethnic backgrounds and roughly 60% were female. Among Innovation Award Winners, 50% received free school meals or were first in their family to attend university and the cohort included one of the youngest ever Award Winners. The cohort of Award Winners represented those with lived experiences of educational disadvantage but was less diverse in terms of ethnicity than previous cohorts. The judges and the Secretariat considered this throughout all stages of the selection process.

Solutions to issues in education are scaled systemically and based on need

- We nurtured innovative initiatives based on need by hosting **an Innovate and Scale Booster** as part of the Annual Summit to support the public and our members. 67 early-stage innovators attended the Booster and received 1-1 support and skills-building workshops.
- **We selected 13 Award Winners** to innovate and scale their initiatives through a competitive process from 79 total applications. We launched our new cohort of Award Winners at a high-profile Awards Announcement event at Bloomberg with over 170 attendees.
- We selected six **Innovation Award Winners** who have new ideas that challenge the status quo and tackle the root causes of educational inequality. We helped the Innovation Award Winners to prepare to implement and test their pilots through developing their Theories of Change, establishing evaluation frameworks and setting up their organisation with the right legal structure, financial models, and safeguarding practices. Winners gave very positive feedback of the trainings: 10 of the 11 Incubator training sessions were rated as either 'good' or 'excellent' by all Winners. The FEA Head of Innovation provided a total of 45 hours of 1-1 bespoke support across five months to help Award Winners design, deliver, fund and evaluate their pilots.
- We selected seven **Scaling Award Winners** to scale proven impactful solutions to reach the young people who need it the most. We launched bespoke support for Scaling Award Winners by leading an in-depth needs assessment to determine the focus of their two years of support. These workshops involved a cross-section of staff from winning organisations to identify the main challenge areas the Award will support to address. We established personalised support plans for each organisation and began delivery of the personalised support, including leadership and strategy workshops, and matching staff with expert mentors. We also launched a small grants programme to build their capacity, though which we distributed over £40,000 of grants. These grants were paired with investments of almost equal value from the Winners.

Future plans

- Strengthen our comms and external affairs and use the **collective voice of our diverse membership** to advocate for policy and practice change that will close the gap in outcomes.
- Continue to accelerate member organisations' impact and increase cross-sector collaboration through **Collective Action Working Groups** and our in-person **Annual Summit**.
- Embed our **digital membership tools** to help members, philanthropists and government target the areas of greatest need, connect and collaborate.
- **Deepen youth leadership** across the Secretariat and member organisations' activities to create a movement of young people co-leading system change.
- Support our current cohort of **13 Award Winners to start-up and scale** to the areas of greatest need, and recruit another 6 diverse and impactful Innovation Award Winners.
- **Research international best practice** on collective action and place-based approaches to improving outcomes for children and young people and develop and integrate the learnings to our future approach.

- Meet our voluntary income target through **clear communication of our purpose** and our impact.

Feedback from our Members

"FEA membership allows us to easily build collaborative partnerships with other sector partners to work on joint projects and tap into other expertise to further develop the work that we do."

Governors for Schools

"This is something that stands out in our time working with the FEA – we are all working towards a common goal of closing the disadvantage gap – even if we are coming at it from different ways (eg, some tutoring, some therapy). We learn from other organisations, and this helps us increase our impact."

Khulisa

"Canvassing of all members to contribute to campaign and policy influencing means there is broad but directed work towards making education fair."

Family Links, the Centre for Emotional Health

"Our membership has given us the opportunity to make valuable links with organisations working in the Place space and has enabled to us to develop our own thinking on Place and how we can best drive value for local communities and education settings in the areas in which we have a focus."

Business partner member

"As an organisation without a strong campaigning and policy remit, membership of the FEA helps us have a voice on policy issues affecting the young people we work with, with confidence and without the need for lots of additional budget and resource."

IntoUniversity – Member

"Being mentioned in the Fair Education Alliance's seven recommendations for a fairer education system in the 2022 Report Card has significantly raised awareness of our model for improving young people's wellbeing."

#BeeWell

"It has been really impactful to connect with a wide range of FEA members that we wouldn't have reached otherwise. We always leave FEA meetings feeling inspired and re-energised."

Child Poverty Action Group

"As a collective, the FEA has actively coordinated activities to ensure the attainment gap is tackled. We have benefited from connecting to the Collective Working Groups and linking up with like-minded charities to discuss best practices, emerging trends, and potential solutions to which we could all contribute."

Speakers for Schools

"Membership has enabled us to deliver our programmes more effectively by learning from other organisations and identifying ways we can improve our practice."

Get Further

Financial review

The Fair Education Alliance is committed to robust financial governance. Financial governance of the charity is led by the Co-CEOs who report to the Board of Trustees on details of the financial strategy, reporting and risk at each Board meeting.

The day-to-day accounting for 2022/23 was carried out internally with the Co-CEOs and Team Coordinator with the support of our Accountant.

The Fair Education Alliance receives income from our business members, trusts, and foundations. Our total income for the year ended 31st August 2023 was £957,241 (£623,359 of which was unrestricted and £333,882 restricted), meeting our fundraising target.

In the year ended 31st August 2023, we had expenditure of £765,976. Please see the breakdown in the accounts for an outline of this in more detail. We finished the year with a surplus of £191,265 which will be used for reserves, as outlined in the policy below.

We would like to express our thanks to everyone that supported us in 2022/23. The Fair Education Alliance is hugely grateful to all our supporters who provide funding and valuable pro bono professional support: we would like to thank Allen & Overy, Barclays LifeSkills, Bloomberg, Credit Suisse, Fidelity UK Foundation, IG Group, Isla Foundation, KPMG, Pears Foundation, Mission 44, Paul Hamlyn Foundation, St Johns Foundation, UBS, and Zing.

Reserves Policy

Our unrestricted (or 'free') reserves are the net current assets of our general unrestricted funds. The charity holds free reserves in order to:

- provide a safeguard against the risk of downturn in support of our activities (which could lead to expenditure exceeding income)
- provide working capital to finance day-to-day operations; and
- cover the costs of wind-down of one or more programmes in the event of key funding being curtailed.

The Charity reviews our reserves policy on an annual basis and carry out a risk-based assessment of factors likely to reduce our income or increase our expenditure, to make sure our free reserves are appropriate. The Charity believes that four months of future operating expenditure, less Award Grants, provide a sufficient reserve to cover these risks. Based on forecast expenditure for 2023/24, the trustees have approved a target of free reserves of £355,000.

At 31 August 2023, total reserves were £616,429 of which £46,618 is restricted, therefore leaving free reserves of which £569,812. The Trustees intend to use approximately £200,000 of this to support projects that are not fully funded by third party donors in the coming year.

Structure, Governance and Management

The Fair Education Alliance is a registered charity and company limited by guarantee in England and Wales. It is governed by its Memorandum of Association and Articles of Association, last revised in February 2020. The charity's trustees are also its members and the company directors.

This annual report contains the information required by company law in a directors' report. Any person who is willing to act as a trustee, and who would not be disqualified from acting, may be appointed by a majority decision of the trustees. The trustees take into account the skills and composition of the Board when making such appointments. New trustees receive a comprehensive induction that helps them to understand both the organisation and their own responsibilities. The trustees are responsible for the governance and strategic direction of The Fair Education Alliance and make decisions in accordance with the provisions of the Companies Act 2006 and Charities Act 2011.The Board meets at least four times a year. Day-to-day management of the charity is delegated by the trustees to the Co-CEOs.

Employees' involvement and engagement

We believe employees should be engaged with and involved in how the Fair Education Alliance is managed. Employees attend regular strategy and team days, where we discuss organisational developments and generate ideas about new ways of working.

We also keep employees updated through staff emails and weekly team meetings. Employee engagement with our charitable mission is very important to us.

Remuneration

The Board of Trustees is responsible for the Co-CEO's remuneration and our employee salary and benefits. Each year the Co-CEOs are responsible for reviewing our performance reward strategy for employees and recommending it for Board endorsement.

Risk and uncertainties

The trustees have overall responsibility for risk management but also recognise that for risks to be identified and managed successfully, there needs to be shared accountability throughout the organisation. In line with our risk management policy, a risk register is maintained that captures the nature of the risk, its likelihood and impact, and mitigations that are to be put in place to reduce the likelihood and/or impact.

The risk register is updated by the Co-CEOs on a quarterly basis and reviewed by trustees at quarterly meetings. All significant risks, including business and operational risks, are currently at an acceptable level. The charity regularly monitors risks in line with the above policies and has taken mitigating steps to protect against these risks. The main risks facing the charity are:

Child safeguarding:

Risk of a child safeguarding incident occurring.

We began to work directly with children and young people because of our youth engagement strategy, and therefore we overhauled our child safeguarding policies and procedures in Spring 2021 to prepare for this. All staff members receive DBS checks and in-depth training on child safeguarding that is refreshed annually. In addition, our Board receives regular updates on child safeguarding.

Political environment:

Working with policy makers is critical in making changes for systemic change in education.

We have continued to build relationships with key individuals at the Department for Education, ministers and Office of the Children's Commissioner. We have also drawn on connections of members alongside building our own.

Member engagement in FEA strategy:

FEA strategy is reliant on the active participation of member organisations to drive change.

Over 75% of FEA members actively engaged in FEA activity over the course of the year. This is due to the variety of opportunities for members to lead or get involved in, and targeted communications due to revised membership engagement tracking and management.

Funding sustainability:

FEA needs appropriate funding to deliver its strategy.

We rely on voluntary income to deliver our strategy. We continued to engage our supporters to develop deeper partnerships and explored partnership with other education funders.

Public benefit statement

The Directors of the Fair Education Alliance have considered the requirements of the Charity Commission with regards to public benefit. The sections of this report titled "Objectives and Activities" and "Achievements and Performance" set out the Fair Education Alliance's objectives and report on the activity and successes in the year to 31st August 2023 and outline the plans for the current financial year. The trustees have considered this matter and concluded that:

- The aims of the organisation continue to be charitable
- The aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need
- The benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay

- There is no detriment or harm arising from the aims or activities

The trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and planning future activities for the year.

Trustees' statement of responsibilities

The trustees, who are also directors of the Fair Education Alliance for the purposes of company law, are responsible for preparing our trustees' report and financial statements in accordance with applicable law and regulations.

The law applicable to charities in England and Wales requires the trustees to prepare the annual report and financial statements for each financial period which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period.

In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments 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 operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Companies Act 2006. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are not aware of any relevant audit information that has not been disclosed to the charity's auditors. The trustees have taken all the steps that ought to have been taken in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information. The trustees are responsible for the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Liability of members of the Board of Trustees

The Fair Education Alliance is limited by guarantee and has no share capital. The trustees are members of the company and every member is liable to contribute a sum not exceeding £1 in the event of the company being wound up while he or she is a member or up to one year thereafter. At 31st August 2023 there were 8 members.

Declaration

This Trustees' Annual Report on pages 9-19, including the Strategic Report on pages 13-19, is presented and approved by the Board of Trustees and signed on its behalf.

Signed:

Dr Vanessa Ogden

Chair of the Board of Trustees

Date: 1st February 2024

Independent Examiner's Report to the trustees of The Fair Education Alliance

I report to the charity trustees on my examination of the accounts of The Fair Education Alliance for the year ended 31st August 2023 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act.

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

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

Chris Conway

Institute of Chartered Accountants in England and Wales
Multiply Accountancy Limited
71-75 Shelton Street
London
WC2H 9JQ

Date: 15th February 2024

Financial statements

Statement of Financial Activities (incorporating the Summary Income and Expenditure Account) for the year ended 31st August 2023

	Notes	Unrestricted funds	Restricted funds	Total funds 2023	Total funds 2022
		£	£	£	£
Income and endowments from:					
Donations and legacies	3	623,359	333,882	957,241	898,464
Speaker income		-	-	-	-
Total incoming resources		**623,359**	**333,882**	**957,241**	**898,464**
Expenditure on:					
Raising funds		-	-	-	-
Charitable activities	4	437,112	328,864	765,976	793,135
Other		-	-	-	-
Total outgoing resources		**437,112**	**328,864**	**765,976**	**793,135**
Net gains on investments		-	-	-	-
Net incoming resources	8	**186,247**	**5,018**	**191,265**	**105,329**
Transfers between funds		4,969	(4,969)	-	-
Net incoming resources before other gains/(losses)		**191,216**	**49**	**191,265**	**105,329**
Other gains and losses		-	-	-	-
Net movement in funds		**191,216**	**49**	**191,265**	**105,329**
Reconciliation of funds:					
Total funds brought forward		378,596	46,568	425,164	319,835
Total funds carried forward		**569,812**	**46,618**	**616,429**	**425,164**

A comparative Statement of Financial Activities can be found under note 15.

Balance sheet at 31st August 2023

	Notes	2023	2022
		£	£
Fixed assets			
Tangible assets	8	740	1,580
		740	1,580
Current assets			
Debtors	9	21,432	2,817
Cash at bank and in hand		750,221	724,478
		771,653	727,295
Creditors: Amounts falling due within one year	10	(155,964)	(303,711)
Net current assets		615,689	423,584
Total assets less current liabilities		616,429	425,164
Total net assets		616,429	425,164
The funds of the charity			
Restricted funds			
Restricted income funds	11	46,618	46,568
Unrestricted funds			
General funds	11	569,812	386,566
Designated funds	11	-	(7,970)
Total funds		616,429	425,164

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board of trustees on 1st February 2024 and signed on its behalf by:

Dr Vanessa Ogden
Chair of Trustees

Company No. 11884952

Date: 1st February 2024

Statement of cash flows for the period ended 31st August 2023

	2023	2022
	£	£
Cash flows from operating activities		
Net income per Statement of Financial Ativities	**191,265**	**105,329**
Adjustments for		
Depreciation of property, plant and equipment	1,320	2,124
Decrease in trade and other receivables	(18,615)	(2,361)
Increase in trade and other payables	(147,747)	(197,598)
Net cash provided by operating activities	**26,223**	**(92,506)**
Cash flows from investing activities		
Payments for property, plant and equipment	**(480)**	**-**
Net cash used in investing activities	**(480)**	**-**
Net cash used in investing activities	**-**	**-**
Net increase in cash and cash equivalents	**25,743**	**(92,506)**
Cash and cash equivalents at the beginning of the period	724,478	816,984
	750,221	**724,478**
Components of cash and cash equivalents		
Cash and bank balances	**750,221**	**724,478**
	750,221	**724,478**

Reconciliation of net debt

	At 1 September 2022	Cash flows	At 31 August 2023
Cash and cash equivalents	724,478	25,743	750,221

Notes to the Accounts for the year ended 31st August 2023

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention. They are prepared in sterling, which is the functional currency of the charity. Amounts presented are rounded to the nearest pound.

Going concern

The trustees have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. In particular, the trustees have considered the charitable company's forecasts and projections and have taken account of pressures on income including the effect of Covid-19. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes. See note 13 to the accounts for full information.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal. See note 13 to the accounts for full information.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Speaker and appearance income	This is included in the accounts when receivable.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.

Accounting policies

Gains/(losses) on revaluation on investment assets	This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life: Plant and Machinery – 33% Straight line

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank

overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Income from donations and legacies

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Grants and donations	623,359	333,882	957,241	898,464

	Unrestricted	Restricted	Total 2022
	£	£	£
Grants and donations	611,213	287,251	898,464

4 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Expenditure on charitable activities				
Direct programme costs	357,092	274,113	631,205	504,711
Award grants	-	-	-	135,500
Support costs				
Salaries & wages	47,324	27,420	74,745	81,218
Legal & professional	782	309	1,091	11,610
Depreciation	947	374	1,320	2,124
General administration	30,967	26,647	57,614	57,973
	437,112	328,864	765,976	793,136

	Unrestricted	Restricted	Total 2022
	£	£	£
Expenditure on charitable activities			-
Direct programme costs	307,587	197,124	504,711
Award grants	135,500	-	135,500
Support costs			
Salaries & wages	47,437	33,781	81,218
Legal & professional	8,631	2,979	11,610
Depreciation	1,579	545	2,124
General administration	43,095	14,877	57,973
	543,829	249,307	793,136

5 Analysis of charitable expenditure

	Activities undertaken directly	Support costs	Total 2023	Total 2022
Direct programme costs	631,205	134,770	765,976	602,810
Award grants	-	-	-	135,500
	631,205	134,770	765,976	738,310

	Activities undertaken directly	Support costs	Total 2022
Direct programme costs	504,711	98,099	602,810
Award grants	135,500	-	135,500
	640,211	98,099	738,310

6 Net income before transfers

	2023	2022
This is stated after charging:		
Depreciation of owned fixed assets	1,320	2,124
Independent Examiner's fee	500	500
Other fees paid to the Independent Examiner	6,876	8,297

7 Staff costs

	2023	2022
Salaries and wages	508,573	481,311
Social security costs	52,807	52,140
Pension costs	25,754	23,384
	587,134	556,835

One employee received emoluments between £80,000-£90,000 (2022: none). No employee received emoluments between £70,000-£80,000 (2022: 1). No employee received emoluments between £60,000-£70,000 (2022: 1).

No trustees (2022: none) were reimbursed for expenses. No trustee received any remuneration in the year (2022: none).

Key management personnel comprise the co-Chief Executive Officers as laid out on page 2. The total cost of employing the key management personnel was £160,640 (2022: £163,049). Included in this amount are total pension contributions of £7,785 (2022: £7,688).

The average number of staff employed, including part time staff was 13 (2022: 10)

8 Tangible fixed assets

	Plant and Machinery	Total
Cost		
At 1 September 2022	6,430	6,430
Additions	480	480
At 31 August 2023	6,910	6,910
Depreciation		
At 1 September 2022	4,850	4,850
Charge for the year	1,320	1,320
At 31 August 2023	6,170	6,170
Net Book Value		
At 31 August 2023	740	740
At 31 August 2022	1,580	1,580

9 Debtors

	2023	2022
Other debtors	21,432	2,817
	21,432	2,817

10 Creditors; amounts falling due within one year

	2023	2022
Other taxes and social security	13,610	13,645
Other creditors	7,772	3,921
Accruals and deferred income	134,582	286,145
	155,964	303,711

11 Deferred Income

	2023	2022
At 1 September 2022	286,146	476,993
Additions during the year	134,583	286,146
Amounts released to income	(286,146)	(476,993)
At 31 August 2023	134,583	286,146

Income is deferred when grants and donations have been restricted, or are intended, to cover specific costs, or grant awards, that are, or will be, expended after the balance sheet date.

12 Movement in funds

	At 1 September 2022	Incoming resources including other gains/(losses)	Outgoing resources	Transfers	At 31 August 2023
Restricted funds:					
Scaling Award	7,817	194,507	(185,984)	-	16,340
Digital Tools	36,592	73,678	(95,965)	-	14,305
Youth Engagement	2,160	65,697	(46,915)	(4,969)	15,972
Unrestricted funds:					
General funds	386,566	423,359	(242,529)	2,416	569,812
Designated funds:					
Innovation & Intrapreneurship Awards	(7,970)	200,000	(194,583)	2,553	-
	425,164	957,241	(765,976)	-	616,430

	At 1 September 2021	Incoming resources including other gains/(losses)	Outgoing resources	Transfers	At 31 August 2022
Restricted funds:					
Scaling Award	44,749	147,271	(137,390)	(46,813)	7,817
Digital Tools	17,945	89,448	(65,184)	(5,617)	36,592
Youth Engagement	1,560	50,532	(46,732)	(3,200)	2,160
Unrestricted funds:					
General funds	245,580	204,739	(152,076)	88,323	386,566
Designated funds:					
Innovation & Intrapreneurship	3,364	375,000	(386,334)	-	(7,970)
Digital Tools	6,637	31,474	(5,418)	(32,693)	-
	319,835	898,464	(793,135)	-	425,164

Scaling Award restricted fund	To support 7 impactful initiatives to scale to the areas of greatest need through a two-year programme of training and support.
Digital Tools restricted fund	To support the direct staff and tool development costs for digital tools for targeting, connection and collaboration.
Youth Engagement restricted fund	To create and embed the youth steering group and the youth engagement working group.
Innovation & Intrapreneurship Award designated fund	To fund and support up to six Award Winners from the membership and public to pilot and scale their idea for tackling inequality in education.

13 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total 2023
Fixed assets	740	-	740
Net current assets	569,071	46,618	615,689
	569,811	46,618	616,429

	Unrestricted Funds	Restricted Funds	Total 2022
Fixed assets	1,580	-	1,580
Net current assets	377,015	46,568	423,584
	378,595	46,568	425,164

14 Statement of Financial Activities (incorporating the Summary Income and Expenditure Account) for the period ended 31st August 2022

	Unrestricted funds	Restricted funds	Total funds 2022	Total funds 2021
	£	£	£	£
Income and endowments from:				
Donations and legacies	611,213	287,251	898,464	895,520
Speaker income	-	-	-	640
Total incoming resources	**611,213**	**287,251**	**898,464**	**896,160**
Expenditure on:				
Raising funds	-	-	-	-
Charitable activities	543,828	249,307	793,135	713,207
Other	-	-	-	-
Total outgoing resources	**543,828**	**249,307**	**793,135**	**713,207**
Net gains on investments	-	-	-	-
Net incoming resources	**67,385**	**37,944**	**105,329**	**182,953**
Transfers between funds	55,630	(55,630)	-	-
Net incoming resources before other gains/(losses)	**123,015**	**(17,686)**	**105,329**	**182,953**
Other gains and losses	-	-	-	-
Net movement in funds	**123,015**	**(17,686)**	**105,329**	**182,953**
Reconciliation of funds:				
Total funds brought forward	255,581	64,254	319,835	136,882
Total funds carried forward	**378,596**	**46,568**	**425,164**	**319,835**

faireducation.org.uk | info@faireducation.org.uk

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THE FAIR EDUCATION ALLIANCE

England & Wales - Charity number 1188042

Accounts

Fair Education Alliance

Trustees' Report and Unaudited Accounts

31st August 2022

faireducation.org.uk | info@faireducation.org.uk | @_TheFEA

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Reference and Administrative Details

Company No. 11884952

Charity No. 1188042

Principal Office

6 Mitre Passage
Greenwich Peninsula
London
SE10 0ER

Registered Office

6 Mitre Passage
Greenwich Peninsula
London
SE10 0ER

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law.
The following Directors and Trustees served during the year:

J. Cleverdon

Z. Elumogo

R. Hardie

R. Hobby

V. Ogden

O. Odanye

N. Perera

B. Wigdortz

Key Management Personnel

Co-Chief Executive Officer	G. Cicerone
Co-Chief Executive Officer	S. Butters

Accountants

Multiply Accountancy
71-75 Shelton Street
London
WC2H 9JQ

Bankers

HSBC Bank plc
8 Canada Square
London
E14 5HQ

A welcome from our Chair

Dr Vanessa Ogden

This year marks a decade since sector stakeholders collaborated to create the Impact Goals – a way for society to measure our progress in closing the disadvantage gap in education. Since 2012, our 240 members have devoted sustained, strategic attention and determined action to closing this gap.

Our work has led to pockets of incredible progress for some young people in different parts of the country. Yet, as we see from our most recent **Report Card**, at the system level the disadvantage gap in some areas has remained stubborn – and following the recent Covid-19 crisis, it is widening again. Factors which have hindered our ability to close the gap include a decrease in real-term funding for schools since 2010, rising poverty as energy prices increase and salaries, income support and other benefits do not keep up with inflation, and reduced support services to help households in financial difficulty. Without a strategic collective response to child poverty, that targets it in multiple ways at the same time, all we will ever do is skim the surface.

This is why the Fair Education Alliance exists. This coalition unites diverse stakeholders under a common strategy, a powerful collective voice and coordinated action to achieve change beyond the power of any one organisation. I am proud of the impact that our alliance and the FEA team have achieved thus far.

Over the past year, the FEA has equipped members to deliver greater impact, including targeting the areas of greatest need, developing innovative programmes and new models to scale as well as embedding youth engagement within many organisations' work. At a policy level, the FEA kept a relentless focus on supporting pupils from low-income backgrounds, influencing the National Tutoring Programme and investment in education. We have purposeful plans to build on these achievements over the next year. We will focus on place-based change. We will lobby policy makers to prioritise education ahead of the 2024 election. We will use our insightful National Ecosystem Map for members to target the areas of greatest need. We will create a 'youthquake' of young people to help lead the vanguard for change. We will nurture impactful innovations that challenge inequality and direct them to the communities that need their services most.

We take heart that, working together as schools, businesses, charities, social enterprises, policymakers and young people, we will keep battling for a fairer system that eradicates the disadvantage gap in education. We will continue to tackle entrenched issues through our collective approach – with a unified voice, effective collaboration, diverse leadership and innovations that create meaningful change. We invite you to join our movement to challenge child poverty and eliminate disadvantage through giving every child in a low-income family a full, well-supported school experience – because we all know a good education is a 'life chance' and that every day counts.

Dr Vanessa Ogden
Chair, Fair Education Alliance

Chief Executive Officer's Introduction

Gina Cicerone

In 2022 we are not giving our children and young people the education they deserve. The Impact Goals, which were established one decade ago, were crucial in the sector. They aligned us under a shared vision and framework, and united actors working towards the same goals. Hundreds of thousands of individuals and organisations have worked tirelessly to achieve the goals and close the gap in education outcomes between children and young people from low-income backgrounds and their wealthier peers. This has had an impact for so many young people across the country, from early years through to careers. However, as this year's **Report Card** shows, the gaps remain stubbornly wide, greatly due to factors outside the education sector including the pandemic, rising poverty, increasing inequality and insufficient school funding.

We're proud of the work of the FEA members despite those challenging circumstances, and the outcomes they have achieved. Over the past year, our 240 members directly supported over two and a half million children and young people and over 150,000 teachers and headteachers, improving young people's attainment, wellbeing, skills and post-16 progression. We used our unified voice to co-create and amplify dozens of campaigns calling for increased investment and targeting of young people from lower socio-economic backgrounds. We joined up over 600 sector stakeholders to take action together.

We co-created the powerful digital tools to transform collaboration and targeting. We invested in young people to lead the charge. And we helped nurture bold initiatives and supported Award Winners to double their reach.

The need for the FEA movement has never been greater. Despite the challenges that lie ahead for our members, the sector and society, we will not give up. This is a pivotal time for influencing change on a system level. Across the next year, we will use our powerful collective voice to ensure that education is prioritised across all political parties. We will apply the rich data from our digital tools to target cold-spots and enable effective place-based change. We will prepare the sector to create a youthquake that disrupts the status quo. We will innovate to tackle the entrenched problems that impede societal progress, and scale to the areas of greatest need.

This will not be an easy journey. Our members are all affected by the cost-of-living crisis – from reduced funding to capacity crunches to new priorities that address urgent issues in their communities – but our work together is the only way we will transform the outcomes for young people now and in the future. We've always known it takes a village to raise a child – but it's now apparent that it takes a nation. We want to thank our funders, trustees, advisors, member organisations and Secretariat for your dedication to this nationwide effort. We thank you for your unwavering commitment to our system-wide approach to enable all children and young people to thrive.

Gina Cicerone
Chief Executive Officer

Foreword from our Youth Steering Group

The last year has shown us why it is so important that the Fair Education Alliance exists. With the COVID pandemic impacting education so drastically and the cost-of-living crisis worsening, the FEA have been integral in ensuring the perspectives of the young people most affected are heard.

In difficult climates, those in power often forget about young people and that we are the experts in our own experiences. But the FEA acts as a flag: alerting others of our needs and wants, highlighting how the barriers to education intersect, and then including us in designing and collectively advocating for the solutions to fix the problems facing too many students. This equal partnership, where we are respected and heard, allows us to feel safe and be our authentic selves as we work together for a fairer future.

As a Youth Steering Group, we are incredibly proud of everything we have participated in, from working with Ofsted on their strategy and speaking at the Festival of Education, to representing the group at 10 Downing Street, responding to Child Q and hosting our own event on exams, the cost-of-living crisis and mental health. We've spoken out against inequality and identified the change that needs to happen, and in doing so hope to have made a difference for young people now and in the long term.

By being a part of the FEA, we have felt so empowered in knowing that we aren't alone in the pursuit of fair education for all. As we reflect on 2021/22 and embark on the next academic year, we are determined to change the education system, aiming high and trying our absolute best to help as many people as we can.

Trustee Report for the year ended 31st August 2022

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the period ended 31st August 2022.

Objectives

The Fair Education Alliance is a coalition of nearly 250 member organisations. We promote equality of education provision through driving collective action, influencing policy and scaling impactful initiatives.

Our vision and mission

Our vision is a country where no child's success is determined by their socioeconomic background. We believe that in order to achieve this, we need fundamental change. No one organisation, sector or even government can fix these complex issues. We need a new approach to tackle educational inequality collectively, and to work across sectors, organisations and individuals.

Our work

Why the FEA exists

For several decades, successive governments, educators, businesses, charities and social enterprises have tried to improve education for the most disadvantaged children and young people. Many people have the same vision for a fair education system but different views on how to get there, resulting in siloed work and competing voices rather than a joined-up approach. These individual efforts have had an impact on some young people, but the sum of these efforts is not making an impact for all young people.

For the last decade, the FEA has monitored gaps between poorer pupils and their wealthier peers across five measures: attainment at primary school, attainment at GCSE, socio-emotional competencies and skills, post-16 destinations and access to higher education. We know that the gaps between poorer pupils and their wealthier peers have mostly failed to shift over the past decade, and some groups have fallen even further behind.

Our work aims to achieve five Fair Education Impact Goals:

1. Narrow the gap in literacy and numeracy at primary school
2. Narrow the gap in GCSE attainment at secondary school
3. Ensure young people develop social and emotional competencies, good mental health and wellbeing
4. Narrow the gap in the proportion of young people taking part in further education or training after finishing their GCSEs
5. Narrow the gap in university graduation, including from the 25% most selective universities

The FEA's approach

The FEA unites 245 member organisations to tackle educational inequality together. Our members represent the voices of young people, charities and social enterprises, research organisations and think tanks, businesses and foundations, unions, universities and schools.

Together, our members provide direct support to over two and a half million young people annually across every region of England as well as indirect support such as funding, training and campaigning.

Our members chose four collective priorities to create a fair, inclusive education system:

We want to see an inclusive education system which...

- Gives all young people a rounded education, ensuring that skills and wellbeing are prioritised alongside attainment
- Engages parents and carers so education goes beyond the school gates
- Supports, incentivises and rewards teachers and leaders to enable all children to thrive
- Gives all young people the knowledge, skills and awareness to succeed in life after school

To achieve these priorities, the Secretariat provides the infrastructure for collaboration across organisations working to improve education for young people from disadvantaged backgrounds.

The two outcomes of our strategy are:

1. To increase member impact by building their capacity through direct support and through connecting them with others inside and outside the FEA network.

2. To utilise the voice and action of the collective to advocate and influence policy and practice which will help achieve our priorities for the system.

Our 245 FEA members...

Represent diverse voices

This includes young people, charities and social enterprises, research organisations and think tanks, businesses and foundations, unions, universities and schools. 72% of our members are delivery organisations, working directly with pupils, teachers, parents or other people in the education system. The rest are a mix of membership bodies, unions, research organisations, businesses, foundations, schools, colleges or universities.

Range from large national organisations to small grassroots initiatives

Some members are big businesses with thousands of staff and a team dedicated to education programmes, while others are small local charities with deep local relationships with children and families.

Tackle the breadth of educational inequality

Educational inequality has complex causes and symptoms. Members work on inequality in mental health & wellbeing (61% of members), attainment (59%) and skills development (57%). Other areas of focus include university access and progression, careers and employability, and early years.

Have diverse leadership

16% of our members' CEOs and on average 26% of our members' senior leadership teams are from a Black, Asian or minority ethnic background.

22% of CEOs were eligible for Free School Meals and/or first generation in their family to attend higher education.

Support millions of people

Together, our delivery members provide direct support to **over two and a half million children and young people** annually across every region of England, as well as indirect support such as funding, training and campaigning.

Work in every region of England

60% of members work across all regions in England

In each region, from the South West to the Midlands to the North East, at least 66% of members are tackling educational inequality.

Give young people space to lead

81%

of our members involve young people in their work in some way.

52%

of members involve young people in decision-making through a youth board/council and/or young trustees.

Much of the information we have about the characteristics of our members comes from our annual member survey and is based on the proportion of member survey respondents.

Our activities

There is a unified collective message about what we want for education in England and how we can achieve it

– **Annual Report Card**
We produce an annual Report Card to share the state of educational inequality in England and key actions that our members are collectively taking.

– **Working groups, roundtables and other events**
We convene local and national education leaders around key topics to take action on different aspects of education inequality.

– **Statements, letters and responses**
We respond to Government inquiries, representing the collective interests of our members for a fair education system.

More diverse leadership of the education agenda

– **Youth Engagement**
We enable young people to get involved in FEA activities. We do this through our Youth Steering Group and building capacity in the sector to embed youth voice and enable young people to participate in decision-making.

– **Ensuring equity, diversity and inclusion in FEA activities and beyond**
We give people with insights, evidence and lived experience a platform to lead change through our events, Awards and other stakeholder engagement.

Increased connectivity and coordination across the education system

– **Collective action**
We convene diverse Working Groups for members to take action on topics including literacy, racial equality and wellbeing.

– **Digital tools**
We prepared to launch digital tools which equip our members to target and collaborate in the areas of greatest need. The tools include a National Ecosystem Map which shows the need against provision – highlighting cold spots for action – and enables virtual connections and collaboration for all members.

– **Annual Summit**
We bring together our members and sector stakeholders through our Annual FEA Summit.

– **Weekly bulletin**
We inform members and other key stakeholders of news and opportunities in education through our weekly e-bulletins.

Solutions to issues in education are scaled systemically and based on need

– **Innovation Award**
A one-year incubator and £15k for up to five new ideas that challenge the status quo to make education fair.

– **Intrapreneurship Award**
A one-year incubator and £15k for up to five FEA members to launch a new initiative within their organisation.

– **Scaling Award**
A two-year programme of tailored, specialist support for up to seven FEA members to enable them to scale their impactful solutions to areas of greatest need.

Strategic Report
Key achievements and performance

We unite 244 member organisations to tackle educational inequality together

75% of members took part in at least one FEA activity in 2021-22.

This ranged from attending our Annual Summit or a Collective Action Working Group, to co-creating our new membership tools. We want every member to be able to contribute to our collective work.

86% of members who participated in FEA activities said their overall experience as a member was good or excellent.

We shared a unified collective message about what we want for education in England and how we can achieve it

– Our latest **Report Card** shows the gaps in attainment, skills and access to employment and education between poorer pupils and their wealthier peers have mostly failed to shift over the past decade. Some groups have fallen even further behind. Therefore, we called for increased investment in education and targeted support for specific issues and groups of pupils.

– We called for increased investment in education and targeted support for specific issues and groups of pupils. For increased investment, we issued a response to the Autumn 2021 Budget and the Education section of the Levelling up White Paper, publicised campaigns from on the **Cost of the School Day** and an **uplift in Pupil Premium**, and signed joint letters to the Government to increase **funding for free school meals**. For targeted support, we joined up with the Fair Access Coalition to **respond to the Post-18 proposals** (Augar response) and IntegratEd for the SEND and AP Green Paper response, and urged government to adopt the **Career Guidance Guarantee**.

– We influenced the focus of the National Tutoring Programme (NTP). As a result of our collective advocacy, the Department for Education stated that schools must use quality-assured providers, that group ratios are recommended to be 1:3 and that schools should prioritise pupils eligible for pupil premium.

– Overarching Campaign Working Group is an important forum for developing our messaging and collective agenda, with 40 people from 32 member organisations (13% of our members) attending in the last year.

We increased connections and collaboration across the ecosystem so organisations learn from each other, avoid duplication and act together

– Our Collective Action Working Groups are a space for members to learn and act together on education issues. The seven groups brought together 271 people from 113 member organisations (46% of our members) and 91 people from 71 other organisations.

– Our Annual Summit is a momentous occasion, bringing together our members, education innovators and key sector stakeholders to drive forward our shared vision for a fair education system and to shape our strategy. We hosted 23 virtual sessions and 11 in-person dinners, bringing together 273 individuals from 131 member organisations (53% of members at the time). 85% of survey respondents better understood our strategy, 90% felt more aware of the FEA's work and 85% made new connections or strengthened existing connections with others.

– We co-created and prepared to launch our Membership Tools with 56 members and 36 other stakeholders. These tools support members to connect and collaborate more effectively and target their work for the greatest impact through our Member Directory and our Ecosystem Map.

– Following the publication of the Government's Levelling Up strategy in February, we convened 32 people across two roundtables to share learnings from our members' place-based initiatives and our new Ecosystem Map and agree on what is needed to level up communities across England.

– We represented our members in other education forums and shared key messages back to the membership. This includes the **IntegratEd Partnership**, **Schools Wellbeing Partnership**, **Child Poverty and Education Group**, **Reconnect London** and **Edge Policy Network**.

– 161 people joined our FEA strand at The Festival of Education at Wellington College where we co-led five sessions with FEA members and our Youth Steering Group, plus one-to-one sessions with people who were interested in our Awards.

– Our member Credit Suisse EMEA Foundation generously hosted a reception at the National Gallery in support of our work. The event showcased how government, philanthropy, civil society and young people can join forces to level up education so that every child and young person thrives. Nearly 100 attendees strengthened connections and increased collaboration across public, private and third sectors as a result.

We increased diversity of leadership in education by investing in young people as co-leaders of our movement, and ensuring underrepresented groups are given platforms to lead change

- We empowered young people to participate in youth social action and make their voices heard within the FEA and the wider education sector. We recruited and trained 20 young people to our Youth Steering Group who influenced local and national policy and practice. Examples include interviewing The Children's Commissioner at our Annual Summit, consulting with Ofsted on their strategy, responding to the government's Post-18 proposals, hosting events on exams, cost of living and mental health and attending a meeting at 10 Downing Street.
- We built capacity to transform the sector's youth engagement practice. We ran five workshops with 31 facilitators (half of whom were young people) on topics including youth governance, youth research and youth social action. 167 attendees from 105 organisations attended the five sessions. In addition, we delivered 20 one-to-one sessions to members to support and improve their youth engagement strategy.
- We received 68 applications to our Innovation and Intrapreneurship Awards in summer 2021 and selected nine winners. The diversity of our applicants was reflected in our winners. 49% of applicants and 56% of winners were from Black, Asian and minority ethnic backgrounds; 72% of applicants and 67% of winners were female. Looking at geography, 35% of applicants were based outside London, and the winning interventions covering all regions in England, with 22% of winners based outside London.
- 36 judges gave nearly 300 hours of their time to select our Award Winners. Of our 36 Awards judges, 39% (14) were from Black, Asian and minority ethnic backgrounds and 67% (24) were female. We also had three young people as judges.

We scaled initiatives systemically to tackle entrenched issues in the areas of greatest need

- We supported 16 Fair Education Award Winners with tailored 1:1 support, training, peer learning and funding to tackle entrenched issues, target the areas of greatest need and scale impactfully.
- After a year of support, our Award Winners:
  - increased their reach by 19%, working with over half a million pupils
  - increased their school partnerships by 73% working with over 2,300 schools; and
  - increased their combined turnover by 34%, to nearly £13m
  - Innovation and Intrapreneurship Award Winners received over 300 hours of support from the FEA and 21 experts. Scaling Award Winners received 335 hours of support from the FEA and 54 hours of brokered support from FEA members or our wider network.
  - All Award Winners felt that the FEA's support contributed to their progress. Five Award Winners felt their progress was largely the result of FEA support and 11 felt it was partly the result of FEA support.
- In terms of the significant areas of progress beyond increased reach and income:
  - Scaling Award Winners developed their strategies, grew their teams, developed the capacity of existing staff, and increased impact.
  - Innovation and Intrapreneurship Award Winners Award Winners increased their belief in themselves and their initiative, gained a better understanding of the problem they're tackling and their approach, improved sales strategies, and established new partnerships.

Future Plans

– Utilise the collective voice of our diverse membership to advocate for policy changes that prioritise narrowing the gap.

– Improve member organisations' impact and sector collaboration through Collective Action Working Groups and our in-person Annual Summit.

– Launch our digital membership tools to help members and government target the areas of greatest need, and connect and collaborate to get there.

– Scale our Youth Engagement strategy to equip more young people with youth social action opportunities through the FEA Secretariat's and our member's activities.

– Recruit and support 13 Award Winners to start-up and scale to the areas of greatest need.

– Meet our voluntary income target through clear communication of our purpose and our impact.

Feedback from our members

"The FEA's work to influence policy is shining a light in the right places to start to tackle educational disadvantage."

"A fair education for all is a tough vision to achieve, but collaborations like the FEA are the only way of getting there!"

"The FEA demonstrates strong, trailblazing leadership through strategic positioning, clear messaging and network building. It aligns many voices into one."

"Momentum is certainly growing and with more conversations with policymakers it's clear to see that as a coalition we are being listened to."

"The FEA is continually growing and sharing opportunities for organisations to collaborate, learn and improve best practice."

"We are a small delivery charity with opinions - membership of FEA allows us to amplify our voice and punch above our weight in terms of advocacy."

"We really appreciate having the opportunity to share our research, insights and recommendations with other FEA members. We also learn lots from the sharing of work being carried out by other organisations which informs and enhances our work. We have greater awareness of broader issues, challenges and potential solutions within the education system as a result of our engagement with the FEA."

Financial Review

The Fair Education Alliance is committed to robust financial governance. Financial governance of the charity is led by the Co-CEOs who reports to the Board of Trustees on details of the financial strategy, reporting and risk at each Board meeting. The day-to-day accounting for 2021/22 was carried out internally with the Co-CEOs and Team Coordinator with the support of our Accountant.

In the year ended 31st August 2022, we had expenditure of £793,135. Please see the breakdown in the accounts for an outline of this in more detail.

We finished the year with a surplus of £105,329 of which £56,329 is reallocated to delayed expenditure that we will incur in 2022/23 and 2023/24. The remaining £49,000 will be used for reserves, as outlined in the policy below.

The Fair Education Alliance receives income from our business members, trusts, and foundations. Our total income for the year ended 31st August 2022 was £898,464 (£611,213 of which was unrestricted and £287,251 restricted), meeting our fundraising target. We would like to express our thanks to everyone that supported us in 2021/22. The Fair Education Alliance is hugely grateful to all our supporters who provide funding and valuable pro bono professional support: we would like to thank Allen & Overy, Barclays LifeSkills, Bloomberg, Credit Suisse, Fidelity UK Foundation, KPMG, Pears Foundation, Paul Hamlyn Foundation, St Johns Foundation, UBS, and Zing. This supports the charity's financial sustainability and enables us to grow and support our members and networks across the country.

Reserves Policy

The charity holds free reserves in order to:

– provide a safeguard against the risk of downturn in support of our activities (which could lead to expenditure exceeding income)

– provide working capital to finance day-to-day operations; and

– cover the costs of wind-down of one or more programmes in the event of key funding being curtailed.

The trustees have set a target to hold reserves of four months of annual expenditure (less Award Winner grants) to be built up over 5 years (2019/20 being Year 1; 2023/24 being Year 5). Per current expenditure, this target amounts to maintaining reserves of approximately £230,000.

The charity's free reserves at the end of its third year operation were £154,000. The charity has plans in place to build these reserves by putting 6.7% of expenditure per annum into reserves.

The policy is to be reviewed every twelve months.

Structure, Governance and Management

The Fair Education Alliance is a registered charity and company limited by guarantee in England and Wales. It is governed by its Memorandum of Association and Articles of Association, last revised in February 2020. The charity's trustees are also its members and the company directors.

This annual report contains the information required by company law in a directors' report. Any person who is willing to act as a trustee, and who would not be disqualified from acting, may be appointed by a majority decision of the trustees. The trustees take into account the skills and composition of the Board when making such appointments. New trustees receive a comprehensive induction that helps them to understand both the organisation and their own responsibilities. The trustees are responsible for the governance and strategic direction of The Fair Education Alliance and make decisions in accordance with the provisions of the Companies Act 2006 and Charities Act 2011. The Board meets at least four times a year. Day-to-day management of the charity is delegated by the trustees to the Co-CEOs.

Employees' involvement and engagement

We believe employees should be engaged with and involved in how the Fair Education Alliance is managed. Employees attend regular strategy and team days, where we discuss organisational developments and generate ideas about new ways of working. We also keep employees updated through staff emails and weekly team meetings. Employee engagement with our charitable mission is very important to us.

Remuneration

The Board of Trustees is responsible for the Co-CEO's remuneration and our employee salary and benefits. Each year the Co-CEOs are responsible for reviewing our performance reward strategy for employees and recommending it for Board endorsement.

Risk and Uncertainties

The trustees have overall responsibility for risk management but also recognise that for risks to be identified and managed successfully, there needs to be shared accountability throughout the organisation. In line with our risk management policy, a risk register is maintained that captures the nature of the risk, its likelihood and impact, and mitigations that are to be put in place to reduce the likelihood and/or impact. The risk register is updated by the Co-CEOs on a quarterly basis and reviewed by trustees at quarterly meetings.

All significant risks, including business and operational risks, are currently at an acceptable level. The charity regularly monitors risks in line with the above policies and has taken mitigating steps to protect against these risks. The main risks facing the charity are:

Child Safeguarding:
Risk of a child safeguarding incident occurring

We began to work directly with children and young people because of our youth engagement strategy, and therefore we overhauled our child safeguarding policies and procedures in Spring 2021 to prepare for this. All staff members receive DBS checks and in-depth training on child safeguarding that is refreshed annually. In addition, our Board receives regular updates on child safeguarding.

Political environment:
Working with policy makers is critical in making changes for systemic change in education

We have continued to build relationships with key individuals at the Department for Education, ministers and Office of the Children's Commissioner. We have also drawn on connections of members alongside building our own.

Member engagement in FEA strategy:
FEA strategy is reliant on the active participation of member organisations to drive change

Over 75% of FEA members actively engaged in FEA activity over the course of the year. This is due to the variety of opportunities for members to lead or get involved in, and targeted communications due to revised membership engagement tracking and management.

Funding Sustainability:
FEA needs appropriate funding to deliver its strategy

We rely on voluntary income to deliver our strategy. We continued to engage our supporters to develop deeper partnerships and explored partnership with other education funders.

Public Benefit Statement

The Directors of the Fair Education Alliance have considered the requirements of the Charity Commission with regards to public benefit.

The sections of this report titled "Objectives and Activities" and "Achievements and Performance" set out the Fair Education Alliance's objectives and report on the activity and successes in the year to 31st August 2022 and outline the plans for the current financial year. The trustees have considered this matter and concluded that:

– The aims of the organisation continue to be charitable

– The aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need

– The benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay

– There is no detriment or harm arising from the aims or activities

The trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and planning future activities for the year.

Trustees' statement of responsibilities

The trustees, who are also directors of the Fair Education Alliance for the purposes of company law, are responsible for preparing our trustees' report and financial statements in accordance with applicable law and regulations.

The law applicable to charities in England and Wales requires the trustees to prepare the annual report and financial statements for each financial period which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

– select suitable accounting policies and then apply them consistently;

– make judgments 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 operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Companies Act 2006. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are not aware of any relevant audit information that has not been disclosed to the charity's auditors. The trustees have taken all the steps that ought to have been taken in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information. The trustees are responsible for the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Liability of members of the Board of Trustees

The Fair Education Alliance is limited by guarantee and has no share capital. The trustees are members of the company and every member is liable to contribute a sum not exceeding £1 in the event of the company being wound up while he or she is a member or up to one year thereafter. At 31st August 2022 there were 8 members.

Declaration

This Trustees' Annual Report on pages 7 – 19, including the Strategic Report on pages 12 – 16, is presented and approved by the Board of Trustees and signed on its behalf.

Signed:

Dr Vanessa Ogden
Chair of the Board of Trustees

Date: 1 February 2023

Independent Examiner's Report to the trustees of The Fair Education Alliance

I report to the charity trustees on my examination of the accounts of The Fair Education Alliance for the year ended 31st August 2022 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination as a member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

– accounting records were not kept in accordance with section 386 of the 2006 Act ; or

– the accounts do not accord with those records; or

– the accounts do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

– the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

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

Signed:

Chris Conway

Multiply Accountancy
71-75 Shelton Street
London
WC2H 9JQ

Date: 2nd February 2023

Financial Statements

Statement of Financial Activities (incorporating the Summary Income and Expenditure Account)
for the year ended 31st August 2022

	Notes	Unrestricted funds	Restricted funds	Total funds 2022	Total funds 2021
		£	£	£	£
Income and endowments from:					
Donations and legacies	3	611,213	287,251	898,464	895,520
Speaker income		-	-	-	640
Total incoming resources		**611,213**	**287,251**	**898,464**	**896,160**
Expenditure on:					
Raising funds	4	8,122	-	8,122	4,577
Charitable activities	5	500,989	237,322	738,311	695,378
Other	7	34,717	11,985	46,703	13,252
Total outgoing resources		**543,829**	**249,307**	**793,135**	**713,207**
Net gains on investments		-	-	-	-
Net incoming resources	8	**67,384**	**37,944**	**105,329**	**182,953**
Transfers between funds		55,630	(55,630)	-	-
Net incoming resources before other gains/(losses)		**123,014**	**(17,686)**	**105,329**	**182,953**
Other gains and losses		-	-	-	-
Net movement in funds		**123,014**	**(17,686)**	**105,329**	**182,953**
Reconciliation of funds:					
Total funds brought forward		255,581	64,254	319,835	136,882
Total funds carried forward		**378,595**	**46,568**	**425,164**	**319,835**

A comparative Statement of Financial Activities can be found under note 15.

Balance Sheet at 31st August 2022

	Notes	2022	2021
		£	£
Fixed assets			
Tangible assets	10	1,580	3,704
		1,580	**3,704**
Current assets			
Debtors	11	2,817	456
Cash at bank and in hand		724,478	816,984
		727,295	**817,440**
Creditors: Amounts falling due within one year	12	**(303,711)**	**(501,309)**
Net current assets		**423,584**	**316,131**
Total assets less current liabilities		**425,164**	**319,835**
Total net assets		**425,164**	**319,835**
The funds of the charity			
Restricted funds			
Restricted income funds	13	46,568	64,254
Unrestricted funds			
General funds	13	386,566	245,580
Designated funds	13	(7,970)	10,001
Total funds		**425,164**	**319,835**

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 March 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 1st February 2023.
And signed on its behalf by:

Dr Vanessa Ogden
Trustee

Company No. 11884952

Date: 1st February 2023

Statement of Cash flows for the period ended 31st August 2022

	2022	2021
	£	£
Cash flows from operating activities		
Net income per Statement of Financial Ativities	**105,329**	**182,953**
Adjustments for		
Depreciation of property, plant and equipment	2,124	1,779
Increase in trade and other receivables	(2,361)	(456)
Increase in trade and other payables	(197,598)	99,917
Net cash provided by operating activities	**(92,506)**	**284,193**
Cash flows from investing activities		
Payments for property, plant and equipment	-	**(1,560)**
Net cash used in investing activities	-	**(1,560)**
Net cash used in investing activities	-	-
Net increase in cash and cash equivalents	**(92,506)**	**282,633**
Cash and cash equivalents at the beginning of the period	816,984	534,351
	724,478	**816,984**
Components of cash and cash equivalents		
Cash and bank balances	**724,478**	**816,984**
	724,478	**816,984**

Reconciliation of net debt

	At 1 September 2021	Cash flows	At 31 August 2022
Cash and cash equivalents	816,984	(92,506)	724,478

Notes to the Accounts for the year ended 31st August 2022

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with 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 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention. They are prepared in sterling, which is the functional currency of the charity. Amounts presented are rounded to the nearest pound.

Going concern

The trustees have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. In particular, the trustees have considered the charitable company's forecasts and projections and have taken account of pressures on income including the effect of Covid-19. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes. See note 13 to the accounts for full information.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal. See note 13 to the accounts for full information.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Speaker and appearance income	This is included in the accounts when receivable.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/ donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on revaluation on investment assets:	This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life: Plant and Machinery – 33% Straight line

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations.

The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Income from donations and legacies

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Grants and donations	611,213	287,251	898,464	895,520

	Unrestricted	Restricted	Total 2021
	£	£	£
Grants and donations	696,170	199,350	895,520

4 Expenditure on raising funds

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Costs of generating voluntary income				
Salaries and wages	8,122	-	8,122	4,577

	Unrestricted	Restricted	Total 2021
	£	£	£
Costs of generating voluntary income			
Salaries and wages	4,577	-	4,577

5 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Expenditure on charitable activities				
Direct programme costs	307,587	197,124	504,711	491,808
Award grants	135,500	-	135,500	150,500
Support costs				
Salaries & wages	39,315	33,781	73,096	41,197
Legal & professional	8,631	2,979	11,610	1,764
General administration	9,956	3,437	13,394	10,109
	500,989	237,322	738,311	695,378

	Unrestricted	Restricted	Total 2021
	£	£	£
Expenditure on charitable activities			-
Direct programme costs	371,660	120,148	491,808
Award grants	150,500	-	150,500
Support costs			
Salaries & wages	25,373	15,824	41,197
Legal & professional	1,368	396	1,764
General administration	7,840	2,269	10,109
	556,741	138,637	695,378

6 Analysis of charitable expenditure

	Activities undertaken directly	Support costs	Total 2022	Total 2021
Direct programme costs	504,711	98,099	602,811	544,878
Award grants	135,500	-	135,500	150,500
	640,211	98,099	738,311	695,378

	Activities undertaken directly	Support costs	Total 2020
Direct programme costs	491,808	53,070	544,878
Award grants	150,500	-	150,500
	642,308	53,070	695,378

7 Other expenditure

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Employee costs	-	-	-	-
Depreciation	1,579	545	2,124	1,779
General administrative costs	33,139	11,440	44,579	11,473
	34,717	11,985	46,703	13,252

	Unrestricted	Restricted	Total 2021
	£	£	£
Employee costs	-	-	-
Depreciation	1,384	395	1,779
General administrative costs	8,920	2,553	11,473
	10,304	2,948	13,252

8 Net income before transfers

	2022	2021
This is stated after charging:		
Depreciation of owned fixed assets	2,124	1,779
Independent Examiner's fee	500	500
Other fees paid to the Independent Examiner	8,297	6,847

9 Staff costs

	2022	2021
Salaries and wages	481,311	441,581
Social security costs	52,140	44,473
Pension costs	23,384	21,951
	556,835	508,005

One employee received emoluments between £70,000-£80,000 (2021: 2). One employee received emoluments between £60,000-£70,000 (2021: none).

No trustees (2021: none) were reimbursed for expenses. No trustee received any remuneration in the year (2021: none).

Key management personnel comprise the Co-Chief Executive Officers as laid out on page 2. The total cost of employing the key management personnel was £163,049 (2021: £180,072). Included in this amount are total pension contributions of £7,688 (2021: £8,414).

The average number of staff employed, including part time staff was 10 (2021: 10).

10 Tangible fixed assets

	Plant and Machinery	Total
Cost		
At 1 September 2021	6,430	6,430
Additions	-	-
At 31 August 2022	6,430	6,430
Depreciation		
At 1 September 2021	2,726	2,726
Charge for the year	2,124	2,124
At 31 August 2022	4,850	4,850
Net Book Value		
At 31 August 2022	1,580	1,580
At 31 August 2021	3,704	3,704

11 Debtors

	2022	2021
Trade debtors	-	100
Other debtors	2,817	356
	2,817	456

12 Creditors; amounts falling due within one year

	2022	2021
Trade creditors	-	1,910
Other taxes and social security	13,645	14,127
Other creditors	3,921	4,080
Accruals and deferred income	286,145	481,193
	303,711	501,309

13 Movement in funds

	At 1 September 2021	Incoming resources including other gains/(losses)	Outgoing resources	Transfers	At 31 August 2022
Restricted funds:					
Scaling Award	44,749	147,271	(137,390)	(46,813)	7,817
Membership Tools	17,945	89,448	(65,184)	(5,617)	36,592
Youth Strategy	1,560	50,532	(46,732)	(3,200)	2,160
Unrestricted funds:					
General funds	245,580	204,739	(152,076)	88,323	386,566
Designated funds:					
Innovation & Intrapreneurship Awards	3,364	375,000	(386,334)		(7,970)
Membership Tools	6,637	31,474	(5,418)	(32,693)	0
	319,835	898,464	(793,135)	-	425,164

	At 1 September 2020	Incoming resources including other gains/(losses)	Outgoing resources	Transfers	At 31 August 2021
Restricted funds:					
Scaling Award	40,565	134,169	(102,550)	(27,435)	44,749
Membership Tools	-	33,238	(13,236)	(2,057)	17,945
Youth Strategy	-	31,943	(25,799)	(4,584)	1,560
Unrestricted funds:					
General funds	87,268	286,810	(157,388)	28,890	245,580
Designated funds:					
Innovation & Intrapreneurship	9,500	375,000	(381,136)	-	3,364
Membership Tools	(451)	35,000	(28,339)	427	6,637
Peer to Peer Conference	-	-	(4,759)	4,759	-
	136,882	896,160	(713,207)	-	319,835

Scaling Award restricted fund
To support 7 impactful initiatives to scale to the areas of greatest need through a two-year programme of training and support.

Membership Tools restricted fund
To support the direct staff and tool development costs for digital tools for targeting, connection and collaboration.

Youth Engagement restricted fund
To create and embed the youth steering group and the youth engagement working group.

Innovation Award designated fund
To fund and support up to five Award Winners from the public to pilot and scale their idea for tackling educational inequality. Each Award Winner receives £15k grant.

Intrapreneurship Award designated fund
To fund and support up to five Award Winners from the FEA membership to pilot and scale their idea for tackling educational inequality. Each Award Winner receives £15k grant.

Membership Tools designated fund
To cover support staff costs for creating the digital tools for targeting, connection and collaboration.

Peer to Peer Conference designated fund
To support early-stage innovators from the public or FEA membership to develop their idea and apply for the Awards through the "Impact Festival".

14 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total 2022
Fixed assets	1,580	-	1,580
Net current assets	377,016	46,568	423,584
	378,596	46,568	425,164

	Unrestricted Funds	Restricted Funds	Total 2021
Fixed assets	3,704	-	3,704
Net current assets	251,877	64,254	316,131
	255,581	64,254	319,835

15 Statement of Financial Activities (incorporating the Summary Income and Expenditure Account) for the period ended 31st August 2021

	Unrestricted funds	Restricted funds	Total funds 2021	Total funds 2020
	£	£	£	£
Income and endowments from:				
Donations and legacies	696,170	199,350	895,520	394,997
Speaker income	640	-	640	-
Total incoming resources	**696,810**	**199,350**	**896,160**	**394,997**
Expenditure on:				
Raising funds	4,577	-	4,577	2,414
Charitable activities	556,741	138,637	695,378	238,857
Other	10,304	2,948	13,252	16,844
Total outgoing resources	**571,622**	**141,585**	**713,207**	**258,115**
Net gains on investments	-	-	-	-
Net incoming resources	**125,188**	**57,765**	**182,953**	**136,882**
Transfers between funds	34,076	(34,076)	-	-
Net incoming resources before other gains/(losses)	**159,264**	**23,689**	**182,953**	**136,882**
Other gains and losses	-	-	-	-
Net movement in funds	**159,264**	**23,689**	**182,953**	**136,882**
Reconciliation of funds:				
Total funds brought forward	96,317	40,565	136,882	-
Total funds carried forward	**255,581**	**64,254**	**319,835**	**136,882**

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THE FAIR EDUCATION ALLIANCE

England & Wales - Charity number 1188042

Accounts

Fair Education Alliance

The Fair Education Alliance
Trustees' Report and Unaudited Accounts
31st August 2021

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Reference and administrative Details

Company No. 11884952

Charity No. 1188042

Principal Office

6 Mitre Passage
Greenwich Peninsula
London
SE10 0ER

Registered Office

6 Mitre Passage
Greenwich Peninsula
London
SE10 0ER

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

J. Cleverdon

Z. Elumogo

R. Hardie

R. Hobby

V. Ogden

O. Odanye (Appointed on 27 January 2021)

N. Perera

B. Wigdortz

Key Management Personnel

Co - Chief Executive Officer G Cicerone

Co - Chief Executive Officer S Butters

Accountants

Multiply Accountancy 71-75 Shelton Street London

WC2H 9JQ

Bankers

HSBC Bank plc
8 Canada Square London
E14 5HQ

A welcome from our Chair, Dr Vanessa Ogden

I am delighted to present the second Annual Report of the Fair Education Alliance. As CEO of the Mulberry Schools Trust, every day I am privileged to witness the appetite that young people have to fulfil their potential, and the power of education to enable this. An inclusive, well-rounded and high-quality education that provides every child, regardless of their background, with the opportunity to thrive is critical for our society. This is not only because of the moral responsibility we have to our children and young people, but because, without access to a great education, the resulting impact is a considerable social and economic future cost to the nation – from crime to unemployment to community cohesion – loss to business, to the economy and to well-being, as well as a waste of talent.

The Fair Education Alliance exists because still, in 2021, we do not have a consistently fair education system in England. We know from hard evidence that before the pandemic, children from the most disadvantaged backgrounds were two years behind their wealthier peers by age 16. This difference in outcomes between rich and poor has been further deepened by Covid lockdown. Between March 2020 and April 2021 during school closures, we saw vividly the reality of hunger, health poverty and lack of home resources for learning experienced by some children in different communities across the country – food shortage and period poverty in some homes; disproportionate numbers of deaths from Covid in over-crowded housing; children attempting to access lessons from mobile phones (sometimes only one between several siblings) and no data or connectivity; exacerbation of the issues at the intersections of class, race and gender. For an affluent nation like the UK, it is unacceptable that poverty and disadvantage still disrupt and undermine the education of children in such ways and make them vulnerable. In summer 2021, the Education Policy Institute recommended that £13.5bn was needed for education recovery to address lost learning. As yet, the investment and commitments to date only total one third of the sum required.

Cross-sector, collective action in a strategic and joined-up way is imperative to tackle the scale and depth of the issues. The Fair Education Alliance is unique. It brings together private, public and third sector organisations to achieve systemic change beyond the power and remit of any individual or organisation. It provides a powerful network that unites top-down policy making with bottom-up, grassroots initiatives. It initiates 'place-based' solutions, energetically and strategically using local intelligence and partners to drive change for children with schools at the heart.

The Fair Education Alliance is unapologetically challenging with a 'can-do' attitude. Over the past year, I have been humbled by Alliance members' commitment at a time when they have also faced significant challenges as charities, schools and youth organisations. Despite the impact on their own institutions, our members rose to the challenge – to collaborate, to influence policy and practice, and to support one another to have better impact on the lives of thousands of children across the country. Inequality for children, heightened by the pandemic, is a burning platform we cannot ignore. We must be prepared to invest in significant, long-term action. Funding is one element, but far beyond that, we must leverage the connecting point of the Fair Education Alliance to bring together key players with experience, evidence and passion to make change for their communities and instigate innovative, bold and co-ordinated solutions for system-wide change. Fairness for children and a great start in life through education is possible. Collective cross-sector action will make the difference - we will always achieve more together than we can achieve alone.

Dr Vanessa Ogden

Co-Chief Executive Officers' Introduction

Over the past year, the Fair Education Alliance has grown to represent 238 member organisations from across business, the third sector and education to ensure that no child's success is limited by their socioeconomic background. This is a testament to the fact that there is no shortage of passionate, active people trying to make education outcomes fairer. However, the barrier we face is that no individual, school, organisation or even sector can change the system. The Fair Education Alliance unites all of these actors to do more together than we can alone.

We are faced with, and unite to confront, an enormous challenge. Before the pandemic, inequality in education was starting to worsen and pupils from the most disadvantaged backgrounds were two years behind their wealthier peers. The pandemic has exacerbated inequality even further, in part due to issues such as school closures and access to digital tools for remote learning, but also due to wider increasing societal inequality. Significant, co-ordinated action is needed to ensure that young people get the education that they deserve and which will help the country to prosper.

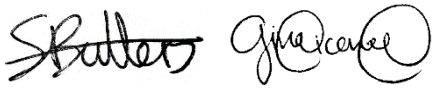
We are proud of our members who have joined forces for swift action and continued investing in collaboration for long-term, systemic change. Over the past year, we have brought together over 500 individuals, strengthening relationships, knowledge and practice. From our seven Collective Action Working Groups, to 17 Award Winners, members are working together tirelessly to bring about change. They have struck a balance between peer support to maximise organisational impact, and collaboration for longer-term reform. At an organisation level, they have supported one another to adapt new delivery models, ensure top-quality safeguarding and target the areas of greatest need. On a systemic level, they have used collective voice to advocate for investment in skills, wellbeing and attainment, co-created our youth engagement strategy and displayed vulnerable leadership to acknowledge how we have sustained racial inequity and create solutions to address this.

Although further action is needed, the Alliance has strong foundations to build off and is in a unique position to drive the change. Inequality in education is one of the most pressing issues of our generation, and we hope you'll join our movement to address this. The scale of the issue can be daunting, but we can only achieve systemic change through us all joining forces. We hope that this report inspires you with the power of working together, and leaves you with a fire in your belly that collectively we can achieve more.

We want to thank our funders, trustees, advisors, member organisations and Secretariat for your dedication to making this possible. We thank you for your unwavering commitment to our system-wide approach to enable all children and young people to thrive.

Fair Education Alliance Co-CEOs

Sam Butters and Gina Cicerone



Trustee Report for the year ended 31st August 2020

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the period ended 31st August 2021.

Objectives

The Fair Education Alliance is a coalition of nearly 250 member organisations. We promote equality of education provision through driving collective action, influencing policy and scaling impactful initiatives.

Our vision and mission

Our vision is a country where no child's success is determined by their socioeconomic background. We believe that in order to achieve this, we need fundamental change. No one organisation, sector or even government can fix these complex issues. We need a new approach to tackle educational inequality collectively, and to work across sectors, organisations and individuals.

Our work

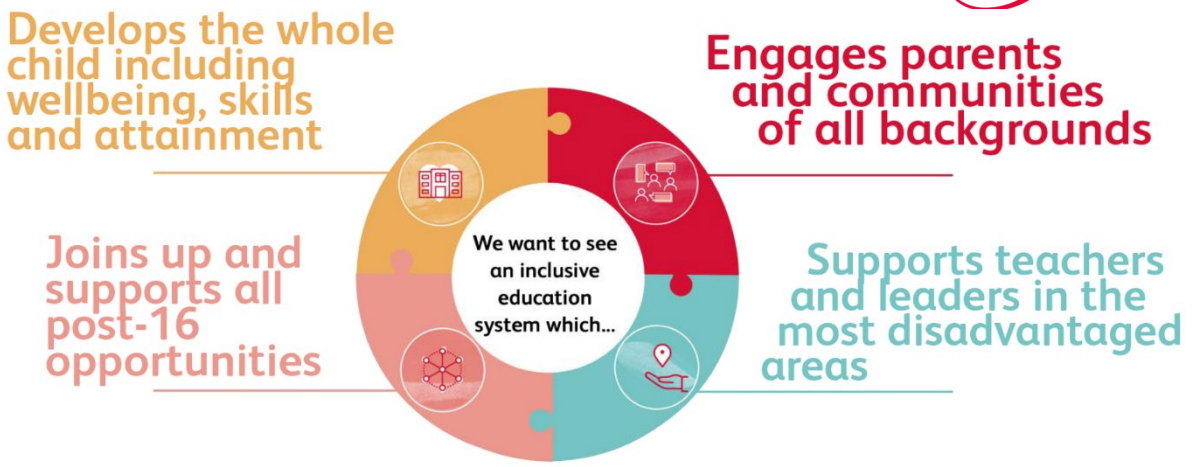
The UK education system does work, but only for the lucky few. The single biggest issue in education is inequality - there has always been a gap in performance between children from more advantaged and less advantaged backgrounds.

Before 2018, the overall inequality gap in education had been narrowing, albeit slowly. Our joint report with the Education Policy Institute published in August 2020 (analysis of data from 2019) showed that gaps were starting to widen, even before Covid-19. The pandemic and the related school closures led to considerable disruption to pupils, and there is evidence that the pandemic has widened the gap between the number of disadvantaged and non-disadvantaged pupils reaching expected standard in schools. By the end of the 2020/21 academic year, the disadvantage gap remained wider than it had been at the start of the pandemic.

Unless a different approach is taken to creating a fair system, in particular for persistently disadvantaged children, the inequality gap is likely to never close.

This is what the FEA exists to do. Our work aims to **achieve five Fair Education Impact Goals**:

1. Narrow the gap in literacy and numeracy at primary school
2. Narrow the gap in GCSE attainment at secondary school
3. Ensure young people develop social and emotional competencies, good mental health and wellbeing
4. Narrow the gap in the proportion of young people taking part in further education or training after finishing their GCSEs
5. Narrow the gap in university graduation, including from the 25% most selective universities



FEA members are working together to achieve an inclusive education system which:

- gives all young people a rounded education, ensuring that skills and wellbeing are prioritised alongside attainment
- engages parents and communities so education goes beyond the school gates
- supports, incentivises and rewards teachers and leaders to enable all children to thrive
- gives all young people the knowledge, skills and awareness to succeed in life after school

To achieve these priorities, the Secretariat provides the infrastructure for collaboration across organisations working to improve education for young people from disadvantaged backgrounds. The **two outcomes of our strategy** are:

1. To increase member impact by building their capacity through direct support and through connecting them with others inside and outside the FEA network.
2. To utilise the voice and action of the collective to advocate and influence policy and practice which will help achieve our priorities for the system.

Our activities

Influencing policy and practice through our collective message

- **Annual Report Card**: We produce an annual Report Card to share the state of educational inequality in England and key actions that our members are collectively taking.
- **Working groups & roundtables**: We convene local and national education leaders around key topics to take action on different aspects of education inequality.
- **Statements, letters and responses:** We respond to Government inquiries, representing the collective interests of our members for a fair education system.

Connecting and coordinating actors across the ecosystem

- **Collective action:** We convene diverse Working Groups for members to take action on topics including literacy, racial equality and wellbeing.
- **Digital tools**: We are developing digital tools to equip our members to target and collaborate in the areas of greatest need. The tools include a National Ecosystem Map which shows the need against provision - highlighting cold spots for action – and enables virtual connections and collaboration for all members.
- **National events**: We unite our members and build capacity at our two flagship events - Annual Summit and Impact Festival.
- **Weekly bulletin**: We inform members and other key stakeholders of news and opportunities in education through our weekly e-bulletins.

Increasing diverse leadership of the education agenda

- **Youth Engagement:** We enable young people to get involved in FEA activities and we have a youth engagement strategy to embed youth voice and enable young people to participate in decision-making.
- **Ensuring equity, diversity and inclusion in FEA activities and beyond:** We give people with insights, evidence and lived experience a platform to lead change through our events, Awards and other stakeholder engagement.

Scaling impactful solutions

- **Innovation Award**: a one-year incubator and £15k for up to five new ideas that challenge the status quo to make education fair.
- **Intrapreneurship Award:** a one-year incubator and £15k for up to five FEA members to launch a new initiative within their organisation.
- **Scaling Award**: a two-year programme of tailored, specialist support for up to seven FEA members to enable them to scale their impactful solutions to areas of greatest need.

Strategic Report

Key achievements and performance

We ended the 2020-21 year with 238 members, a 27% increase on the previous year. Our network includes charities, businesses, education organisations, think-tanks, unions and membership bodies. We work with organisations from early years through to Further and Higher Education, and we are a national movement reaching all corners of England.

80% of our member organisations took part in at least one FEA activity in 2020-21 year.

Influencing policy and practice through our collective message

- We co-created our latest **Report Card** with our members. It shows that educational inequality was already worsening pre-pandemic, and this has been exacerbated in the last year by the impacts of Covid. We argue that the severity of the situation presents a moment of opportunity for us to act. We call on the sector to avoid the 'lost generation' narrative and instead seize our chance to address long standing issues in the system.
- We wrote a **cross-sector open letter** to the Prime Minister from businesses, unions, charities, educators and young people about the need for government to commit to the £13.5 billion required investment into education recommended by the Education Policy Institute. The letter received widespread sector support and the story was featured in Schools Week and the Independent. We also reiterated the messages from this open letter when exam results were announced in August. This was covered by BBC News.
- We delivered a regular and consistent **campaign of open letters, submissions and responses** to Government inquiries. In total these letters were signed by 347 people, including representatives from 112 member organisations (47% of our membership). The submissions included: a Comprehensive Spending Review submission; calling for an extension to the National Tutoring Programme; A response to the Oracy All-party Parliament Group (APPG) Speak for Change Inquiry; and letters to the Secretary of State about long-term sustained funding for literacy and an increased focus on parental engagement in learning.
- We **joined up with our members** to support and amplify their work on issues ranging from free school meals to essential skills to mental health. Partners included Foundation for Education Development, the Food Foundation, Magic Breakfast, Skillsbuilder Partnership, #BeeWell, Place2Be.

Connecting and coordinating actors across the ecosystem

- Our **Collective Action Working Groups** are a space for members to learn and act together on key education issues. Members started two new groups (Addressing Racial Inequalities in Education and Wellbeing & inclusion) in 2020-21, bringing the total to seven groups who meet either weekly, monthly, or every few months. The groups brought together 178 people from 87 member organisations (38% of members). Key achievements included our Tuition Advocacy Group's contribution to the Government's decision to continue the National Tutoring Programme for 2021-22.
- Our **Annual Summit** is a chance for members and other stakeholders to collaborate and drive forward our shared vision for a fairer education system for all. In November 2020 we brought together 216 people from 134 member organisations (71% of members at the time) plus 68 other stakeholders. 93% of survey respondents (43 people) had an increased awareness of the FEA's work over the past year, 91% had an increased understanding of the FEA's 2021 strategy, and 91% had an increased awareness of the Scaling Impact Award Winners.
- Our **Impact Festival** supports members and early-stage innovators to develop knowledge, skills and connections for lasting change in education. In April 2021 we brought together 294 people from 121 member organisations (53% of members at the time) plus 73 early-stage innovators. The majority of attendees said the event increased their knowledge. Around half of the attendees said the event strengthened their networks. We had networking time in every session, but we know there is more we can do to facilitate meaningful connection building. However, less than half of attendees increased their skills. This was often due to the design of sessions being more informative rather than practical. We know that more early-stage innovators increased their skills, and we want to transfer more learnings to FEA members.
- We undertook the first stage of development of **digital tools** to help members connect and collaborate even better. Members feel the tools will increase collaboration and their impact as a collective.
- We sent 51 **e-bulletins**, read by over 450 unique people. Each bulletin helps members keep up with news from other members and the wider sector, share asks for help and offers of support and to create opportunities for collaboration.

Increasing diverse leadership of the education agenda

- We developed a youth engagement strategy to embed youth voice, enable young people to participate in decision making and support youth social action. We worked with members and a group of 12 young people to co-develop the strategy which we will start implementing the strategy from October 2021.
- We received 88 applications to our three Awards. Of the applicants, 27% were Black, Asian or minority ethnic individuals, 58% were female, 38% were outside London. More of the applicants to our Innovation Award for early-stage entrepreneurs were from a Black, Asian or minority ethnic background (44%) and outside London (56%) than the applicants to our other two Awards. The Innovation Award is open to anyone, so it is a crucial tool to increase diversity of leadership in the sector. Of the 17 Winners, a consistent proportion were Black, Asian or minority ethnic individuals (23%) and outside London (35%).
- 46 judges and due diligence experts gave nearly 500 hours of their time to help select our Award Winners in summer 2020. 12 (26%) of them were Black, Asian or minority ethnic individuals and 26 (57%) of them were female. We had young people as panellists on the Shortlisting and Final panels for our Innovation and Intrapreneurship Awards.

Scaling impactful solutions

- We received 88 applications for our Awards in 2020. Following a rigorous selection process, we selected five Innovation Award Winners, five Intrapreneurship Award Winners and seven Scaling Award Winners.
- Our Awards went beyond funding. We supported these 17 Award Winners with a package of tailored 1:1 support, training and peer support.
- After a year of support:
    - All seven Scaling Award Winners reported that the FEA contributed to their most significant areas of progress
    - Almost all (eight out of ten) Innovation Award and Intrapreneurship Award Winners reported that their progress was largely or wholly a result of the FEA support. One person felt their progress was partly a result of FEA support and another felt their progress was independent of the FEA support.
    - Award Winners increased their reach by 68%, from 279,873 pupils to 470,019 pupils
    - They increased their partnerships by 60%, from 866 to 1,382 schools and universities
    - They increased their combined turnover by 76%, from £5.5m to £9.6m

Future Plans

- Increase collaboration between member-led Collective Action Working Groups
- Utilise the collective voice of our diverse membership to advocate for policy changes that prioritise narrowing the gap
- Enable our 17 Award Winners to start-up and scale to the areas of greatest need
- Pilot and launch our digital membership tools to help members target the areas of greatest need, and connect and collaborate to get there
- Launch and embed youth engagement strategy so that young people have increased voice and participation
- Meet our voluntary income target through clear communication of our purpose and our impact

Updates of our work can be found on our website: https://www.faireducation.org.uk/.

Financial Review

The Fair Education Alliance is committed to robust financial governance. Financial governance of the charity is led by the Co-CEOs who report to the Board of Trustees on details of the financial strategy, reporting and risk at each Board meeting. The day-to-day accounting for 2020/21 was carried out internally with the Co-CEOs and Office Manager with the support of our Accountant.

In the year ended 31st August 2021, we had expenditure of £713,207. Please see the breakdown in the accounts for an outline of this in more detail.

We finished the year with a surplus of £182,953 of which £117,955 is reallocated to delayed expenditure that we will incur in 2021/22 and 2022/23. The remaining £65,000 will be used for reserves, as outlined in the policy below.

The Fair Education Alliance receives income from our business members, trusts, and foundations. Our total income for the year ended 31st August 2021 was £896,160 (£696,170 of which was unrestricted and £199,350 restricted), meeting our fundraising target. We would like to express our thanks to everyone that supported us in 2020/21. The Fair Education Alliance is hugely grateful to all our supporters who provide funding and valuable pro bono professional support: we would like to

thank Allen & Overy, Barclays LifeSkills, Bloomberg, Credit Suisse, Fidelity UK Foundation, KPMG, Pears Foundation, Porticus, Treebeard, UBS, and Zing. This supports the charity's financial sustainability and enables us to grow and support our members and networks across the country.

Reserves Policy

The charity holds free reserves in order to:

- provide a safeguard against the risk of downturn in support of our activities (which could lead to expenditure exceeding income)
- provide working capital to finance day-to-day operations; and
- cover the costs of wind-down of one or more programmes in the event of key funding being curtailed.

The trustees have set a target to hold reserves of four months of annual expenditure (less Award Winner grants of £150,000) to be built up over 5 years (2019/20 being Year 1; 2023/24 being Year 5). Per current expenditure, this target amounts to maintaining reserves of approximately £230,000.

The charity's free reserves at the end of its second year operation were £105,000. The charity has plans in place to build these reserves by putting 6.7% of expenditure per annum into reserves.

The policy is to be reviewed every twelve months.

Structure, Governance and Management

The Fair Education Alliance is a registered charity and company limited by guarantee in England and Wales. It is governed by its Memorandum of Association and Articles of Association, last revised in February 2020. The charity's trustees are also its members and the company directors.

This annual report contains the information required by company law in a directors' report. Any person who is willing to act as a trustee, and who would not be disqualified from acting, may be appointed by a majority decision of the trustees. The trustees take into account the skills and composition of the Board when making such appointments. New trustees receive a comprehensive induction that helps them to understand both the organisation and their own responsibilities. The trustees are responsible for the governance and strategic direction of The Fair Education Alliance and make decisions in accordance with the provisions of the Companies Act 2006 and Charities Act 2011. The Board meets at least four times a year. Day-to-day management of the charity is delegated by the trustees to the Co-CEOs.

Employees' involvement and engagement

We believe employees should be engaged with and involved in how the Fair Education Alliance is managed. Employees attend regular strategy and team days, where we discuss organisational developments and generate ideas about new ways of working. We also keep employees updated through staff emails and weekly team meetings. Employee engagement with our charitable mission is very important to us.

Remuneration

The Board of Trustees is responsible for the Co-CEOs' remuneration and our employee salary and benefits. Each year the Co-CEOs are responsible for reviewing our performance reward strategy for employees and recommending it for Board endorsement.

Risk and Uncertainties

The trustees have overall responsibility for risk management but also recognise that for risks to be identified and managed successfully, there needs to be shared accountability throughout the

organisation. In line with our risk management policy, a risk register is maintained that captures the nature of the risk, its likelihood and impact, and mitigations that are to be put in place to reduce the likelihood and/or impact. The risk register is updated by the Co-CEOs on a quarterly basis and reviewed by trustees at quarterly meetings.

All significant risks, including business and operational risks, are currently at an acceptable level. The charity regularly monitors risks in line with the above policies and has taken mitigating steps to protect against these risks. The main risks facing the charity are:

Child Safeguarding: risk of a child safeguarding incident occurring

We began to work directly with children and young people because of our youth engagement strategy, and therefore we overhauled our child safeguarding policies and procedures in Spring 2021 to prepare for this. All staff members receive DBS checks and in-depth training on child safeguarding that is refreshed annually. In addition, our Board receives regular updates on child safeguarding.

Political environment: Working with policy makers is critical in making changes for systemic change in education.

We have continued to build relationships with key individuals at the Department for Education, ministers and Office of the Children's Commissioner. We have also drawn on connections of members alongside building our own.

Member engagement in FEA strategy: FEA strategy is reliant on the active participation of member organisations to drive change.

Over 80% of FEA members actively engaged in FEA activity over the course of the year. This is due to the variety of opportunities for members to lead or get involved in, and targeted communications due to revised membership engagement tracking and management.

Funding Sustainability: FEA needs appropriate funding to deliver its strategy.

We rely on voluntary income to deliver our strategy. We continued to engage our supporters to develop deeper partnerships, and explored partnership with other education funders.

Public Benefit Statement

The Directors of the Fair Education Alliance have considered the requirements of the Charity Commission with regards to public benefit.

The sections of this report titled "Objectives and Activities" and "Achievements and Performance" set out the Fair Education Alliance's objectives and report on the activity and successes in the year to 31st August 2021 and outline the plans for the current financial year. The trustees have considered this matter and concluded that:

- The aims of the organisation continue to be charitable
- The aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need
- The benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay
- There is no detriment or harm arising from the aims or activities

The trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and planning future activities for the year.

Trustees' statement of responsibilities

The trustees, who are also directors of the Fair Education Alliance for the purposes of company law, are responsible for preparing our trustees' report and financial statements in accordance with applicable law and regulations.

The law applicable to charities in England and Wales requires the trustees to prepare the annual report and financial statements for each financial period which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments 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 operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Companies Act 2006. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are not aware of any relevant audit information that has not been disclosed to the charity's auditors. The trustees have taken all the steps that ought to have been taken in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information. The trustees are responsible for the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Liability of members of the Board of Trustees

The Fair Education Alliance is limited by guarantee and has no share capital. The trustees are members of the company and every member is liable to contribute a sum not exceeding £1 in the event of the company being wound up while he or she is a member or up to one year thereafter. At 31st August 2021 there were 8 members.

Declaration: This Trustees' Annual Report on pages 3 – 13, including the Strategic Report on pages 8-10, is presented and approved by the Board of Trustees and signed on its behalf.

Signed:

Date: 23rd May 2022

Dr Vanessa Ogden

Chair of the Board of Trustees

Independent Examiner's Report to the trustees of The Fair Education Alliance

I report to the charity trustees on my examination of the accounts of The Fair Education Alliance for the period ended 31st August 2021 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institution of Chartered Accountants in England and Wales.

I have completed my examination. I can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

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

Chris Conway
Institute of Chartered Accountants in England and Wales

Multiply Accountancy Limited
71-75 Shelton Street
London
WC2H 9JQ
24th May 2022

Financial Statements

Statement of financial activities (incorporating the Summary Income and Expenditure Account) for the year ended 31st August 2021

	Notes	Unrestricted funds	Restricted funds	Total funds 2021	Total funds 2020
		£	£	£	£
Income and endowments from:					
Donations and legacies	3	696,170	199,350	895,520	394,997
Speaker income		640	-	640	-
Total incoming resources		**696,810**	**199,350**	**896,160**	**394,997**
Expenditure on:					
Raising funds	4	4,577	-	4,577	2,414
Charitable activities	5	556,741	138,637	695,378	238,857
Other	7	10,304	2,948	13,252	16,844
Total outgoing resources		**571,622**	**141,585**	**713,207**	**258,115**
Net gains on investments		-	-	-	-
Net incoming resources	8	**125,188**	**57,765**	**182,953**	**136,882**
Transfers between funds		34,076	(34,076)	-	-
Net incoming resources before other gains/(losses)		**159,264**	**23,689**	**182,953**	**136,882**
Other gains and losses		-	-	-	-
Net movement in funds		**159,264**	**23,689**	**182,953**	**136,882**
Reconciliation of funds:					
Total funds brought forward		96,317	40,565	136,882	-
Total funds carried forward		**255,581**	**64,254**	**319,835**	**136,882**

A comparative Statement of Financial Activities can be found under note 15.

Balance Sheet at 31st August 2021

	Notes	2021	2020
		£	£
Fixed assets			
Tangible assets	10	3,704	3,923
		3,704	**3,923**
Current assets			
Debtors	11	456	-
Cash at bank and in hand		816,984	534,351
		817,440	**534,351**
Creditors: Amounts falling due within one year	12	**(501,309)**	**(401,392)**
Net current assets		**316,131**	**132,959**
Total assets less current liabilities		**319,835**	**136,882**
Total net assets		**319,835**	**136,882**
The funds of the charity			
Restricted funds			
Restricted income funds	13	64,254	40,565
Unrestricted funds			
General funds	13	245,580	87,268
Designated funds	13	10,001	9,049
Total funds		**319,835**	**136,882**

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ending 31st August 2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 28th January 2021

And signed on its behalf by:

V. Ogden
Trustee
28th January 2021

Company No. 11884952

Statement of Cash flows for the period ended 31st August 2021

	2021	2020
	£	£
Cash flows from operating activities		
Net income per Statement of Financial Ativities	**182,953**	**136,882**
Adjustments for		
Depreciation of property, plant and equipment	1,778	947
Increase in trade and other receivables	(456)	-
Increase in trade and other payables	99,917	401,392
Net cash provided by operating activities	**284,193**	**539,221**
Cash flows from investing activities		
Payments for property, plant and equipment	**(1,560)**	**(4,870)**
Net cash used in investing activities	**(1,560)**	**(4,870)**
Net cash used in investing activities	**-**	**-**
Net increase in cash and cash equivalents	**282,633**	**534,351**
Cash and cash equivalents at the beginning of the period	534,351	-
	816,984	**534,351**
Components of cash and cash equivalents		
Cash and bank balances	**816,984**	**534,351**
	816,984	**534,351**

Reconciliation of net debt

	At 1 September 2020	Cash flows	At 31 August 2021
Cash and cash equivalents	534,351	282,633	816,984

Notes to the Accounts

1 Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention. They are prepared in sterling, which is the functional currency of the charity. Amounts presented are rounded to the nearest pound.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes. See note 13 to the accounts for full information.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal. See note 13 to the accounts for full information.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Speaker and appearance income	This is included in the accounts when receivable.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on revaluation on investment assets:	This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Support costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Plant and Machinery 33% Straight line

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period. Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred.
All exchange differences are taken into account in arriving at net income/expenditure.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Income from donations and legacies

3 Income from donations and legacies	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Grants and donations	696,170	199,350	895,520	394,997

	Unrestricted	Restricted	Total 2020
	£	£	£
Grants and donations	299,466	95,531	394,997

4 Expenditure on raising funds

4 Expenditure on raising funds	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Costs of generating voluntary income				
Salaries & wages	4577	0	4,577	2,414

	Unrestricted	Restricted	Total 2020
	£	£	£
Costs of generating voluntary income			
Donations and gifts	1,931	483	2,414

5 Expenditure on charitable activities

5 Expenditure on charitable activities	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Expenditure on charitable activities				
Direct programme costs	371,660	120,148	491,808	227,117
Award grants	150,500	-	150,500	-
Support costs				
Salaries & wages	25,373	15,824	41,197	10,862
Legal & professional	1,368	396	1,764	878
General administration	7,840	2,269	10,109	-
	556,741	138,637	695,378	238,857

	Unrestricted	Restricted	Total 2020
	£	£	£
Expenditure on charitable activities			-
Direct programme costs	178,350	48,767	227,117
Award grants	-	-	-
Support costs			
Salaries & wages	8,690	2,172	10,862
Legal & professional	702	176	878
	187,742	51,115	238,857

6 Analysis of charitable expenditure

6 Analysis of charitable expenditure	Activities undertaken directly	Support costs	Total 2021	Total 2020
Direct programme costs	491,808	53,070	544,878	238,857
Award grants	150,500	-	150,500	-
	642,308	53,070	695,378	238,857

	Activities undertaken directly	Support costs	Total 2020
Direct programme costs	227,117	11,740	238,857
Award grants	-	-	-
	227,117	11,740	238,857

7 Other expenditure

7 Other expenditure	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Employee costs	-	-	-	10,799
Depreciation	1,384	395	1,779	947
General administrative costs	8,920	2,553	11,473	1,585
Legal and professional costs	-	-	-	3,513
	10,304	2,948	13,252	16,844

	Unrestricted	Restricted	Total 2020
	£	£	£
Employee costs	8,639	2,160	10,799
Depreciation	758	189	947
General administrative costs	1,269	316	1,585
Legal and professional costs	2,810	703	3,513
	13,476	3,368	16,844

8 Net income before transfers

8 Net income before transfers	2021	2020
This is stated after charging:		
Depreciation of owned fixed assets	1,779	947
Independent Examiner's fee	500	500
Other fees paid to the Independent Examiner	6,847	3,891

9 Staff costs

9 Staff costs	2021	2020
Salaries and wages	441,581	327,019
Social security costs	44,473	31,615
Pension costs	21,951	13,658
	508,005	372,292

Two employees received emoluments between £70,000-£80,000 (2020: none).

No trustees (2020: none) were reimbursed for expenses incurred (2020: none) for travel to board meetings. No trustee received any remuneration in the year (2020: none).

Key management personnel comprise the co-Chief Executive Officers as laid out on page 2. Total cost of employing these individuals was £180,072 (2020: £56,544). Included in this amount are total pension contributions of £8,414.

The average number of staff employed, including part time staff was 10 (2020: 9)

10 Tangible fixed assets

10 Tangible fixed assets	Plant and Machinery	Total
Cost		
At 1 September 2020	4,870	4,870
Additions	1,560	1,560
At 31 August 2021	6,430	6,430
Depreciation		
At 1 September 2020	947	947
Charge for the year	1,779	1,779
At 31 August 2021	2,726	2,726
Net Book Value		
At 31 August 2021	3,704	3,704
At 31 August 2020	3,923	3,923

11 Debtors

11 Debtors	2021	2020
Trade debtors	100	-
Other debtors	356	-
	456	-

12 Creditors

12 Creditors; amounts falling due within one year	2021	2020
Trade creditors	1,910	-
Other taxes and social security	14,127	11,695
Other creditors	4,080	3,447
Accruals and deferred income	481,193	386,250
	501,309	401,392

The deferred income includes revenue that was invoiced in 2020/21 financial year but pertains to partnerships for the 2021/22 financial year.

13 Movement in funds

13 Movement in funds

	At 1 September 2020	Incoming resources including other gains/(losses)	Outgoing resources	Transfers	At 31 August 2021
Restricted funds:					
Scaling Award	40,565	134,169	(102,550)	(27,435)	44,749
Membership Tools	-	33,238	(13,236)	(2,057)	17,945
Youth Strategy	-	31,943	(25,799)	(4,584)	1,560
Unrestricted funds:					
General funds	87,268	286,810	(152,811)	28,890	250,157
Designated funds:					
Innovation and Intrapreneurship	9,500	375,000	(381,136)	-	3,364
Membership Tools	(451)	35,000	(28,339)	427	6,637
Peer to Peer Conference	-	-	(4,759)	4,759	-
	136,882	896,160	(708,630)	-	324,412

	At 1 September 2019	Incoming resources including other gains/(losses)	Outgoing resources	Transfers	At 31 August 2020
Restricted funds:					
Scaling Award	-	95,531	(54,966)	-	40,565
Unrestricted funds:					
General funds	-	176,306	(89,038)	-	87,268
Designated funds:					
Innovation Award	-	47,163	(52,357)	-	(5,194)
Intrapreneurship Award	-	59,073	(44,379)	-	14,694
Membership Tools	-	16,924	(17,375)	-	(451)
	-	394,997	(258,115)	-	136,882

Scaling Award restricted fund: To support 7 impactful initiatives to scale to the areas of greatest need through a two-year programme of training and support.

Membership Tools restricted fund: To support the direct staff and tool development costs for digital tools for targeting, connection and collaboration.

Youth Engagement restricted fund: To create and embed the youth steering group and the youth engagement working group.

Innovation Award designated fund: To fund and support up to five Award Winners from the public to pilot and scale their idea for tackling educational inequality. Each Award Winner receives £15k grant.

Intrapreneurship Award designated fund: To fund and support up to five Award Winners from the FEA membership to pilot and scale their idea for tackling educational inequality. Each Award Winner receives £15k grant.

Membership Tools designated fund: To cover support staff costs for creating the digital tools for targeting, connection and collaboration.

Peer to Peer Conference designated fund: To support early-stage innovators from the public or FEA membership to develop their idea and apply for the Awards through the “Impact Festival”.

14 Analysis of net assets between funds

14 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total 2021
Fixed assets	3,704	-	3,704
Net current assets	251,876	64,254	316,131
	255,580	64,254	319,835

	Unrestricted Funds	Restricted Funds	Total 2020
Fixed assets	3,923	-	3,923
Net current assets	92,394	40,565	132,959
	96,317	40,565	136,882

15 Statement of Financial Activities (incorporating the Summary Income and Expenditure Account) for the period ended 31st August 2020

15 Statement of Financial Activities (incorporating the Summary Income and Expenditure Account) for the period ended 31st August 2020

	Unrestricted funds	Restricted funds	Total funds 2020	Total funds 2019
	£	£	£	£
Income and endowments from:				
Donations and legacies	299,466	95,531	394,997	-
Total incoming resources	**299,466**	**95,531**	**394,997**	**-**
Expenditure on:				
	1,931	483	2,414	-
Charitable activities	187,742	51,115	238,857	-
Other	13,476	3,368	16,844	-
Total outgoing resources	**203,149**	**54,966**	**258,115**	**-**
Net gains on investments	-	-	-	-
Net incoming resources	**96,317**	**40,565**	**136,882**	**-**
Transfers between funds	-	-	-	-
Net incoming resources before other gains/(losses)	**96,317**	**40,565**	**136,882**	**-**
Other gains and losses	-	-	-	-
Net movement in funds	**96,317**	**40,565**	**136,882**	**-**
Reconciliation of funds:				
Total funds brought forward	-	-	-	-
Total funds carried forward	**96,317**	**40,565**	**136,882**	**-**

16 Relating party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.