

Black, Asian, Minority Ethnic Educators (BAMEed) Network

TRUSTEES REPORT

For the year ended 31 December 2022

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in July 2014.

The financial statements have been prepared in compliance with the Charities Act 2011.

Our Objectives

The objectives as set out in the Charity's Objects are enhanced by the activities carried out in the Network. Our aim is to ensure our diverse communities are represented as a substantive part of the education workforce for teachers and leaders in education. We seek to address the inequities in the recruitment and retention of Black, Asian and minority ethnic colleagues into the teaching profession and the lack of support to ensure progress in those careers.

The objectives of the network are further explained on the website and written within the Constitution, they include;

- Promoting activities to empower BAME educators;
- Promoting activities to foster understanding between people from diverse backgrounds;
- Promoting engagement with non BAME educators to cultivate a sentiment in favour of equality and diversity;
- Conducting or supporting research on equality and diversity issues;
- Assisting schools in attracting BAME educators, leaders and governors;
- Assisting schools in diversifying their curriculum and understanding the effectiveness of diversity taught in the curriculum;
- Supporting BAME educators as role models within the sector;
- Supporting BAME educators such that they are better able to participate fully in the education sector; and
- Liaising with organisations committed to developing Equality and Diversity in Education.

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Our key objectives for the year included:

- To develop regional hubs to provide localised links for antiracist work.
- To deliver online training and events to supplement work through the pandemic
- To deliver coaching for a cohort of mentors that will build expertise in mentoring ethnically diverse practitioners.
- To support teaching colleagues in developing their careers
- To build and maintain an informative website that is easily navigated.

Review of Activities and Achievements

During the year, the network built its presence within the education sector. It provided support in areas such as

- Promotion of educator expertise - creating a Speakers directory on the website to promote diverse speakers on education focused topics. This works alongside discourse with conference organisers about having diverse expertise in their lineups.
- Promotion of jobs – school vacancies were advertised to BAMEed network newsletter and social media subscribers. Career conferences were held that demystified progression.
- Coaching training – provision of training with BASIC certification for third cohort of mentors.
- Hub development - Hubs were supported in Bristol, East of England, Wales & West Midlands.
- Curriculum development – BAMEed Wales continues to work on the national remit of antiracism in Wales.
- Financial management - Improved systems for accessing donations and effective use of funds.

During the year:

- The network was able to work on the development of a jobs board that advertised to members about vacancies in schools actively seeking to recruit more diversely.
- The network hubs were able to support the development of expertise in areas of antiracism specific to their local areas.
- Main network spend was on honorariums to speakers at events and to coaches for time dedicated to sessions.

Strategy and Policies

The Trustees as Charity Trustees have control of the Charity and its funds. They operate as stewards of the Network, overseeing the development of hubs, setting budgets and supporting pupils and staff. Pathways to transition new trustees into stewardship of the network are currently under development.

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As a charity, all the income of BAMEed Network is applied for educational purposes. The Trustees regularly review the finances, budgets and expenses as part of the stewardship of the Network. They ensure that there is a legitimate means of tracking donations and spend.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)' and in particular its supplementary public benefit guidance on advancing education and fee charging.

Policy

It is the trustees' aim to provide the highest standards of support for those racialised as black, Asian or minority ethnic to enter, remain and gain promotion within education related careers.

Future Developments

In the upcoming financial year, the BAMEed network will be working towards:

- Developing communication systems across hubs and main groups in order to accelerate connections across members.
- Further development of work with Departments for Education in England and Wales.
- Increase capacity for coaching
- Improve efficiencies in spending to ensure sufficient funds are maintained by the charity for public facing activities.
- Manage the increase of trustees who are well-trained new appointments who are knowledgeable on antiracism.

Financial Activities

The network's financial position is good. The trustees are using grants and donations to ensure that all expenses are covered. Low level charging for events ensures that food and other costs are covered. Any savings on costs are used to ensure future provision by the network can be provided. There is currently no investment undertaken by the network as they aim to use all funding for developmental purposes.

Risk management

The trustees continue to keep the Network's activities under review, particularly in regard to any risk that may arise from time to time. They monitor the effectiveness with regular oversights over finance and quality of activities. The Trustees have also examined other operational and social risks faced by the Charity.

The risks identified in the period was:

- Diminishing focus of England's government department on antiracist work in schools.

Reserves Policy

As the charity aims to spend and maintain its margins only for its work, there are no identified reserves. There is potential for some savings to be built that would allow the charity's work to continue in times where donations and grants are limited.

Trustees

The Board looks to appoint Trustees with a diversity of skills to create a balanced group.

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All Directors of the Company are also Trustees of the Charity, and there are no other Trustees. The Board of Directors has the power to appoint additional Trustees as it considers fit to do so. There has been a resignation during the year. There has been an appointment during the year.

All the trustees give their time freely and no remuneration was paid in the year. Expenses for work on behalf of BAMEed Network are paid.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of BAMEed 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 (United Kingdom Generally Accepted Accounting Practice.)

Charity Commission requires Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- comply with applicable accounting standards, including FRS 102, subject to any material departures disclosed and explained in the financial statements;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 auditor is 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.

Signed on its behalf.

Allana Gay
Trustee

Charity Commission Annual Return 2022

BLACK, ASIAN & MINORITY ETHNIC EDUCATORS (BAMEED)

Charity registration number: 1192628

Most of the information you give in this form will become publicly available on the Register of Charities. Any field that the Charity Commission will not display will be clearly marked.

This document is a record of the information provided in the Annual Return 2022.

Financial period

Financial period start date

01/01/2022

Financial period end date

31/12/2022

Income and spending

Income £

£9,164

Spending £

£4,591

Fundraising - professional fundraiser

Did your charity raise funds from the public?

Yes

Did the charity work with any professional fundraisers?

No

Fundraising - commercial participator

Did your charity work with any commercial participators?

No

Government contracts

During the financial period for this annual return, did the charity receive income from contracts (other than grant agreements) with central government or local authorities?

No

Government grants

During the financial period for this annual return, did the charity receive income from grants from central government or local authorities?

No

Income from outside the UK

Did your charity receive income from outside the UK ?

No

Spending outside England & Wales

Did your charity operate outside England and Wales?

No

Trading subsidiaries

Did the charity have any subsidiaries?

No

Trustee payments

Did any of the trustees receive any remuneration, payments or benefits from the charity other than refunds of legitimate trustee expenses?

No

Did any of the trustees resign and then take up employment with the charity?

No

Employees' salaries

**Did any of your charity's staff receive total employee benefits of £60,000 or more?
Select No if your charity does not have any staff , or does not pay any staff.**

No

For your highest paid member of staff only, what was the total value of their employee benefits?

(For example if your highest paid member of staff received £35,000 enter 35000). If you do not have any staff or did not pay any staff, enter 0 (zero)

£0

Volunteers

How many UK volunteers, excluding trustees, did the charity have during the financial period?

11

Financial controls

Did your charity review its internal financial controls?

Yes

Safeguarding

Has the charity obtained a standard, enhanced or enhanced with barred lists DBS check on all trustees, employees and volunteers who are in roles that are eligible for these checks?

Select Yes if there are no trustees, employees or volunteers in roles that are eligible for these types of DBS checks.

Yes

Privacy statement

Any information you give us will be held securely and processed only in accordance with the rule on data protection. We will not disclose your personal details to anyone unconnected to the Charity Commission unless:

- you have consented to their release; or
- we are legally obliged to disclose them; or
- we regard disclosure as either (a) necessary so that we can properly carry out our statutory functions or (b) necessary in the public interest.

We may share and disclose information about you with relevant public authorities, regulatory bodies and agencies, outside the Charity Commission but only if:

- we can lawfully do so; and
- we decide that disclosure is necessary for national security, crime detection, prevention, and law enforcement, or other issues in the public interest

Information we collect about you

We will use this information:

To enable us to carry out our statutory functions and duties;

This will include the following actions:

- (a) update, consolidate, and improve the accuracy of our records;
- (b) undertake crime detection and prevention and law enforcement and assist the third parties specified above to investigate or prevent crime and carry out law enforcement;
- (c) data analysis, testing, research, statistical and survey purposes

Information we receive from other sources.

Information we receive from other sources

We may combine this information with information you give to us and information we collect about you.

We may use this information and the combined information for the purposes set out above (depending on the types of information we receive).

We will ensure that any such disclosure and use is proportionate; considers your right to respect for your private life; and is done fairly and lawfully in accordance with the data protection principles of the Data Protection Act.

The Data Protection Act 1998 regulates the use of 'personal data', which is essentially any information, however stored, about identifiable living individuals.

As a 'data controller' under the Act, the Charity Commission must comply with it. Any changes we may make to our privacy statement in the future will be set out in the replacement version of this form.

Please check back frequently to see any updates or changes to our privacy policy.

Declaration

Your role at the charity (select one):

☒ Trustee

Given names

ALLANA

Family name

GAY

Telephone
number

07951158429

Email

bameed@outlook.com

Date submitted

31/10/2023

It is a criminal offence under section 60 of the Charities Act 2011 for anyone to knowingly or recklessly provide false or misleading information to the commission; this includes suppressing, concealing or destroying documents.