

Black, Asian, Minority Ethnic Educators (BAMEed) Network

Annual Report for the year ended 31st December 2023

Black, Asian, Minority Ethnic Educators (BAMEED) Network

Charity Incorporated Organisation (C.I.O)

Financial Statements

For the period ended

31st December 2023

Registered Charity No: 1192628

Black, Asian, Minority Ethnic Educators (BAMEed) Network

Annual Report for the year ended 31st December 2023

Principal address:

82A James Carter Road,
Mildenhall,
IP28 7HP

Trustees/ Committee Members:

Allana Gay
Amjad Ali
Dr Lizana Oberholzer
Adam Vasco
Lilian Martin

Governing document

The organisation is operated under the rules of its constitution.

Bank:

Lloyds Bank plc.

Independent Examiner and Accountant:

TACTS Accountant
Chartered Certified Accountant
61 Fountains Crescent
Southgate
London, N14 6BD

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Trustees Report

The trustees are pleased to present their financial report for the period ended 31st December 2023, the third accounting period of the Charitable Incorporated Organisation. 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

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

Structure, Governance and management

Black, Asian, Minority Ethnic Educators (BAMEED) is a charitable Incorporated Organisation (CIO), registered with the Charity Commission and governed by its constitution, dated 03rd December 2020.

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The affairs of the charity are managed on a day-to-day basis by the trustees, who may exercise all the powers of the CIO.

The trustees which served during the accounting year are shown on page 2 of this report.

Appointment of Trustees

In accordance with the terms of the constitution, there must be **at least three** charity trustees. If the number falls below the minimum, the remaining trustees can act only to call a meeting of the trustees or appoint a new trustee.

The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum. Each new trustee is given a copy of the constitution and the latest trustees' annual report and accounts, on or before appointment.

Our Objectives

The objectives as set out in the Charity's Objects are enhanced by the activities carried out in the Network. BAMEed Network's aim is to ensure our diverse communities are represented as a substantive part of the education workforce for teachers and leaders in education. They 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 colleagues progress to senior posts in those careers.

The objectives of the network are further explained on the website and written within the Constitution which 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 educators, leaders and governors from BAME backgrounds;
- Assisting schools in diversifying their curriculum and understanding the effectiveness of diversity taught in the curriculum;
- Supporting educators from BAME backgrounds as role models within the sector;

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- Supporting educators from BAME backgrounds such that they are better able to participate fully in the education sector; and
- Liaising with organisations committed to developing Equity, Diversity and Justice in Education.

Our key objectives for the year included:

- To develop regional hubs to provide localised links for antiracist work.
- To participate in events that would widen reach in educating school staff about exploring racial diversity in education.
- 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 through job advertisement and career conferences.
- 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 – Working alongside conference organisers to establish a space for discussion and practical ideas around equity, diversity and racial justice in education.
- Promotion of jobs – working alongside online platform hosts to advertise school vacancies throughout the network.
- Coaching training – provision of training with BASIC certification for third cohort of coaching.
- Hub development – Support hubs established in Bristol, East of England, Wales & London
- Leadership development – Supporting applications via Careers conferences
- Leadership development – Provision of BAMEed network first cohort of NPQSL participants.

During the year:

- The network income decreased as donations were mainly gained from individuals and events
- The network was able to deliver training in areas of antiracism
- The 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.

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.

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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 a strong financial reserve to maintain a sustainable charity.
- Development of work with external partners to support leadership programmes.
- Develop specific Hub project areas
- Improve grant application to fund specific hub project areas and public facing activities.
- Manage the transition of trustees to well-trained new appointments who are knowledgeable on antiracism.

Financial Activities

The network's financial position is good. The trustees used donations through the financial years to ensure that all expenses are covered. Low level charges for events ensures that refreshment and other costs are covered. Any savings on costs are placed into unrestricted finance as reserve to sustain future provision by the network. 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:

- Increased provision of strong leadership to manage all areas of the growing network without compromising the quality of the brand.

Reserves Policy

Originally the charity aimed to spend and maintain its margins only for its work, so there are no identified reserves in this financial year. There is agreement for reserves to be built from unrestricted funds that would allow the charity's work to continue in times where donations and grants are limited. This is an aim for the next financial year.

Trustees

The Board looks to appoint Trustees with a diversity of skills to create a balanced group. There has been a resignation during the year. There have been 3 appointments during the year.

Our volunteers

BAMEed is very involved in the community and relies on voluntary help. Around 12 volunteers assisted with our on-going activities. We wish to thank our volunteers for their loyal support and contribution.

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Statement of Trustees' Responsibilities

The Trustees 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 charity and enable them to ensure that the financial statements comply with charity guidance and standard. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of all trustees,



Ms Allana Gay (Trustee)

Date: 27/09/2024

Black, Asian, Minority Ethnic Educators (BAMEed) Network

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Independent examiner's report to the trustees of Black, Asian, Minority Ethnic Educators (BAMEED).

I report on the accounts of the Trust for the year ended 31st December 2023, which are set out on pages 9 to 11.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the

accounting requirements of the 2011 Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Date: 27/09/2024

Chartered Certified Accountant

TACTS Accountant, 61 Fountains Crescent, London, N14 6BD

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BLACK, ASIAN, MINORITY ETHNIC EDUCATORS (BAMEED)				
INCOME AND EXPENDITURE FOR THE PERIOD ENDING 31ST DECEMBER 2023				
	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Funds</u> <u>2023</u> £	<u>Funds</u> <u>2022</u> £
<u>INCOMING RESOURCES</u>				
Donation & Other Contributions	5,592	-	5,592	9,164
Grant to provide charitable activities				
University of Wolverhampton	-	3,100	3,100	-
TOTAL INCOMING RESOURCES	5,592	3,100	8,692	9,164
<u>RESOURCES EXPENDED</u>				
Charitable Expenditure				
Sessional Workers & Consultancy	-	2,988	2,988	1,300
Advertising and Promotion	466	-	466	489
Finance Charges	60	-	60	52
Activities and Event Expenses	561	-	561	451
Insurance	164	-	164	-
Professional fees	840	-	840	780
Licenses and subscriptions	148	-	148	600
Activity materials and resources	345	-	345	363
Admin and office expenses	573	-	573	556
TOTAL RESOURCES EXPENDED	3,157	2,988	6,145	4,591
Net Incoming/Outgoing resources	2,435	112	2,547	4,573
FUNDS BROUGHT FORWARD	10,131	-	10,131	5,558
FUNDS CARRIED FORWARD	12,566	112	12,678	10,131

There were no recognised gains or losses for the above period other than those shown in the statement of financial activities for the above financial year. All incoming resources and resources expended are derived from continuing activities.

(The notes form part of these financial statements)

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BLACK, ASIAN, MINORITY ETHNIC EDUCATORS (BAMEED) BALANCE SHEET AS AT 31 DECEMBER 2023

	Notes	<u>2023</u> £	<u>2022</u> £
Fixed Assets			
Tangible assets	(4)	-	-
Current Assets:			
Cash at Bank and In Hand		13,073	10,131
Current Liabilities:			
Creditors & Accruals			
Amount falling due within one year	(9)	395	-
Net Assets		<u>12,678</u>	<u>10,131</u>
As Represented By			
Unrestricted Fund		12,566	10,131
Restricted Fund	(5)	112	-
Total Funds		<u>12,678</u>	<u>10,131</u>

(The notes form part of this account)

The accounts were approved by the Committee Members on 27/09/2024 and signed on their behalf by: -



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(Trustee)

Ms Allana Gay

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Notes to the accounts

1. Accounting Basis

These accounts are prepared under the historical cost convention. The financial statements have also been prepared and modified to include the revaluation of certain fixed assets and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2008).

2. Incoming resources

All incoming resources are included in the Income and Expenditure when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy.

3. Resource Expendable

All expenditure is accounted for on an accrual basis and has been included under expenses categories that aggregate all costs for allocation to activities.

4. Tangible fixed assets

No fixed assets to capitalise in this financial year.

5. Analysis of Restricted Fund

	Balance at 1st January 2023	Incoming resources	Outgoing resources	Balance at 31st December 2023
	£	£	£	£
University of Wolverhampton	-	3,100	2,988	112

***Purpose of Restricted Fund:** Educational activities at conferences.

6. Black, Asian, Minority Ethnic Educators (BAMEED) is a registered Charitable Incorporated Organisation with the Charity Commission.

7. Support and Governance Cost

	General Support	Governance	Total
	£	£	£
Administration Cost	573	-	573
Finance Cost	-	60	60
Professional Fees	-	395	395
Insurance	-	164	164
	<u>573</u>	<u>619</u>	<u>1,192</u>

8. Staff Costs

The organisation had one freelance administrator in assistance in this financial 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.

9. Accruals of £395 is for professional fees.