

Black, Asian, Minority Ethnic Educators (BAMEed) Network

Annual Report for the year ended 31st December 2024

Black, Asian, Minority Ethnic Educators (BAMEED) Network

Charity Incorporated Organisation (C.I.O)

Financial Statements

For the period ended
31 December 2024

Registered Charity No: 1192628

Black, Asian, Minority Ethnic Educators (BAMEed) Network

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Principal address:

82A James Carter Road,
Mildenhall,
IP28 7HP

Trustees/ Committee Members:

Allana Gay
Amjad Ali
Dr Lizana Oberholzer
Frances Akinde
Lilian Martin
Domini Leong

Governing document

The organisation is operated under the rules of its constitution.

Bank:

Lloyds Bank plc.

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Trustees Report

The trustees are pleased to present their financial report for the period ended 31st December 2024, the fourth 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 a research base for antiracist work in education.
- To develop a special education needs hub focused on education experiences of families from BAME backgrounds.
- 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 fourth cohort of coaching.
- Hub development – Support hubs established for SEND. Other hub arrangements reduced to allow for focused support.
- Leadership development – Supporting applications via Careers conferences
- Leadership development – Provision of BAMEed network cohorts of NPQSL participants.

During the year:

- The network income in England decreased.
- The network income in Wales increased as a result of grants.
- The network was able to participate as speakers at events.
- 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.

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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 a strong financial reserve to maintain a sustainable charity.
- Development of work with external partners to support leadership programmes.
- Develop specific Hub project areas in SEND and antiracism in Wales.
- Improve grant application to fund specific hub project areas and public facing activities.

Financial Activities

The network's financial position continues to be satisfactory. 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:

- Decreased income in England.
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 low levels of 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 2 appointments during the year.

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Our volunteers

BAMEed is very involved in the community and relies on voluntary help. Around 20 volunteers assisted with our on-going activities. We wish to thank our volunteers for their loyal support and contribution.

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: 29/10/2025

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BLACK, ASIAN, MINORITY ETHNIC EDUCATORS (BAMEED)				
INCOME AND EXPENDITURE FOR THE PERIOD ENDING 31ST DECEMBER 2024				
	<u>Unrestricted</u>	<u>Restrict</u>	<u>Funds</u>	<u>Funds</u>
	<u>Funds</u>	<u>Funds</u>	<u>2024</u>	<u>2023</u>
	£	£	£	£
<u>INCOMING RESOURCES</u>				
Donation & Other Contributions	2385	-		5592
Other income	1657			
Grant to provide charitable activities				
National Lottery (Wales)	-	19,960	3,100	3100
WJEC Grant		1050		
Qualifications Wales		1050		
Welsh Government		2131.50		
TOTAL INCOMING RESOURCES	4,042	24,191.50	28,233.50	8692
<u>RESOURCES EXPENDED</u>				
Charitable Expenditure				
Product and Freelance contractors	-	9884.51	9884.51	2988
Advertising and Promotion	2657	-		466
Finance Charges	15	-		60
Activities and Event Expenses		17,733		561
Insurance	164	-		164
Professional fees		-		840
Licenses and subscriptions	38	-		148
Activity materials and resources		-		345
Admin and office expenses	1149	-		573
TOTAL RESOURCES EXPENDED	4023	27,617.51	31,640.51	6,145
Net Incoming/Outgoing resources	19	(3,426)	(3407)	2547
FUNDS BROUGHT FORWARD			12,678	10131
FUNDS CARRIED FORWARD			9,271	12,678

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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)