E.A.S.A. (EDUCATION ADVICE SERVICES FOR ADULTS)
Report and Accounts
For the Year Ended 30th September 2025

E.A.S.A (EDUCATION ADVICE SERVICES FOR ADULTS)

REPORT AND ACCOUNTS

CONTENTS

Company Information	1
Trustees Report	3-8
Independent Examiner's Report	9
Statement of Financial Report	10
Balance Sheet	11
Notes to the Accounts	12-13
Detailed Profit and Loss Account (Does not form part of statutory accounts)	14

COMPANY INFORMATION

Directors / Trustees
Georgios Vournas
Wayne Swallow (Director)
Shamim Khan (Director)

SECRETARY
Farkanda Neam

ACCOUNTANTS
Charterfields (Huddersfield) Ltd
225 Bradford Road
Fartown
Huddersfield
HD1 6EW

BANKERS
Yorkshire Bank PLC
14 Broadway
Bradford
BD1 1EZ

REGISTERED OFFICE
Kenburgh House
Ground Floor, 28 Manor Row
Bradford
BD1 4QU

COMPANY REGISTRATION NO.
02882510

CHARITY REGISTRATION NO.
1194155

STRATEGIC OVERVIEW

In 2024–25, EASA continued to deliver strong organisational performance and meaningful social impact, supporting individuals who face the most significant barriers to employment, learning and wellbeing. The organisation fully utilised its funding allocation to support 2,500 service users, with provision focused overwhelmingly on priority groups who are less likely to benefit from mainstream services. Through a participant-led model that combines trusted information, advice and guidance with practical workshops, community-based delivery and tailored wellbeing support, EASA has enabled more people to build confidence, develop skills and move towards sustainable employment, learning and improved life outcomes.

Key measure	2024–25 result
Service users supported	**2,500**
Career management outcomes	**969**
Employment outcomes	**363**
Learning outcomes	**816**
Customers from priority groups	**99%**
Respondents reporting positive impact	**100%**
Customer satisfaction	**100%**

This report demonstrates not only strong delivery against core objectives, but also the wider strategic value of EASA's approach. Its strength lies in combining reach, responsiveness and trusted local partnerships with a clear focus on inclusion, accountability and long-term impact. Alongside measurable employability and learning outcomes, the organisation has continued to strengthen its contribution to equality, diversity and inclusion, social responsibility, environmental sustainability, and mental health and wellbeing. Collectively, these achievements position EASA as a resilient, community-rooted organisation with a proven ability to respond to need, deliver public value and create lasting opportunity for those at greatest risk of exclusion.

EASA Services, Quality and Impact

EASA is an established Bradford charity supporting individuals and families who face significant barriers to employment, learning, social inclusion, wellbeing, and opportunity.

EASA is dedicated to empowering excluded individuals and communities to achieve meaningful learning, work, and life outcomes and fulfill their potential. **Our Mission drives everything we do, and all our programmes are shaped by the voices of the people we support, ensuring they are participant-led, responsive, and relevant.** We believe in seeing the potential in every person, particularly those who have been overlooked or left behind.

We support the most socially excluded people, including long-term unemployed adults, single parents, over-50s, and adults with SEND. "EASA is especially effective at reaching and engaging customers other providers struggle to involve." (Matrix assessment). We provide safe, welcoming spaces where people feel valued, build friendships, gain peer support, and strengthen local networks.

We specialise in identifying gaps in local provision and delivering innovative, pre-accredited programmes that combine employability, digital and English language skills, wellbeing, and community integration. **By listening to participants' aspirations and priorities, we ensure our work meets real needs and enables them to take control of their lives.**

Customer satisfaction data for the first quarter of the year (2025) showed that 100% of survey respondents felt that the service had had a positive impact of their life and 100% were satisfied with the service.

Customers interviewed similarly described what the IAG provided by EASA had enabled them to achieve, for example, one described having been off sick due to workplace stress for a long time, and how the advisor had helped her to identify and engage with some NHS talking therapy and a wellbeing group, given her the confidence to consider looking for alternative employment, and then had provided information about the Access to Work scheme that enabled her new employer to better accommodate her needs – "I felt I was stuck, I didn't see that I had any option but to stay off sick until they forced me to go back…but she really helped me see I had a choice, and I didn't know anything about the Access to Work Scheme, that has really helped my new employer out, they didn't know either. The whole thing just feels really positive now". Another described needing to find work that, as a single parent, accommodated her childcare needs – "We started by identifying the nursery first, and sorting out what I was entitled to, she told me about financial assistance options I didn't know about; and then using that to find a workplace in the same area. I also had this real phobia about interviews, but she helped me to overcome that too. I've been in my job six weeks now, it's going great"

In 2024-25, EASA utilised its full financial allocation supporting 2,500 of service users in developing their skills, moving closer to the labour market, going into training and further education or finding employment.
EASA delivered:

- 969 Career Management Outcomes
- 363 Employment OUTCOMES
- 816 Learning Outcomes

Information Advice and Guidance

EASA is an IAG provider for the National Career Service in the Yorkshire and Humber Region. EASA is especially effective at reaching customers who would not traditionally engage with NCS provision or employability programmes. This equates to 99% of the organisation's customers being from the six NCS priority groups (Young people aged 18–24 not in education, employment, or training (NEETs), Adults unemployed for more than 12 months, Low-skilled adults without a Level 3 qualification, Single parents, Unemployed adults aged 50 and over, Adults with special educational needs or disabilities).

EASA's understanding of the customer profile informs its development of complementary services such as our employability workshop programme. For many, if not most, customers informal IAG continues to be provided within the context of the workshop provision. Customers described how they had received IAG in relation to a variety of matters such as benefits, housing, mental health, Life in the UK, driving, self-employment, childcare, wellbeing groups, talking therapies and employment rights.

"The customer might not have the skills to even look at the NCS website or Indeed, or whatever…they might have no understanding of what a CV is…they might lack confidence, just generally, or specifically in relation to using English… they might have things going on that get in the way and distract them, housing issues, PTSD. We can't just ignore all of that, that needs to be addressed before they can get anything from the Career's guidance". Encouraging people to take part in workshops in Creative English or CV writing, or even crafting, addresses some of these challenges so that customers can then make use of their guidance action plan. "The goal is empowerment, self-sufficiency and resilience".

- EASA is especially effective at reaching and engaging customers other providers struggle to involve. Many customers come to EASA via word of mouth or through other organisations – EASA's reputation encouraging people to access support. This ensures that the NCS and associated wider IAG is available to a more diverse demographic, contributing to better inclusion and more equitable provision.
- EASA's established presence...and its track record of successful delivery means that the organisation is very well connected and has particularly comprehensive understanding of the local labour market, local support organisations and the local community. All of this feeds into well informed IAG provision supported by up-to-date intelligence. It also contributes to reach and engagement and enables effective signposting and referrals.
- EASA is part of a network of organisations who work together formally and informally to respond to local needs and collaborate to make the best use of stretched resources...Through this, EASA is able to be part of developing provision to meet customer needs.
- Staff have a genuine understanding of, and empathy for, customers and their needs, challenges, and goals and aspirations. The understanding of this complexity of circumstances contributes to EASA recognising that sustainable progress, in most cases, cannot be achieved through one guidance session. Staff provide IAG that is 'realistic' and 'pragmatic' – based on achievable goals.
- Customers unanimously cited EASA's main strength as being the approach of the staff, and through them the atmosphere that was created.
- There is strong support for staff CPD, which ensures that staff's skills and knowledge are kept up to date.

Sustainable Development Goals

EASA is a charity with a vast experience of working with all communities and individuals from diverse backgrounds.
Because of this experience, our communities and partners and service users value our work and we are their first port of call.
The people at EASA, at all levels from the Board of Directors, the EO, the senior management team, the members of staff and the volunteers, represent a wide range of communities and experiences and have a deep understanding of the needs and aspirations of individuals in the UK and internationally.
Our work contributes directly towards achieving the Sustainable Development Goals, particularly but not exclusively:

Equality Diversity & Inclusion

EASA is a Disability Confident Employer Level 1 and working towards achieving Level 2 within the next year.

Central in achieving our Charitable Aims and the Sustainable Development Goals, is our ethos and philosophy of Equality, Diversity and Inclusion.

In implementing these, we consider, amongst other legislation, regulations and best practice the following:

- Equality Act 2010: Ensures protection against discrimination and promotes equality.
- Worker Protection (Amendment of Equality Act 2010) Act 2023: Updates to strengthen worker protection.
- International Development (Gender Equality) Act 2014: Promotes gender equality in development programmes.
- SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- SDG 5: Achieve gender equality and empower all women and girls.
- SDG 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
- SDG 10: Reduce inequality within and among countries.
- SDG 11: Make cities and human settlements inclusive, safe, resilient, and sustainable.

At the heart of our work, projects and activities, lie:

- Developing inclusive practice
- Improving access to support
- Addressing inequalities for those furthest from the labour market
- Improving skills and employment prospects
- Creating new business opportunities
- Facilitating business start-ups Investing time and skills in disadvantaged communities
- Raising aspirations
- Creating blended learning programmes and virtual support to address digital exclusion
- Supporting ex-offenders and care leavers
- Addressing learning barriers Delivery in community locations
- Championing positive role models
- Having access to bilingual staffing to address language barriers
- Supporting Bradford's ' 'City of Sanctuary' for asylum seekers and refuges
- Developing partnerships and joint working

Social Responsibility

EASA's work is rooted in responsibility to people, communities and the wider environment in which they live and work. Across our programmes, we have focused on delivering support in ways that are inclusive, accessible and socially responsible, while also contributing to wider sustainable development goals.

Our approach links equality, diversity and inclusion with sustainability by ensuring that people who are often furthest from opportunity are supported to participate fully in education, employment and community life. Through targeted outreach, community-based delivery, blended learning and virtual support, EASA has helped reduce barriers linked to disadvantage, digital exclusion, disability, unemployment and social isolation. This has enabled more people to access services locally and in ways that reflect their individual circumstances.

EASA has also strengthened its organisational responsibility through improved monitoring, data analysis and continuous review. By tracking participation and outcomes across different groups, including women, disabled people and people from ethnically diverse backgrounds, we have been able to identify inequalities, respond to emerging needs and adapt our delivery accordingly. This supports fairer, more effective and more accountable use of resources.

Our commitment to responsibility is also reflected internally. We have invested in staff development, inclusive practice, accessible materials and reasonable adjustments for staff and participants, including through the Access to Work programme and the use of accessible equipment and flexible approaches. These actions help ensure that sustainability is understood not only in environmental terms, but also as creating resilient, inclusive systems that support long-term wellbeing and opportunity.

Overall, EASA's actions demonstrate a practical commitment to sustainable and responsible delivery: supporting communities equitably, improving access, strengthening organisational learning and contributing to the wider aims of reduced inequalities, decent work, quality education and inclusive community development.

Environmental Sustainability and Environmental Responsibility

Environmental sustainability and environmental responsibility are increasingly embedded within EASA's strategic approach to service delivery, organisational development and community impact. We recognise that responsible environmental practice is essential to building resilient, efficient and future-focused services, and that it must sit alongside our commitment to inclusion, accessibility and social value.

During the year, EASA continued to strengthen delivery models that reduce environmental impact while maintaining high-quality, accessible support. Through blended learning, virtual engagement, digital systems and community-based provision, we have reduced unnecessary travel, lowered paper use and improved the efficiency with which resources are used. Delivering services closer to the communities we support has not only improved accessibility, but has also helped reduce the environmental impact associated with travel and centralised delivery.

We have also taken practical steps to embed environmental responsibility in our day-to-day operations. These include encouraging staff car sharing, banning single-use plastics in the office, reducing waste, supporting recycling, and giving greater attention to sustainable procurement and resource use. In addition, by supporting public transport fares for customers and beneficiaries, we have both reduced barriers to participation and encouraged more sustainable travel choices.

These actions reflect a wider strategic commitment: to ensure that environmental responsibility is not treated as a stand-alone initiative, but is integrated into how EASA plans, operates and delivers its work. Our approach is based on continuous improvement, recognising that small operational decisions, when consistently applied, contribute to wider environmental benefit over time.

Taken together, these measures demonstrate EASA's commitment to practical, embedded environmental sustainability. By aligning environmental responsibility with accessibility, operational effectiveness and community benefit, we are building a model of delivery that is more sustainable, more inclusive and better equipped for the future.

Mental Health and Wellbeing

EASA recognises that mental health and wellbeing are essential to effective participation, sustainable employment and a healthy organisational culture. Across our work, we have sought to create supportive, inclusive and accessible environments for both beneficiaries and staff, recognising that many of the individuals we work with face multiple and overlapping barriers, including long-term health conditions, disability, social exclusion, stigma and low confidence.

For service users, customers and beneficiaries, our approach has emphasised personalised, culturally sensitive and empathetic support. Through trust-building, stigma reduction, accessible delivery and flexible engagement, including community-based provision and virtual support, we have worked to create conditions in which individuals feel safe to participate, build confidence and take positive steps forward. This has been particularly important for people facing health-related barriers to employment and those from workless households or other disadvantaged backgrounds.

EASA has also developed with our own resources 2 online, introductory courses on Mental Health and Well-being for service users and beneficiaries. These courses are available to anybody who wishes to have a better understanding of these issues and include a list of support services.

For staff, EASA placed a clear focus on mental health and wellbeing during the year. Staff were supported to undertake free continuing professional development through our online learning academy, including mental health first aid and wider mental health and wellbeing training. This was reinforced through regular one-to-one support, weekly team meetings, leadership support, mental health awareness training, flexible working approaches where appropriate, and practical workplace adjustments through the Access to Work programme. Together, these measures have helped strengthen staff confidence, capability and wellbeing, while supporting a positive and responsive working environment.

Taken together, these actions reflect EASA's commitment to embedding wellbeing in both service delivery and organisational practice. By investing in supportive relationships, accessible provision and staff development, we are helping to create an environment in which people are better able to engage, contribute and progress.

ACCOUNTANTS' REPORT

Report to the Trustees on the preparation of the unaudited statutory accounts of E.A.S.A. (Education Advice Services for Adults) for the year ended 30th September 2025.

I report on the accounts for the year ended 30th September 2024, which are set out on pages 7 to 10.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) 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 required.

Having satisfied myself that the charity is not subject to audit under company law and eligible for independent examination, 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 Commissioners 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 the seeking of 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

1. In connection with my examination, no matter has come to my attention:
   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with those records and to 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.

Shaun Al

Charterfields (Huddersfield) Ltd
Chartered Certified Accountants
225 Bradford Road, Fartown
Huddersfield, HD1 6EW

E.A.S.A. (EDUCATION ADVICE SERVICES FOR ADULTS)

Profit and Loss Account
for the year ended 30th September 2025

	Notes	Restricted £	Unrestricted £	2025 £	2024 £
Turnover		275,064	199,618	474,682	396,949
Direct Costs		(15,617)	(13,469)	(29,086)	(19,860)
Surplus		259,447	186,149	445,596	377,089
Administrative expenses		(202,441)	(197,689)	(400,130)	294,244
Operation Surplus/Deficit	2	57,006	(11,540)	45,466	82,845
Surplus/Deficit on ordinary activities before taxation		57,006	(11,540)	45,466	82,845
Tax on Ordinary Activities		-	(331)	(331)	(150)
Surplus/Deficit for the financial period		57,006	(11,871)	45,135	82,695

E.A.S.A. (EDUCATION ADVICE SERVICES FOR ADULTS)

Balance Sheet
as at 30th September 2025

	Notes		2025		2024
			£		£
Fixed assets					
Tangible assets	3		2,994		3,743
Current assets					
Debtors	4	36,225		172,476	
Cash at bank and in hand		169,883		97,376	
		206,108		269,852	
Creditors: amounts falling due within one year	5	(7,886)		(117,514)	
Net Current Assets			198,222		152,338
Net Assets			201,216		156,081
Capital and reserves					
Profit and loss account	6		201,216		156,081
Members' funds			201,216		156,081

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

Members have not required the company to obtain an audit in accordance with section 476 of the Act.

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.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

S. Khan

Shamim Khan

Approved by the board on : 5/6/26

Notes to the Accounts
for the year ended 30th September 2025

1 Accounting Policies

Basis of Preparation

The accounts have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Income

Income represents the grants received and invoices raised by the company for the provision of advancing the education of the general public

Expenditure

Expenditure is accounted for on an accrual basis.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Computer equipment	20% Reducing balance

Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term

2 Operating profit

	2025	2024
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	749	936

3 Tangible fixed assets

	Plant and machinery etc
	£
Cost	
At 1 October 2024	12,902
Additions	-
At 30 September 2025	12,902
Depreciation	
At 1 October 2024	9,159
Charge for the period	749
At 30 September 2025	9,908
Net book value	
At 30 September 2025	2,994
At 30 September 2024	3,743

Notes to the Accounts
for the year ended 30th September 2025

4 Debtors

	2025	2024
	£	£
Grants due	35,478	59,609
Trade debtors/prepayments	747	112,867
	36,225	172,476

5 Creditors: amounts falling due within one year

	2025	2024
	£	£
Deferred Income	5,500	26,484
Accruals	1,500	1,500
Taxation + Social Security	886	590
Loans	-	88,940
	7,886	117,514

6 Profit and loss account

	2025	2024
	£	£
At 30 September 2024	156,081	73,386
Profit/(Loss) for the year	45,135	82,695
At 30 September 2025	201,216	156,081

7 Company Limited By Guarantee

Education Advice Services for Adults is a company limited by guarantee and accordingly does not have share capital. The members of the company are the directors/trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member

8 *Transactions with trustees:*

One of the trustees received £3,000 during the year under review for consultancy services, paid from the charity's funds. The payment was properly authorised and made in accordance with the charity's governing document and conflicts of interest policy.

9 Movement in funds

	At 30-09-2024	NET	At 30-09-2025
	£	£	£
Restricted funds	61,615	43,866	105,481
General funds	94,466	1,269	95,735
	156,081	45,135	201,216

Schedule to the Profit and Loss Account for the year ended 30th September 2025

for the information of the directors only

	Restricted	Unrestricted	2025	2024
	£	£	£	£
Income				
Grants	-	105,559	105,559	124,971
Other income	275,064	94,059	369,123	271,978
	275,064	**199,618**	**474,682**	**396,949**
Cost of sales				
Subcontractor costs	-	-	-	2,442
Programme delivery	15,617	13,469	29,086	17,418
	15,617	**13,469**	**29,086**	**19,860**
Administrative expenses				
Employee costs:				
Wages and salaries	186,891	149,619	336,510	251,972
Staff training and welfare	-	4,365	4,365	1,715
Staff recruitment	-	-	-	2,586
Travel and subsistence	3,470	2,782	6,252	3,529
	190,361	**156,766**	**347,127**	**259,802**
Premises costs:				
Rent	-	8,869	8,869	6,184
Light and heat	-	-	-	70
Rates	-	463	463	177
Cleaning	-	40	40	387
	-	**9,372**	**9,372**	**6,818**
General administrative expenses:				
Management fee	-	-	-	-
Telephone and fax	-	753	753	1,023
Stationery and printing	-	253	253	584
Subscriptions	443	131	574	119
Bank charges	-	369	369	352
Insurance	-	1,028	1,028	954
Repairs and maintenance	722	1,200	1,922	3,725
Equipment Expensed	7,866	1,698	9,564	2,758
Equipment Hire	-	2,807	2,807	2,458
Depreciation	-	749	749	936
Sundry expenses	2,049	4,756	6,805	6,767
Postage	-	222	222	81
Advertising	-	-	-	530
	11,080	**13,966**	**25,046**	**20,287** -
Legal and professional costs:				
Accountancy fees	1,000	800	1,800	1,500
Book-keeping and payroll costs	-	1,296	1,296	498
Consultancy Fee	-	13,140	13,140	3,220
Other Legal & Professional	-	2,349	2,349	2,119
	1,000	**17,585**	**18,585**	**7,337**
Total Cost	**218,058**	**211,158**	**429,216**	**314,104**
Surplus/(Deficit) for the Year	**57,006**	**(11,540)**	**45,466**	**82,845**