



Trustees' Annual Report for the period

	Period start date				Period end date		
	Day 16	Month July	Year 2023		Day 15	Month July	Year 2024
From				To			

Section A Reference and administration details

Charity name

Breakfast Clubs Against Racism

Other names charity is known by

Working Name: Every Future Foundation

Registered charity number (if any)

1195211

Charity's principal address

Camden Collective

5-7 Buck Street

London

Postcode

NW1 8NJ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Josephine Jengo		Whole Year	Lara Sengupta
2	Niran Vinod		Resigned 19 th June 2024	Lara Sengupta
3	Rhiannon Turner		Whole Year	Lara Sengupta
4	Angela Cord		Started 10 th June 2024	Appointed by Board vote
5	Amanda Natalia Agard		Started 10 th June 2024	Appointed by Board vote
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17				
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20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Lara Sengupta

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution of a Charitable Incorporated Organisation
How the charity is constituted (eg. trust, association, company)	CIO
Trustee selection methods (eg. appointed by, elected by)	<p>Apart from the founding trustees, The Founder and Director nominate potential trustees and then presented to existing trustees for approval and a vote before the appointment is confirmed.</p> <p>In selecting individuals for appointment as charity trustees, perspective trustees must have regard for the skills, knowledge and experience needed for the effective administration of the CIO.</p>

Additional governance issues (Optional information)

<p>You may choose to include additional information, where relevant, about:</p> <ul style="list-style-type: none"> • policies and procedures adopted for the induction and training of trustees; • the charity's organisational structure and any wider network with which the charity works; • relationship with any related parties; • trustees' consideration of major risks and the system and procedures to manage them. 	<p>We have developed a trustee onboarding policy, which includes a welcome pack for new trustees.</p> <p>The charity's organisational structure:</p> <ul style="list-style-type: none"> - 4 Trustees - 1 Director - 1 Executive Assistant - 1 Activism Academy Programme Manager - 2x Workshop facilitators - Volunteers <p>No remuneration or expenses was payable to Trustees or related parties during the financial year.</p>
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Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

Every Future Foundation (formerly known and officially registered as Breakfast Clubs Against Racism)

- 1) To advance the education of the public on the subjects of racism, racial equality, harmony and diversity through the provision of educational programmes.
- 2) The promotion of racial harmony for the public benefit by:
 - (a) promoting knowledge and mutual understanding between different racial groups;
 - (b) advancing education and raising awareness about different racial groups to promote good relations between persons of different racial groups;
 - (c) working towards the elimination of discrimination on the grounds of race.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Activities delivered in this financial year consisted of:

- School-based student workshops
- Teacher Training programmes (delivered within schools and online via Zoom)
- Our Activism Academy programme – is a 6-month out-of-school programme for young people aged 13-18.
- Grant-making to graduates of our Activism Academy Programme.
- Attending and speaking at Parliamentary meetings to suggest national reforms to include racial equity in the British education system.

We can confirm that all trustees have read the guidance and have agreed to the terms stated within.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Our policy on grant making:

1. **Grant Duration:** This grant is valid for a period of 12 months. You are required to utilise the funds within this time frame.
2. **Reporting Requirements:** At the end of the 12-month period, you are required to provide a comprehensive report on the following aspects of your project:
 - a. **Details of Expenditure:** Submit a breakdown of how the grant funds were utilised, specifying the items, activities, or resources that the money was spent on. To assist you with this, we will provide you with an example funding form to record your expenses.
 - b. **Scaled-up Project:** Describe how your project has expanded or evolved over the grant duration, including any modifications made to your original plans and the impact of those changes.
 - c. **Social Impact:** Provide a summary of the social impact your project has had on addressing racism and promoting equity within your school or community. Include any quantitative or qualitative data, testimonials, or success stories that demonstrate the effectiveness of your campaign.
3. **Expense Documentation:** It is crucial to maintain accurate records of your expenses. For any items or activities exceeding £100, we request that you provide bank statements or receipts that clearly coincide with the spent funds. This will help us ensure transparency and accountability in the use of the grant.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

1) Ad hoc school workshops:

Through our workshops in schools, we've reached about 15 schools across UK. We provided training to staff and students through three modules. Our aim is to help create a diverse teaching team, promote positive role models, and make all students feel like they belong. We gave in-depth training on understanding racism to 1500 students. We also helped 400 teachers across the UK gain the skills and confidence to tackle racism in their schools.

2) Walcot Foundation Funded Project – Reengagement of at-risk global majority pupils in Lambeth.

The project aimed to enhance re-engagement of Lambeth school pupils who were at-risk of exclusion, with a focus on those from global majority backgrounds and receiving pupil premium support. We worked with 48 pupils across 4 schools.

Key Achievements:

Significant progress noted by teachers about the participants:

86% increased engagement in classroom activities.

86% improved self-motivation in academic work.

71% better at completing assignments on time.

71% exhibited improved classroom behaviour.

Progress as noted by the participants:

After-school club attendees developed strategies (100%).

92% reported increased academic motivation.

84% felt more confident expressing themselves in the classroom.

Increased motivation to attend school reported by 68% of pupils.

Other Highlights:

Four schools improved their support systems for diverse student needs.

Challenges and Lessons:

Identified systemic issues affecting pupil engagement.

We realised there should be more emphasis on enhancing staff training and support structures.

Overall, the project successfully boosted engagement and motivation among pupils, highlighting the need for institutional commitment to support marginalised student communities effectively.

3) Mayor's Office of Policing and Crime (MOPAC) Shared Endeavour Project – Interventions to reduce far-right racism and extremism in schools.

Throughout this project we targeted the boroughs of Westminster and Hounslow – with a goal to work with 5 schools in each borough and also offer borough-wide anti-racism, safeguarding and curriculum decolonisation training to all schools in the borough through borough-wide online trainings. In each school we deliver 6x90-minute students workshops and a 1-hour staff INSET training.

We trained 237 teachers, surpassing our goal, with 84% reporting increased confidence in addressing racism and extremism. Additionally, 82% of teachers felt better prepared to discuss sensitive topics and

confront racism within schools. 96% of teachers expressed intent to take action against racism, a notable rise from 49%.

Our interaction with 3,392 students yielded impressive outcomes: 90% could identify racist viewpoints post-programme.

Moreover, 76% of students now feel equipped to challenge prejudiced or hateful expressions, up from 54% prior to the programme.

Overall, the strongly positive feedback from teachers and students underscores the effectiveness of our approach, demonstrating strong resonance with our target audiences.

4) The Green Schools Trust Project – Year-Long Anti-Racism and Curriculum Diversification Programme.

We have been working with The Green School's Trust, in Hounslow, for the past year which consists of a girl's school and a boy's school. We delivered multiple interventions through the year including:

- An INSET staff training on Anti-Racism, Microaggressions and how teachers can intervene and stop racism – delivered to 200 staff members across the trust.
- An INSET staff training on "Decolonising and Diversifying Curriculums", followed by an explanation of how to use the curriculum audit framework within their subject teams – delivered to around 150 staff members across the trust.
- 17 subject teams across the girls' and boys' school collaborated on decolonising and diversifying their curriculums – completing an audit of their subject and creating a 2-year road map for each of the 17 subjects.
- We delivered 17 hours of curriculum consultancy
- 31 subject audits were completed across the trust.

Post-project surveys highlighted improvements in understanding across various diversification areas:

- 93.33% noted better grasp of decolonising and diversifying curriculums.
- 92.85% saw enhanced subject-specific diversification knowledge
- 89% reported increased awareness of anti-racism strategies and how to challenge racism in their school.

Overall, the initiative made significant strides in curriculum diversity and staff development, supported by positive feedback underscoring its effectiveness and the ongoing need for comprehensive diversity integration across subjects.

5) Year-Long Anti-Racism Programme for Primaries

We partnered with two Primary Schools, for this programme aimed at promoting racial literacy and fostering inclusive school environments.

The programme spanned three terms:

- **Term 1** featured 2 hours of Racial Literacy & Microaggression Teacher Training, complemented by a full-day Anti-Racism Student Workshop focusing on understanding racism, its historical context, and the importance of inclusivity (delivered to 60 pupils).
- **Term 2** continued with 2-hour sessions on Safeguarding Through an Anti-Racist Lens, a 1-hour module on Racist Incident Reporting & Processes, and a full-day workshop on Diverse Role Models & Activism (delivered to 60 pupils).
- **Term 3** concluded with a 2-hour session on Decolonising & Diversifying Curriculums.
- Throughout the programme, we conducted student focus groups before the programme began (Autumn term) and after its completion (Summer term).

At Stanhope Primary, post-programme data revealed:

- 100% of pupils in the focus groups reported a decrease in reported racist incidents since the start of the programme, with 62% reporting they had not seen or heard any incidences since the start of the programme.
- 71.43% of pupils noted improvements in how the school addresses racist incidents.
- 86% of pupils said their confidence to report racist incidents had improved since the start of the programme.

This collaborative effort successfully enhanced racial literacy, improved incident reporting, and promoted curriculum diversification, making meaningful strides toward a more equitable and inclusive school environment.

6) **Activism Academy - 2023-24 Cohort**

Building on the achievements of the previous year, the second cohort of the Activism Academy introduced enhancements to its structure and streamlined processes for students, teachers, and parents. With strong community interest evidenced by over 120 applications for 40 available spots, the programme successfully onboarded 39 students aged 13-17. These students represented 11 schools across London, including 9 schools directly engaged in the programme and 3 independent participants from 2 additional schools. We also had 8 graduates from the first cohort helping us run the 2nd cohort – acting as guest speakers, panel judges, mentors and volunteers.

Post-programme data showed:

- 80% of participants saw an increase in their self-belief and 70% saw an increase in their self-confidence.
- 100% of participants said their confidence that they will make a positive impact on the world had increased.
- 89% of participants said they now have the ability to combat racism in their school and communities.
- 78% of participants said they feel like they can be a positive role model for other young people around them.

- 70% of participants who graduated have signed up to be part of our youth advisory board.

7) Grant Making

We awarded five grants totalling £3,000 to graduates of our Activism Academy programme this financial year. The projects funded by the 2nd cohort of the Activism Academy include:

The Equal Apple Initiative by Shikha Ramakrishnan, Year 12, received a £1,000 grant. The initiative addresses bias in healthcare outcomes for Black and Brown skin.

Unveil the Unseen by Kasia Mierzejewska, Tomi Adewoye, & Zoe Baker, Year 10, received a £500 grant. Their project focuses on challenging bias in beauty standards for women of colour.

My Image by Chrystal Longmore, Year 12, received a £500 grant. This project celebrates the Black origins of fashion and beauty trends through arts and photography.

Asian Young by Chloe Cole & Stephanie Lynn, Year 9, received a £500 grant. Their project aims to combat anti-Asian hate and discrimination.

Natural Embrace by Jade Flicker, Year 12, received a £500 grant. This project promotes self-love and celebrates Afro-textured hair.

These initiatives reflect the diversity of student-led activism and their commitment to addressing societal issues through innovative projects supported by our programme.

Our total number of beneficiaries for this year:

- 5,060 young people across all our school-based programmes.
- 1,247 teachers (each teacher receiving between 1-6 hours of INSET training).
- 40 Activism Academy participants.

Section E

Financial review

Brief statement of the charity's policy on reserves

We aim to hold between 5-7% of our total yearly expenditure as reserves. This is because we have very few overheads apart from staff costs; we believe this would be enough to pay off any current commitments should the charity dissolve. We will continue to review our reserves policy as we grow.

Details of any funds materially in deficit

None

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

For this first period, the current funding breakdown includes:

23% - Earned income from School Workshops (£30,593)
1.3% - Small Donations (£1,750)
70.6% - Grant Funding (92,530)
4.4% - HMRC Employers Allowance Re-payment (£5854)
0.7% - Refunds, Bank Interest (£245)

During this financial year, we spent a total of £116,955. Here are some highlights of expenditure:

- £64,141 – Staff salaries (including NI & pensions) - these covered salaries for our Director, Executive Assistant & Activism Academy Programme Manager.
- £15,504 – Workshop Facilitation – delivering 82 days of workshops across the last 12 months
- £1,000 – Citizens UK Membership – allowing us to join the Racial Equity in Education campaign, which has led to many opportunities for us and our young AA graduates to get involved in proposals national reforms to the education sector.
- £3,900 – Consultancy from Integrate Lambeth
- £14,875 – Activism Academy (AA) programme & activities

Section F

Other optional information

Review of the charity's financial position at the end of the period:

We are in a comfortable position at the end of the financial period with £52,620 cash in the bank of unrestricted funding and £992 cash in the bank of restricted funding.

We have also secured a 3-year grant from BBC Children in need of £15,000 per year, starting in September 2024 – which will fund our Activism Academy activities for the next 3 years. We have also secured a £3,000 grant towards our Activism Academy programme managers salary which we should receive in September 2024.

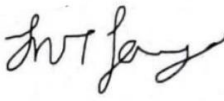
This funding should cover all of our expenses for the next 8 months. We are also anticipating securing £35,000 of school and council bookings during the next academic year.

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Josephine Jengo	
Position (eg Secretary, Chair, etc)	Trustee (Acting Chair)	
Date	19.09.2024	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name	No (if any)
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Receipts and payments accounts


CC16a

For the period from	Period start date 16th July 2023	To	Period end date 15th July 2024
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
School Workshops	30,593			30,593	
National Lottery - Awards for All		10,000		10,000	
Donations	1,750			1,750	
Postcode Society Trust		23,044		23,044	
UnLtd		9,000		9,000	
MOPAC Shared Endeavour Fund		14,450		14,450	-
Refunds	125			125	-
The Fore	30,000			30,000	-
Paul Hamlyn Foundation SEE Support Grant		3,036		3,036	-
Black Lives Matter UK		3,000		3,000	-
Interest	119			119	-
HMRC Employers Allowance Re-payment	5,854			5,854	-
Sub total (Gross income for AR)	68,442	62,530		130,972	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	68,442	62,530	-	130,972	-
A3 Payments					
Staff Salaries	15,330	33,393	-	48,723	-
Workshop Facilitation	7,334	8,170	-	15,504	-
Freelancers	2,200	595	-	2,795	-
NI Tax & Pensions	6,226	9,192	-	15,418	-
Printing, Marketing, Admin	919	428	-	1,347	-
Subscriptions & Insurance	688	885	-	1,573	-
Background Checks		311	-	311	-
Travel	2,439	691	-	3,130	-
Account Fee	65		-	65	-
Citizens UK Membership	1,000		-	1,000	-
Staff Expenses	169	250	-	419	-
Counter Culture Accounts	540		-	540	-
Activism Academy		14,875	-	14,875	-
Integrate Lambeth - Consultancy	2,600	1,300	-	3,900	-
Grant Giving		6,100	-	6,100	-
IT	210	1,044	-	1,254	-
Sub total	39,720	77,234	-	116,955	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	39,720	77,234	-	116,955	-
Net of receipts/(payments)	28,722	- 14,704	-	14,017	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	28,722	- 14,704	-	14,017	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Money Carried over from last financial year (2022-2023)	23,898	15,696	-
	Cash in bank after this financial year	28,722	14,704	-
		-	-	-
	Total cash funds	52,620	992	-
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Josephine Jengo	19.09.2024	



Section A

Independent Examiner's Report

Report to the trustees/
members of

Breakfast Clubs Against Racism (Working Name: Every Future Foundation)

On accounts for the year
ended

15 July 2024

Charity no
(if any)

1195211

Set out on pages

As above

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **15/07/2024**.

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:

Wilcox

Date: 20/09/2024

Name:

Tomas Wilcox

Relevant professional
qualification(s) or body
(if any):

FCIE

Address:

Counterculture Partnership LLP

Unit 115 Ducie House, Ducie Street

Manchester, M1 2JW

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

None