



Annual Accounts



Charity Number: 1198026

withinsightedu.org

Breaking barriers, unleashing *potential*

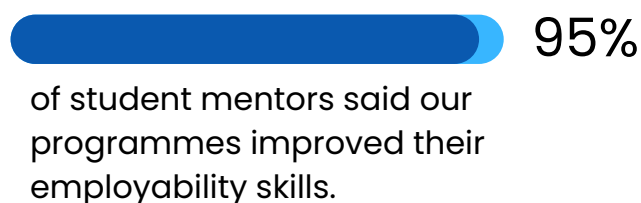
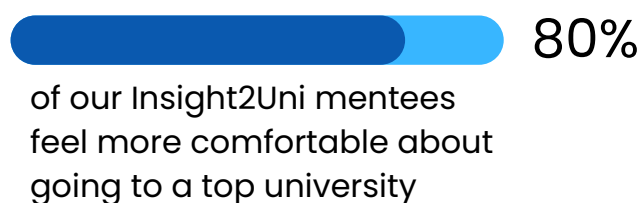
At With Insight Education, we are dedicated to creating a future where Black-heritage students have the opportunities, confidence, and support to succeed—because talent is everywhere, but opportunity is not.

We know that representation matters, and we are committed to breaking down the perceptual and structural barriers that hold talented young people back. Every student we support is another step towards a society that truly reflects the talent, ambition, and potential within it.



Our year in numbers

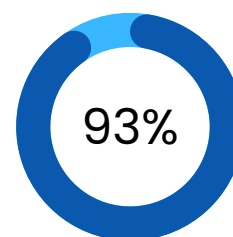
STUDENT OUTCOMES



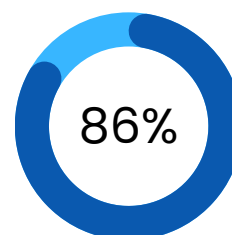
"The programme greatly improved my confidence and I now feel more prepared to enter the world of work."

– Alison, Elevate mentee

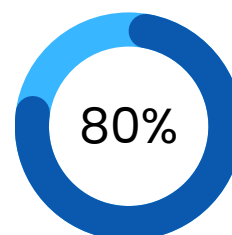
EMPLOYEE BENEFITS



employee mentors report that being a mentor improved their professional development



reported being more engaged with their company's EDI strategy



felt able to be a more inclusive employee



Students

351



Mentors

114



Free School Meals

38%



1st generation to go to university

66%

**With Insight Education
Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31st August 2024**

**Contents of the Financial Statements
for the Year Ended 31st August 2024**

	Page
Report of the Trustees	1 to 3
Independent Examiner's Report	4
Statement of Financial Activities	5
Statement of Financial Position	6
Notes to the Financial Statements	7 to 13

With Insight Education
Report of the Trustees
for the Year Ended 31st August 2024

The trustees present their report with the financial statements of the charity for the year ended 31st August 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019).

Objectives and activities

Objectives and aims

With Insight Education exists to advance the educational outcomes of black-heritage pupils so that society is an accurate reflection of the talent available.

We provide highly structured mentoring programmes, insight days and skill development opportunities that support students to gain the confidence, knowledge and soft skills to secure a brighter future. A future with greater opportunities for social mobility.

We are determined to remove the perceptual and structural barriers that our students face and believe that creating opportunities for purposeful interactions with top universities and leading organisations is fundamental to this.

Our programmes

Our programmes are designed to enhance students' confidence, to enable them to make informed decisions by providing them with high quality guidance and to equip them with the skills to succeed.

In response to the changing needs of our students and their schools, we expanded our programme portfolio to offer:

Insight2Uni - A 9-month long programme that supports high potential Year 12 pupils to navigate a path to a leading university.

Foresight - An intensive term-long programme that equips Years 9-10 pupils with an understanding of how to work towards an aspirational university future.

Elevate career mentoring - The opportunity for sixth form pupils to broaden their horizons about the world of work and develop the transferable skills that employers seek.

Career Insight days - An invaluable way for students to gain a snapshot view of an organisation, interact with an array of staff and learn firsthand how to construct successful applications.

Public benefit

It is confirmed that the Trustees have had regard to the Charity Commission's guidance on public benefit and the only objects for which the Charity was established are for the public benefit.

Our approach

Everything that we do is guided by our values:

Life changing - It is crucial to us that we make a difference, so we are unapologetically focused on targeting our transformational programmes at black-heritage students.

Barrier busting - We are determined to remove the perceptual and structural barriers that black-heritage students face. This focus shapes our programme offering.

Credible - We are passionate about research and evaluation and enthusiastically embrace insights that will help us to improve our offering.

Nurturing - We care deeply about the many relationships that we hold. We treat everyone with respect, consideration and strive to make every interaction feel personable.

With Insight Education

Report of the Trustees for the Year Ended 31st August 2024

Achievement and performance

Reflections on the year

Our mentoring programmes remain primarily online, giving its participants greater time and geographical flexibility. However, it was lovely to be able to incorporate more face to face interactions into our work. Students returned to in person launch events and we were able to come together to celebrate programme graduations.

One of the longer-term goals of With Insight Education is the creation of a vibrant alumni community. Work on that started this year with the addition of a Community Engagement Manager to the team. Over the year, we hosted two in person events bringing together students and professionals to network and continue their learning journey.

Once again, the social impact of our work was proven.

- We maintained our average of 87% of our Insight2Uni mentees securing offers from top universities.
- Importantly, the highest percentage ever, 80%, reported feeling more comfortable to go to a top university.
- 96% of our Elevate Career Mentoring programme reported a growth in their communication skills and 100% finished the programme with an improved understanding of the world of work.
- Amongst our younger beneficiaries, 100% reported an improved understanding of the options available to them after their GCSEs and all of them felt better prepared to study effectively.
- The proportion of students on Free School Meals averaged 38% across our programmes. This compares to a national average of 24%, evidencing the intersection between race and socio-economic challenge that our students face.

The market conditions in which we operated were more challenging than we previously experienced. Clients were more cautious about spend and there was a growing resistance to Equality, Diversity and Inclusion in general discourse.

Nevertheless, we know that our work continues to be needed and will continue to strive to benefit as many young people as possible.

Financial review

Financial position

As part of our five-year strategy, there was a greater investment in the delivery team which caused an uplift in costs. However, despite challenging conditions, we increased earned and charitable income in 2023-24 with the result being a positive outturn to the year.

Reserves policy

The reserve policy of the charity is to maintain available funds above a level equal to three months of overheads, with cash flow forecasts being monitored regularly. If within three months the available funds are due to fall below this safe level, an extraordinary meeting of the Trustees will be called to decide if any immediate actions are required.

The charity has no investments or tangible fixed assets.

Future plans

The trustees plan to continue providing the current mentoring programmes and continue with their aim of securing the necessary funding to do so.

Structure, governance and management

Governing document

The charity is controlled by its governing document and a deed of trust.

Charity constitution

With Insight Education is a Charitable Incorporated Organisation that incorporated on the 23rd February 2022. Prior to this date, the organisation ran as a Community Interest Company.

The charity was established under the Constitution of a Charitable Incorporated Organisation with voting members other than its charity trustees.

With Insight Education

Report of the Trustees for the Year Ended 31st August 2024

Structure, governance and management

Recruitment and appointment of new trustees

Trustees are recruited in an open recruitment process. The specification of the Trustee position is guided by the outcome of a skills audit carried out by the Board. As part of their safer recruitment process, the Board ensures that Trustees have an enhanced DBS check. They also undergo safeguarding training.

Induction and training of new trustees

Trustees are invited to see our programme delivery in action and get involved in specific pieces of work depending on their interests and expertise.

All Trustees give their time voluntarily and receive no benefits from the charity.

There are four meetings per year, each of which have a set agenda that involves, but is not limited to, reviewing the charity's activities, its finances, policies, receiving a safeguarding update and discussing strategic matters. Risks and mitigating actions are also considered.

Reference and administrative details

Registered Charity number

1198026

Principal address

124 City Road
London
EC1V 2NX

Trustees

Miss P Gajjar
Ms E Bremner
Mr A Melville
Ms H Drummond
Mr O Onyido
Mr K A Griffith (appointed 28/10/2024)
Ms T P Lucas Apea (appointed 19/2/2024)
Dr M Haywood (appointed 12/2/2024)
Mrs A Rodrigues Amorim Ade (appointed 28/10/2024)

Independent Examiner

David Hatchard BA FCA
Nigel Wilson & Co
4th Floor
100 Fenchurch Street
London
EC3M 5JD

Approved by order of the board of trustees onMonday 20th January 2025..... and signed on its behalf by:



.....
Dr M Haywood - Trustee

Independent Examiner's Report to the Trustees of With Insight Education

Independent examiner's report to the trustees of With Insight Education

I report to the charity trustees on my examination of the accounts of With Insight Education (the Trust) for the year ended 31st August 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 Act and in carrying out my examination I have followed all 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 in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

David Hatchard

David Hatchard BA FCA

Nigel Wilson & Co
4th Floor
100 Fenchurch Street
London
EC3M 5JD

Date: 19/05/2025

With Insight Education

Statement of Financial Activities
for the Year Ended 31st August 2024

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
Income and endowments from					
Donations and legacies		<u>148,242</u>	<u>19,808</u>	<u>168,050</u>	<u>156,308</u>
Expenditure on					
Raising funds	3	84,527	-	84,527	69,734
Charitable activities	4				
Advertising		5,295	-	5,295	3,526
Support costs		69,026	-	69,026	47,211
Governance costs		2,494	-	2,494	2,623
Other		<u>141</u>	<u>-</u>	<u>141</u>	<u>193</u>
Total		<u>161,483</u>	<u>-</u>	<u>161,483</u>	<u>123,287</u>
NET INCOME/(EXPENDITURE)		(13,241)	19,808	6,567	33,021
Reconciliation of funds					
Total funds brought forward		<u>110,628</u>	<u>-</u>	<u>110,628</u>	<u>77,607</u>
Total funds carried forward		<u><u>97,387</u></u>	<u><u>19,808</u></u>	<u><u>117,195</u></u>	<u><u>110,628</u></u>

The notes form part of these financial statements

With Insight Education

Statement of Financial Position
31st August 2024

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
Fixed assets					
Tangible assets	10	425	-	425	566
Current assets					
Debtors	11	275	-	275	22,599
Cash at bank		99,642	19,808	119,450	90,253
		99,917	19,808	119,725	112,852
Creditors					
Amounts falling due within one year	12	(2,955)	-	(2,955)	(2,790)
Net current assets		96,962	19,808	116,770	110,062
Total assets less current liabilities		97,387	19,808	117,195	110,628
NET ASSETS		97,387	19,808	117,195	110,628
Funds	13				
Unrestricted funds				97,387	110,628
Restricted funds				19,808	-
Total funds				117,195	110,628

The financial statements were approved by the Board of Trustees and authorised for issue on Monday 20th January 2025..... and were signed on its behalf by:



Dr M Haywood - Trustee

With Insight Education

Notes to the Financial Statements for the Year Ended 31st August 2024

1. Company information

With Insight is a Charitable Incorporated Organisation, registered in England and Wales. The charity's registered number and registered office address can be found on the Company Information page.

2. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 25% reducing balance

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31st August 2024

3. Raising funds

Raising donations and legacies

	2024 £	2023 £
Staff costs	78,504	67,908
Programme delivery costs	6,023	1,826
	<u>84,527</u>	<u>69,734</u>

4. Charitable activities costs

	Direct Costs £	Support costs (see note 5) £	Totals £
Advertising	5,295	-	5,295
Support costs	-	69,026	69,026
Governance costs	-	2,494	2,494
	<u>5,295</u>	<u>71,520</u>	<u>76,815</u>

5. Support costs

	Management £	Other £	Governance costs £	Totals £
Other resources expended	-	141	-	141
Support costs	69,026	-	-	69,026
Governance costs	-	-	2,494	2,494
	<u>69,026</u>	<u>141</u>	<u>2,494</u>	<u>71,661</u>

Support costs, included in the above, are as follows:

	Other resources expended £	Support costs £	Governance costs £	2024 Total activities £	2023 Total activities £
Wages	-	51,075	-	51,075	22,904
Social security	-	1,171	-	1,171	631
Pensions	-	650	-	650	542
Rent	-	4,682	-	4,682	4,569
Insurance	-	1,448	-	1,448	1,407
Telephone	-	514	-	514	329
Sundries	-	653	-	653	156
Courses and training	-	871	-	871	8,475
Travelling	-	5,827	-	5,827	3,238
Computer costs	-	2,135	-	2,135	4,960
Bank charges	-	-	-	-	4
Depreciation of tangible fixed assets	141	-	-	141	189
Auditors' remuneration for non audit work	-	-	420	420	490
Carried forward	<u>141</u>	<u>69,026</u>	<u>420</u>	<u>69,587</u>	<u>47,894</u>

With Insight Education

**Notes to the Financial Statements - continued
for the Year Ended 31st August 2024**

5. Support costs - continued

				2024	2023
	Other resources expended £	Support costs £	Governance costs £	Total activities £	Total activities £
Brought forward	141	69,026	420	69,587	47,894
Legal and profesisonal fees	-	-	574	574	33
Accountancy fees	-	-	1,500	1,500	2,100
	<u>141</u>	<u>69,026</u>	<u>2,494</u>	<u>71,661</u>	<u>50,027</u>

6. Auditors' remuneration

	2024	2023
	£	£
Other assurance services	<u>420</u>	<u>490</u>

7. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31st August 2024 nor for the year ended 31st August 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st August 2024 nor for the year ended 31st August 2023.

8. Staff costs

	2024	2023
	£	£
Wages and salaries	124,620	87,503
Social security costs	4,360	2,410
Other pension costs	2,420	2,072
	<u>131,400</u>	<u>91,985</u>

The average monthly number of employees during the year was as follows:

	2024	2023
	3	3
Staff	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

Notes to the Financial Statements - continued
for the Year Ended 31st August 2024

9. Comparatives for the statement of financial activities

	Unrestricted fund £	Restricted fund £	Total funds £
Income and endowments from			
Donations and legacies	156,308	-	156,308
Expenditure on			
Raising funds	69,734	-	69,734
Charitable activities			
Advertising	3,526	-	3,526
Support costs	47,211	-	47,211
Governance costs	2,623	-	2,623
Other	193	-	193
Total	123,287	-	123,287
NET INCOME	33,021	-	33,021
Reconciliation of funds			
Total funds brought forward	77,607	-	77,607
Total funds carried forward	110,628	-	110,628

10. Tangible fixed assets

	Computer equipment £
Cost	
At 1st September 2023 and 31st August 2024	1,006
Depreciation	
At 1st September 2023	440
Charge for year	141
At 31st August 2024	581
Net book value	
At 31st August 2024	425
At 31st August 2023	566

Notes to the Financial Statements - continued
for the Year Ended 31st August 2024

11. Debtors: amounts falling due within one year

	2024 £	2023 £
Trade debtors	275	22,599

12. Creditors: amounts falling due within one year

	2024 £	2023 £
Taxation and social security	-	(165)
Other creditors	2,955	2,955
	2,955	2,790

13. Movement in funds

	At 1/9/23 £	Net movement in funds £	At 31/8/24 £
Unrestricted funds			
General fund	110,628	(13,241)	97,387
Restricted funds			
Restricted funds	-	19,808	19,808
TOTAL FUNDS	110,628	6,567	117,195

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	148,242	(161,483)	(13,241)
Restricted funds			
Restricted funds	19,808	-	19,808
TOTAL FUNDS	168,050	(161,483)	6,567

Comparatives for movement in funds

	At 1/9/22 £	Net movement in funds £	At 31/8/23 £
Unrestricted funds			
General fund	77,607	33,021	110,628
TOTAL FUNDS	77,607	33,021	110,628

Notes to the Financial Statements - continued
for the Year Ended 31st August 2024

13. Movement in funds - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	156,308	(123,287)	33,021
TOTAL FUNDS	<u>156,308</u>	<u>(123,287)</u>	<u>33,021</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/9/22 £	Net movement in funds £	At 31/8/24 £
Unrestricted funds			
General fund	77,607	19,780	97,387
Restricted funds			
Restricted funds	-	19,808	19,808
TOTAL FUNDS	<u>77,607</u>	<u>39,588</u>	<u>117,195</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	304,550	(284,770)	19,780
Restricted funds			
Restricted funds	19,808	-	19,808
TOTAL FUNDS	<u>324,358</u>	<u>(284,770)</u>	<u>39,588</u>

With Insight Education

**Notes to the Financial Statements - continued
for the Year Ended 31st August 2024**

14. Related party disclosures

There were no related party transactions for the year ended 31st August 2024.