
UNIFORMED
Levelling the education playing field

Uniformed Charity

Annual Report for the Year Ended 31st December 2025

Charity Information

- **Legal Status:** Charitable Incorporated Organization (CIO)
- **Registered Office:** 3rd Floor, 86-90 Paul Street, London, EC2A 4NE
- **Contact Number:** 07946357413
- **Contact Email:** contact@uniformedcharity.org
- **Website:** www.uniformedcharity.org

Trustees

- **Farrah Barber** – Chair, Co-Director (Appointed: 1st April 2022)
- **Alexander Grieve** – Member, Co-Director (Appointed: 1st April 2024)
- **Gabor Marton** – Member (Appointed: 26th May 2022)
- **Alexander Brunner** – Member (Appointed: 26th May 2022)
- **Crystabel Mbagwu** – Member (Appointed: 28th October 2022)

Bankers

- **Unity Trust Bank**
  PO Box 7193
  Planetary Road, Willenhall, WV19DG

Trustees' Report for the Year Ended 31st December 2025

Objectives & Activities

The trustees review the aims, objectives, and activities of the charity annually. In line with the guidance provided by the Charity Commission, the trustees ensure that all planned activities align with our core mission:

Uniformed Charity

Uniformed is a charity dedicated to reducing all unnecessary barriers to entry to education for children in the UK, starting with school uniforms.

Achievements & Performance

2025 was another significant year for Uniformed, as we continued to build on our mission and have significantly expanded our presence across the country and the number of families we are able to serve.

Charity Structure & Governance

- We held our first school workshop for our Inspire workstream. This was at the TKAT Aspire University day held in July, which received strong feedback from teachers and students which enabled a refining of our content and progress plans. Inspire was designed to coordinate workshops for students that cover important life-skills, i.e financial literacy, confidence building, etc., to further reduce the educational attainment gap for pupils from poorer socio-economic backgrounds.
- Uniformed has retained a working team of ~10 volunteers who cover Partnerships, Social Media & Communications, Fundraising, Voucher Provision, Finances, and Uniformed Inspire. A handful of team members are transitioning to support the charity in an advisory capacity.
- The team meets fortnightly, with regular daily communication via WhatsApp. Uniformed is designed as a lean, operationally efficient charity, prioritising transparent and consistent communication

Key Team Members

1. **Founder & Co-Director:** Farrah Barber
    - Experience including in management consulting (McKinsey & Co.), data & tech governance (UN), and software engineering (Goldman Sachs).
2. **Co-Director & Head of Fundraising:** Alex Grieve
    - Past experience including in Tech consulting at McKinsey & Co. and Allen & Overy (now A&O Shearman)
    - Former Junior Product Manager at a fintech company

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3. **Voucher Fund Director:** Parco Cheng
    - Experienced primary school teacher and charity volunteer
    - Develops tailored implementation strategies for school partnerships
4. **Treasurer:** Crystabel Ikechi Mbagwu, ACCA
5. **Director, Digital Strategy:** Harriet Crosley
6. **Partnerships and Inspire Lead:** Bonna Kabir

Additional members contribute to research, social media, website management, and financial oversight.

Important financial considerations

We have considerably higher demand than we can supply at the moment with a waiting list of over 1,400 families by EOY 2025. We distribute vouchers as fast as we can once receiving funds but are limited by our ability to fundraise.

Key Partnerships in 2025

At Uniformed, we have a range of partnerships. These aim to fulfill our mission to reduce the educational attainment gap for disadvantaged socio-economic families through providing high quality school uniforms free of charge and opening up new opportunities to students through our Inspire channel. Partnerships can stretch from regular donations of a fixed amount of clothing, through to providing ad hoc support if and when needed and advertising our services in the local community.

We are seeking to grow our partnerships to create a network of groups across the UK that are committed to distributing uniforms to those in need. This can be through Uniformed directing surplus uniforms to partners in-person, or through distributing our vouchers to families. We are connected with baby bank networks across the country to enable this along with existing partnerships with groups that work with marginalised groups such as Care4Calais and Croydon Refugee Centre.

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Schools

Through the Multi Academy Trusts (MATs) we partner with, we are able to partner with over 90 schools across Merseyside, London and the South-East. In Merseyside we have partnered with The Coop Academies Trust, and in London and in the South-East with The Kemnal Academies Trust (TKAT). The MATs connect to schools in their network in the most disadvantaged areas they serve and from there we work with dedicated members of staff to purchase school uniforms and distribute directly to families.

Charities

Alongside partnering with schools to distribute our uniforms, we also have partnerships with two charities supporting refugee families, Croydon Refugee Centre and Care4Calais. We have actively sought these partnerships to expand our reach and support more vulnerable and underrepresented groups across the country who require support.

Uniform Supplier

We currently work with Price & Buckland, who provide Uniformed with vouchers worth £75, which we pay £45 for at cost, so they make minimal profit on the uniforms sold through these vouchers. This has been our only school uniform partnership to-date, however, we are looking to expand the range of uniform suppliers we work with to hopefully bring on larger national providers such as F&F, George and Tu.

Partner Schools (examples, non-exhaustive)

- Tangmere Primary Academy
- Salmestone Academy
- Dame Janet Primary
- Newlands Primary
- Northdown Primary
- Draper Mills Academy
- Shenstone Academy
- Orchards Primary
- East Wickham Academy

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Other Partners (non-exhaustive)

- Little Village
- Croydon Refugee Day Centre
- Gordon Rural Action
- Little Stars Charity
- The SPACE Team
- Baby Bank Network
- Kids Bank Chester
- Spark Burntwood
- Sebby's Corner
- Family 2 Family
- Baby Bank Alliance
- Clothing Coventry
- Faces Bedford
- Harwich Hive
- Little Village HQ
- Migrant Help

Voucher Provision & Impact

- **Total Vouchers Issued in 2025:** ~279
- **Total Vouchers Redeemed 2025:** ~241

New Operating Model

- This year, Uniformed transitioned from an on-demand model to schools now managing distribution

- The on-demand model took applications from :
    - Limited technology access
    - Language barriers
    - Lack of bank accounts/permanent addresses
    - Parental disengagement

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- Schools now manage distribution, ensuring higher utilisation and better support for students within our school distribution channel

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Uniform Provider & Supply Chain Management

- **2026 Supplier:** Price & Buckland
- **Future Plans:**
    - Exploring new suppliers to mitigate supply chain risks and reduce costs.
    - Investing in new partnerships to enable aid in the distribution of school uniform from small organisations who currently offer school uniform support.

Operating Model:

1. Raise funds from grants and donors
2. Purchase vouchers (£45 cost, £75 voucher value per beneficiary - increased from £50 voucher value per beneficiary)
3. Distribute vouchers via schools and hardship funds
4. Direct invoice payment to suppliers

Financial Review

Income & Funding Sources

- **Total Income:** £13,843 (42% increase YoY)
    - **Grants:** £12,000
        - £5000 from National Lottery Fund in August 2025
        - £5000 from SeedkeepFoundation in October 2025
        - £2,000 from the Vandervell Foundation in December 2025
    - **Individual donations:** £1,843

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During the year, we obtained donations from Tracelink SA to fund uniform vouchers for Wraysbury school through School direct . This was successfully executed during the year.

Expenditure

- **Voucher Provision:** £10,830 (increase 75% YoY)
- **Operational Costs:** £590 (increase 52% YoY) (including cloud hosting, website maintenance, bank fees and fundraising regulator membership fees)

Reserves & Sustainability

Reserves policy
Our policy is to maintain an operating reserve account and sufficient cash balances to ensure the stability of the charity and day-to-day operations. The operating reserve is intended to provide an internal source of funds for situations such as an unanticipated decline in fundraising. There are no staff costs or contractual commitments to suppliers.

- **Operating Reserves:** £1,200 (6 months operational coverage)

Future Fundraising Goals:

- Raise an additional **£20,000** for the 2025/26 academic year.
- Provide uniforms for **600-700 more students**.

Strategic Goals for 2026 & Beyond

Short-Term Goals (2026-2027)

- **Expand geographical reach** to support additional schools and charity partners
    - Build partnerships with corporate entities, politicians, and communities
- **Increase voucher support:**
    - 400-500 additional vouchers issued
- **Increase social media profile**

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    - Reach 1,500+ followers across our social media platforms
- **Fundraising**
    - An additional £20,000 raised

In terms of how we manage our funds raised, our goal is to spend as much of the funds raised to purchase uniform vouchers and help as many students as possible. However, we also do keep funds in reserve from one fundraising round to the next, to have a buffer of funds we can use for the next round if we are able to raise enough funds for our cause.

In addition to this, in launching our new service, Inspire, focused on an event and workshop branch to the charity, one of the aims of this is to continue to allow us to provide a service to the communities we work in even if we are unable to fund voucher provision for a time. This enables us to further build the resilience and sustainability of the charity's model.

Thus, our overall targets:

- Support 1,500 families by January 2027
- Uniformed Inspire: Launch new service focusing on events and workshops to advise pupils on universities and careers
- Build 70 partnerships across the UK to maximise our distribution and coverage
- Reach fundraising goal of £70,000 by the end of 2026
- Increase our social media presence to 1,500+ people

Impact & Testimonials

Driving Statistics:

- 90% of high schools and 80% of primary schools in the UK require uniforms.
- School uniform costs have risen to ~**£420 per student** annually.
- Over **500,000 children** are excluded each year due to incorrect uniform (Children's Society's report 'The Wrong Blazer 2020')
- **43% of families** say uniform costs have negatively impacted them.

Testimonials from Beneficiaries:

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- *"This is a very happy moment for us as we received the uniforms. The quality is amazing, and we are so grateful for this support."*
- *"A father called in tears, thanking us because his son can now return to school in September with proper uniform."*
- *"This will be a great help for my daughter's education, and I am truly grateful."*
- *"I just wanted to touch base to let you know we are receiving some incredible feedback from the families that we have referred to you for uniform support."*

Governance & Management

- **Uniformed operates as a CIO**, registered since May 26, 2022.
- **Trustees** oversee operations and financial management.
- **No staff salaries or contractor costs** – all trustees and team members are volunteers.

Remuneration Policy

- No personnel receive salaries.
- All work is voluntary, with minimal expense reimbursements.

Declaration

The trustees declare that they have approved this report.

Signed on behalf of the Board of Trustees:
Farrah Barber – Founder, Chair of Trustees
Date: 29/04/2026



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Alexander Grieve - Co-Director

Date: 26/08/2026



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CHARITY COMMISSION FOR ENGLAND AND WALES

Uniformed Charity	1199098	CC16a

Receipts and payments accounts

For the period from	1/1/2025	To	31/12/2025

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					
Grant	7,000	5,000	-	12,000	8,000
Individual donations	1,843	-	-	1,843	88
Corporate donations		-	-	-	1,683
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total *(Gross income for AR)*	8,843	5,000	-	13,842.81	9,771
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	8,843	5,000	-	13,843	9,771
A3 Payments					
Uniform Vouchers	4,331	6,500	-	10,830.75	6,220
Google cloud payments	10	-	-	10.00	100
Google service charges	-	-	-	-	-
Website payment	230	-	-	230.40	-
Other expenses- Postal address	217	-	-	216.66	202
Services charges & fees	74	-	-	73.86	85
Membership	60	-	-	60.00	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	4,922	6,500	-	11,421.67	6,606
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	
Total payments	4,922	6,500	-	11,422	6,606
Net of receipts/(payments)	3,921	- 1,500	-	2,421.14	3,165
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	13,329	1,500	-	14,829	11,664
Cash funds this year end	17,250	-	-	17,249.65	14,829

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

Categories	Details	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £
B1 Cash funds	Cash in Bank	16,132	-	-
	Paypal	1,118	-	-
		-	-	-
	Total cash funds	17,250	-	-
	(agree balances with receipts and payments account (s))	OK	OK	OK

	Details	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

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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
	Farrah Barber	20th August 2026
	Alexander Grieve	25th August 2026