

Trustees Annual Report | Education4Change
For the period 14/10/2022 until 31/7/2023

Reference and Administration Information

Charity Name: Education4Change

Charity Number: 1200684

Principal Office Address: Kingsford Community School, Kingsford Way, London E6 5JG

Trustees and Directors:

- Lando DuPlooy (Chair)
- Joan Deslandes
- Sonalee Sarkar
- Joanne Mackreth-Aylett

Bank information: Lloyd's bank (pending application confirmation)

1. Structure, Governance, and Management

Education4Change is: a CIO Foundation governed by constitution adopted on 10 October 2022.

Membership: CIO trustees for the moment.

Trustee Appointment Process: The first charity trustees have been selected according to their willingness to make a difference in terms of the objectives and activities Education4Change has set out to deliver; this process took into account previous experience within education and community work more widely. Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Governance Arrangements: Education4Change is managed by trustee meetings; Any decision may be taken either at a meeting of the charity trustees, or by resolution in writing or electronic form agreed by a majority of all of the charity trustees, which may comprise either a single document or several documents containing the text of the resolution in like form to which the majority of all of the charity trustees has signified their agreement.

2. Objectives and Activities

Purpose of the Charity: The objects of the CIO are the advancement of racial harmony and equality and diversity for the public benefit, particularly, but not exclusively amongst children and young people and educators by:

- the promotion of anti-racism and elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
- working with schools to promote and develop education in racial harmony, equality and diversity and anti-racism;
- promoting activities to foster understanding between people from diverse backgrounds or racial groups;

- conducting or commissioning research on equality and diversity issues and publishing the results to the public;
- cultivating a sentiment in favour of racial harmony, anti-racism and equality and diversity.

Main Activities and Achievements: E4C provides a powerful programme of resources (films, lesson plans, displays, timelines, access to archival resources, posters, assemblies, music, accredited research, reading lists, curriculum reviews) from EYFS to Higher Education. There are opportunities to help educators, students and communities have the courage to act against inequality, building understanding and ensuring every human being is valued. E4C is committed to providing educators with the resources, ideas, training and education to build courage and confidence to provide an anti-racist curriculum and education and exposure to knowledge and understanding on this issue, informed by research.

Public Benefit: The organisation works with schools and other educational establishments who want to obtain the training and information available on racial harmony and EDI. The teachers and pupils of those schools and organisations benefit, as do the wider communities that they live in. Educators who have engaged with the E4C programme will be able to:

1. Develop confidence in calling out unacceptable behaviour relating to race or other protected characteristics, and that which undermines equality;
2. Create inclusive and respectful workplaces and learning communities;
3. Seek to address and tackle racism by embedding a diverse and inclusive approach to everyday work and educational practices.

4. Achievements and Performance

During this financial year, Education4Change has developed its new training programmes ('Strength4Change' and 'Executive Functions') as well as creating its own E4C Curriculum Resources Platform. In order to develop these aspects of our offer, Education has been had the in kind support of Kingsford Community School and Dersingham Primary School.

Key Events and Activities:

Autumn 2022:

- E4C developed and trialled our curriculum programme 'Create4Change'. The lessons have been planned around different artists from diverse cultural backgrounds, first introducing new creative mediums and techniques and then making a clear link to skills outlined by the national curriculum. E4C exhibited new work generated by this programme at the annual 'Art Matters' exhibition hosted by University of East London. This programme will be rolled out more widely in the next academic year.
- E4C developed Strength4Change, a programme that provides a space for young people to learn more about mental health, and discuss strategies for overcoming challenges in a safe and impactful way. This 6-week programme was created in partnership with CAMHS and was trialled with secondary school pupils.
- E4C partnered with MindSpark to develop a series of training modules related to executive functions. We are planning to deliver these new modules as part of E4C's 2023/4 programme.

Winter 2022:

- E4C partnered with BFI to deliver training to BFI's education staff, as well as to their cohort of Teach First recruits, who attend a 2-week long training at BFI every summer. E4C are delighted at the prospect of discussing the framework for this teacher training in more depth in the coming months.

Spring/Summer 2023:

- E4C assembled a team of experts to research and curate resources for E4C Curriculum Platform

Performance Against Objectives:

In the past year, Education4Change has made significant progress in advancing its mission to promote racial harmony, anti-racism, and equality through education, training, and resources. The charity successfully delivered a range of training programs including our newest programme 'Strength4Change' that equipped educators and pupils with the knowledge and tools to explore mental health and struggles young people might be facing, and how this could be related to racism and discrimination. Additionally, the further development of our E4C curriculum platform means that teachers and leaders, have easy access to an up-to-date range of resources and are supported to create and deliver a culturally responsive curriculum. Through these curriculum resources, selected and curated to challenge prejudice and promote diversity, we have empowered learners to engage in meaningful conversations and actions toward positive change. As a result, Education4Change has strengthened its role in advancing diversity and equality, creating a lasting impact in the communities we serve.

Impact:

Please see some of the feedback our trial training sessions have received:

- *'In a long list of courses attended, this was probably the best I've ever been to. The information, organisation and the knowledge of all the trainers was top class. You guys took an extremely sensitive subject and made it really easy to understand in a secure and productive environment. So thank you to everyone involved. I'll be recommending E4C to every school practitioner and have picked up many lessons, aside from the course to be delivered, that I will apply to my own practice moving forward.'*

—Attendee of Strength4Change trial day, 2022

- *Thank you very much for your wonderful and informative presentation at the S4C Training network . I'm extremely excited and delighted about project S4C!*

— Attendee of Strength4Change trial day, 2022

- *Thank you so much for putting on this training! I really enjoyed it and was fully engaged the whole way through. I loved how much time you gave us to have conversations about each topic, which allowed us to really go in depth. I am very excited to help with this pilot!*

— Attendee of Strength4Change trial day, 2022

5. Plans for the Future

Looking ahead, Education4Change is committed to expanding its impact and continuing to support educators in delivering a diverse and culturally responsive curriculum through training provision and access to carefully selected and curated resources.

Future Goals and activities:

Training Offer:

- We are excited to deliver E4C's Executive Functions Modules, designed to help teachers better understand and appreciate the varied contexts and challenges their pupils face, enabling more tailored support for students' development.
- We also aim to expand our Strength4Change programme, which focuses on supporting young people's mental health and well-being, into both primary and secondary schools across Newham. This programme empowers students and educators to engage in meaningful, courageous conversations about race and equity while addressing the critical mental health challenges that young people face. Through these initiatives, we strive to create lasting change in the education system, ensuring that every student has the opportunity to succeed in an environment that values diversity, inclusion, and well-being.

Headteachers Conference:

- In the coming year, we plan to host another outstanding Annual Head Teachers' Conference, bringing together educational leaders in Newham and Greater London to explore innovative strategies for fostering inclusive classrooms and tackling issues around race and racism. We will invite a range of speakers from different sectors and professional backgrounds to offer new insights into topics including unconscious bias, ethical recruitment practices, and health and wellbeing.

6. Financial Review

During this time, activities and programme development has been possible due to the in-kind support of Kingsford Community School and Dersingham Primary School. Please refer to our accounts below.

7. Trustees' Responsibilities Statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

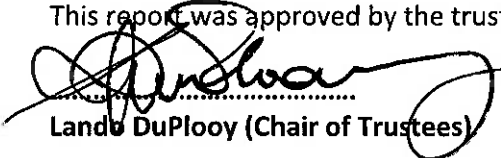
The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;

- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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 the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

This report was approved by the trustees on 03/06/2025 and signed on their behalf by:



Lando DuPlooy (Chair of Trustees)

Education4Change
BALANCE SHEET
As at 31st July 2023

	14/10/2022 £	31/7/2023 £
CURRENT ASSETS		
DEBTORS	0	0
CASH AT BANK	0	0
CURRENT LIABILITIES		
AMOUNTS FALLING DUE WITHIN 1 YEAR:	0	0
NET CURRENT ASSETS (LIABILITIES)	0	0
TOTAL NET ASSETS	0	0
RESERVES AND FUNDS		
UNRESTRICTED FUNDS	0	0

