

HARMONY IN EDUCATION

England & Wales · Charity number 1200877

Details

Other names	THE HARMONY PROJECT
Status	Registered
Legal form	Charitable company
Company number	13726080
Registered	2022-11-02
Register	View on the Charity Commission register

Contact

Address	20 Annett Road Walton-On-Thames KT12 2JR
Phone	07872959334
Email	info@theharmonyproject.org.uk
Website	https://www.theharmonyproject.org.uk/

Activities

Objects: THE CHARITY'S OBJECTS ARE TO ADVANCE EDUCATION FOR THE BENEFIT OF THE PUBLIC IN PARTICULAR BUT WITHOUT LIMITATION BY SUPPORTING SCHOOLS AND TEACHERS TO DELIVER EDUCATION USING NATURE AND THE NATURAL ENVIRONMENT.

Activities: The Charity's objects are to advance education for the benefit of the public in particular but without limitation by supporting schools and teachers to deliver education using nature and the natural environment. The Charity is registered as a charity in England and Wales.

Classification

- **How:** Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training
- **Who:** Children/young People, The General Public/mankind

Geography

- Australia
- China
- Costa Rica
- France
- Greece
- India
- Indonesia
- Italy
- Japan
- Maldives
- Netherlands
- Qatar
- Scotland
- South Africa
- Turkey
- Ukraine
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£612,145	£376,534	£329,928	6
2024-08-31	£383,003	£351,487	-	-
2023-08-31	£264,171	£201,370	-	-

Trustees

Name	Role	Appointed
James Steven Agombar		2021-11-05
John Cavill		2021-11-05
Lubna Khan		2021-11-05
Sahem Gulati		2024-11-15
Tania Carrigan		2024-11-15
Tessa Mary Willy		2021-11-05

HARMONY IN EDUCATION

England & Wales - Charity number 1200877

Accounts

REGISTERED COMPANY NUMBER: 13726080 (England and Wales)
REGISTERED CHARITY NUMBER: 1200877

HARMONY IN EDUCATION
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025



HARMONY IN EDUCATION

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

	Page
Reference and Administrative Details	1
Trustees' Report	2 to 15
Independent Examiner's Report	16
Statement of Financial Activities	17
Statement of Financial Position	18 to 19
Statement of Cash Flows	20
Notes to the Statement of Cash Flows	21
Notes to the Financial Statements	22 to 30

HARMONY IN EDUCATION
REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2025

TRUSTEES	Mr J S Agombar Mr J Cavill Ms L Khan Dr T M Willy Ms T Carrigan (appointed 15.11.24) Mr S Gulati (appointed 15.11.24)
KEY MANAGEMENT PERSONNEL	Mr R Dunne
COMPANY SECRETARY	Mrs J M Jones
REGISTERED OFFICE	20 Annett Road Walton-on-Thames KT12 2JR
REGISTERED COMPANY NUMBER	13726080 (England and Wales)
REGISTERED CHARITY NUMBER	1200877
INDEPENDENT EXAMINER	TCA (Shrewsbury) LLP Third Floor 21 St Mary's Street Shrewsbury Shropshire SY1 1ED
BANKERS	Triodos Bank Deanery Road Bristol BS1 5AS

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of Harmony in Education (the charitable company) for the year ended 31 August 2025. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP), 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 2015).

1 - Introduction

Welcome to the Trustees' Annual Report for Harmony in Education, a charity which trades as The Harmony Project (THP). As stated above this report covers the year 1st September 2024 – 31st August 2025.

From April 2017, THP had been a project within another charity called the Sustainable Food Trust (SFT). On 2nd November 2022, THP was granted charitable status by the Charity Commission. From 1st April 2023 the activities of THP were transferred to Harmony in Education, to continue from thereon under the name Harmony in Education (charity number 1200877).

2 - Objectives and Activities

Charitable Purposes:

THP's purposes, as set out in the Articles of Association, are as follows:

"The Charity's objects are to advance education for the benefit of the public in particular but without limitation by supporting schools and teachers to deliver education using nature and the natural environment."

In operational terms, the overall aim of THP is to create a flourishing network of Harmony schools in the UK and around the world, which offer pupils a meaningful education that empowers them to be active in creating a more sustainable future.

Main Activities in Relation to the Purposes

Our main activities, which are supported by core functions of income generation, operations and governance, fall into 5 areas:

Strategic Area | Specific Activities

1. Curriculum & Resources

a. Design a Harmony curriculum which allows schools to adopt a Harmony approach to learning.

b. Research and produce high quality; beautiful, well researched teaching resources that facilitate the delivery of a Harmony curriculum.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

2. Training & Support

- a. Provide training and support to schools and teaching staff
- b. Provide training and support to trainee teachers

3. Marketing & Research

- a. Market and promote the Harmony approach and philosophy i.e. brand
- b. Market and promote Harmony products & services i.e. resources and training
- c. Research the impact and benefits of our work on the attainment and well-being of pupils

4. Education Policy

- a. Influence education policy towards a Harmony approach to learning

5. International Harmony

- a. Support international partners in developing Harmony for their context

Delivery Of Public Benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the charity commission relating to public benefit and in particular to its supplementary public benefit guidance. There are 3 key ways in which THP delivers public benefit, as follows:

- Increasing young people's understanding of how to create a sustainable future
- Creating school communities that are positive, engaged and that offer a meaningful and inspiring experience for pupils, teachers and the wider community
- Providing a blueprint that facilitates the positioning of Nature and sustainability at the heart of teaching and learning.

Each year we use our Trustees Annual Report to review our aims, objectives and activities. The review looks at what we achieved and the outcomes of our work in the previous 12 months. The review assesses the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remain focused on our stated charitable purposes.

We continue to refer to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

Grant Making Policy - Part of our work includes the sub-granting of funds to schools to support teaching and learning that is using the Harmony approach. Our grant making policy is available as a separate document.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

3 - Achievements and Future Plans

This section outlines the achievements and performance during this year, across our 5 strategic areas of: Curriculum & Resources, Training & Support, Marketing & Research, Education Policy, International Harmony. This section also outlines future plans for the charity.

Curriculum & Resources

During this year our activity in this area was as follows:

Resource Development Programme

Our resource work has been a major focus this year. We completed significant work on our science curriculum with the Autumn 1 and 2 science units completed and distributed to schools. Feedback has been very positive. We are working on Spring 1 and 2 science units for completion in February 2026, with Summer 1 and 2 science units planned for completion by June 2026 to be ready for distribution to schools.

We are editing all our enquiry overviews to ensure learning aligns across subjects each week as much as possible. We are halfway through these overviews with plans to have them ready by March 2026.

We are also preparing geography and PSHE units of learning with the goal of completing these during the next year, with first units in place to share alongside the science units in September 2026 as learning packs. Following this, we plan to focus on history units and provide guidance for enquiry-linked maths investigations and English and art & DT ideas.

Geometry Resources

We have 10 geometry packs printed to showcase our work. We are creating geometry packs to support each of our enquiries of learning, with each Autumn Term enquiry now having associated geometry packs.

Wild Honeybees Pack

We created a Year 2 wild honeybees pack aligned to our bee's enquiry with funding from the Kindersley family (Dorling Kindersley) and in partnership with beehive-maker Matt Somerville.

Curriculum Planning Documents

Our sustainability themes pack that outlines how children can learn about sustainability issues in age-appropriate ways from Reception to Year 6 is in place and being used by schools.

Long-term Vision

We are working towards having a full Harmony curriculum in place by September 2027. We are also looking at how we can replicate this approach for schools in Wales, following the success of the Rivers and Seas & Oceans enquiries there. We are looking towards the output from the Learning in Nature Research Programme (LiNRP) involving over 80 schools which we commenced in September 2025 alongside our research partnership with ChristChurch Canterbury University.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The key stakeholder and public benefits delivered by these activities are:

- Production of these resources allows schools to be able to deliver Harmony learning with ease and gives schools the opportunity to begin to feel how a curriculum can be, if delivered in an interconnected way.
- Our resources inspire teachers and pupils to look at the world in a different way, providing a new set of questions to ask about how humans live in relationship with Nature, and encouraging pupils to think in a systemic way.
- Our resources allow teachers to deliver National Curriculum outcomes in a coherent, cross-subject way, moving away from disconnected subject siloed approaches. This way of learning provides children with a far deeper, and more applied learning experience.
- We encourage teachers to take their learning into Nature, and to use their immediate and local resources to inspire the learning. This approach brings the children into a deeper relationship with what is around them, and makes the learning feel real, connected and alive.
- Our holistic approach helps children make connections across subject disciplines, supporting them to become systems thinkers, which we believe is the way forward for education.

Training & Support

School Engagement Across Different Regions. We continue to work with schools in different stages of engagement across various locations:

Dorset Schools – Working with a small number of schools, though headteachers face pressure from Multi Academy Trusts to conform, making innovation challenging.

Herefordshire Schools – Planning to repeat the successful school leaders' day at Patrick Holden's farm in summer 2026. Several schools are part of our science pilot.

Windsor and Maidenhead Schools – Developing good relationships with the education team, with training days planned for summer 2026.

Bracknell Forest Schools – Following a successful sustainability workshop day, we are planning a second event and similar approaches to other local authorities.

Cambridge Schools – Following a presentation at the Faculty of Education, we are exploring how our work can be disseminated through their network of schools.

Hackney Schools – Maintaining links following their participation in the Nature Premium field trial.

Schools in Wales – Working closely with Jayne Etherington to develop a Harmony curriculum aligned with the Curriculum for Wales. Increased engagement from 12 to 30 schools. Completed enquiries on seas and oceans, rivers, woodlands and rainforests, and plants and pollinators.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

SEND Schools – Hurst Lodge (Outstanding Ofsted grade) are running a brilliant Harmony curriculum. We are starting to work with other SEND schools.

Private Sector Schools – Working with a growing number of private schools who see our approach as a unique selling point, including Bishopsgate, Bute House, Eton College, Hampton Court House, St James Senior Boys School, St Piran's, King's School Macclesfield, and Redhill School Haverfordwest.

Training and CPD Delivery

Manchester Metropolitan University – We explored how our curriculum can inform their Initial Teacher Training programme and schools' work.

We delivered workshops and training to various groups including the Bracknell Forest student sustainability workshop which received very positive evaluation feedback.

The key stakeholder and public benefits delivered by these activities are:

- We provided support and inspiration to teachers, who in turn were able to share this with their pupils and school community. This energy reaches out beyond the school into the community and the homes of the children.
- Our work with networks of schools is leading to the development of case studies and staff who can share their enthusiasm and learning with other teachers, forming the beginning of a peer-to-peer community of Harmony practitioners.

Marketing & Research

During this year our activity in this area was as follows:

Digital Communications

We continued to strengthen our digital communications across Facebook, Instagram and LinkedIn, ensuring alignment with The Harmony Project's tone of voice and visual identity. We moved our newsletter platform to Ecosend as its environmental ethos better fits with our ethics and objectives.

Newsletter Performance

Our monthly e-newsletter continues to perform well above sector benchmarks, highlighting core developments, events, and educational content to our growing audience.

Website Development

We are implementing a 'Donate Now' button on the THP website to encourage individuals who may wish to support our work and enable this to be done more easily.

Impact Report

We developed a new style Impact Report to support fundraising efforts and demonstrate the value of our work to potential funders and of course our stakeholders. The key stakeholder and public benefits delivered by these activities are:

- Increased awareness of the message of Harmony to support the ongoing adoption of the approach by new schools and provide inspiration to those looking to introduce sustainability and Nature into the heart of their teaching and learning.
- Building our evidence base and communicating our impact effectively to support fundraising and growth.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Education Policy

During this year our activity in this area was as follows:

Partnerships

We see partnerships with other organisations as important for promoting our resources and way of learning. We have established partnerships with:

- The DfE and a potential collaboration around their biophilic schools' build programme
- Values-based Education and their Values in Harmony initiative
- Reboot the Future and the PACTS campaign (featured at the Festival of Education)
- The Chartered College of Teaching (ran a webinar together)
- SEEd (Sustainability and Environmental Education) and schools sustainability workshops.

Events and Presentations

Richard Dunne has spoken at various events since September 2024 including:

- Food, Farming and Education weekend at Patrick Holden's farm (150 attendees)
- Reboot the Future PACTS campaign launch (200 attendees)
- 'Children Need Nature' India national conference keynote (500+ attendees)
- Values Based Education Annual Conference (50 attendees)
- University of Winchester trainee teacher presentation (150 attendees)
- Bracknell Forest workshops

The key stakeholder and public benefits delivered by these activities are:

- We consider it vital that education changes to become an experience that is alive for children and provides them with the skills they need to navigate the 21st century. Through working to influence policy, we are creating the possibility that mainstream education will take sustainability to its core and will see the deep value of teaching and learning that is based on Nature's principles of Harmony.
- By moving the needle on education policy, we are establishing schools which create empowered young people who understand the issues of our time, and who feel able to respond confidently and collectively.
- Partnerships expand our reach and help us get our resources out to teachers and into schools more effectively.

International Harmony

During this year we continued to develop partnerships in the following countries:

- China
- Greece
- India
- Indonesia (Bali)
- Italy
- Maldives
- Netherlands
- Qatar
- South Africa
- Thailand
- Ukraine
- Vietnam

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Each partnership is unique, and the nature of the work encompasses the following:

Ukraine -The work in Ukraine continues to grow well. We ran 20 trips to the National Parks for young people from schools in Kyiv during the year, with a further residential trip to the Carpathian Mountains. The transport for these trips has been funded by the King Charles Charitable Fund (£5,000 for 2024-25). These trips are proving incredibly healing for children struggling with the trauma of war. We also continued to develop modules of learning for a new STEM curriculum, with the latest module on 'Earth, Space and Geometry'. The Ministry of Education is very keen on exploring closer collaboration, with plans for Richard to run online funded workshops.

South Africa -We visited Bahia Formosa School, our first international Harmony School, in Plettenberg Bay. The school is full of joy, great learning, and dedicated staff. We are supporting the school and staff as they look to help other schools develop similar Harmony approaches. The endorsement by the regional schools' commissioner supports this work.

The Netherlands -The Martin Buber School in Kerkrade has completed its first year. After initial challenges with students adjusting to a proactive rather than passive learning approach, students are now much more settled and engaged.

India -We remain in regular contact with Bhoomi College and the Green Wisdom School in Bangalore. Teachers are developing a programme of geometry learning through the school with plans to create a book of Indian geometry.

Qatar -Richard travelled to Qatar in April 2025 as keynote speaker at the Qatar Foundation's Earthna Summit. The Foundation's Academy School is keen to develop a holistic approach to education using our curriculum as a model. We are discussing how this work might be progressed.

Thailand -Work with the Oneness Bilingual School in Bangkok is progressing very well. They are using our curriculum to guide their new school curriculum, with the school due to open in September 2026.

The Maldives -The link with the Ministry of Education has picked up again, with support for our Year 1 island enquiry from a child's perspective.

Greece -We are working with Yannis and Dimitra from Alpha Generation's Curriculum for Life team to integrate Harmony learning into a pilot schools programme from September, recontextualised for Greek schools.

Food and Farming Education

Our Beacon Farms schools visit programme in partnership with the Sustainable Food Trust has been a huge success. We focused the visits on the word Health and the connection between healthy soil, plants, animals and people. Our message is that the more naturally produced, local and seasonal our food is, the better.

We worked with 10 of the 50 Beacon Farms who have a specific interest in food and farming education and young people, located across the country from Cumbria to Kent, Cornwall to Yorkshire, Suffolk to Surrey. We achieved our target of organising five visits per farm. We created both generic and bespoke resources for farm walks, depending on whether the farms are dairy, arable, beef or horticulture, and whether we are working directly with them to deliver sessions or providing them with generic content.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The key stakeholder and public benefits delivered by these activities are:

- Children and young people are being reconnected with the story of their food and understanding the importance of regenerative agriculture and sustainable food systems.
- Farm visits provide rich, real-world learning experiences that bring curriculum content to life.
- Both farms and schools have responded very positively, with farmers grateful for our support and guidance.

Operations & Governance

Staffing Changes

- Julia Jones replaced Morwenna Lewis as Head of Business Development and Operations from 7 January 2025, working 12 hours per week.
- Charlotte Holding's role expanded to include working one day a week for Little Rollright Farm under contract from THP. Her job title was amended to Head of Food and Farming Education.
- The HR function was fulfilled by Anneke Morley and the Finance function by Paul Brown, both on a freelance basis until 31 August 2025.
- Three part-time freelance writers supported lesson plan development.

Governance

- The Board met 3 times during the year, in November 2024, March 2025 and July 2025.
- Two new trustees were appointed on 15 November 2024: Ms T Carrigan and Mr S Gulati
- The four continuing trustees are:
 - Jamie Agombar (Chair)
 - Tessa Willy
 - Lubna Khan
 - John Cavill

Safeguarding

- All staff received annual safeguarding training.
- All staff are subject to enhanced DBS checks.

Systems and Operations

- All financial, HR, IT and other administrative systems continued to be embedded and reviewed during the year. THP was awarded Cyberessentials

Future Plans

Over the 2025-26 year and beyond, our plans are to:

Curriculum and Resources

- Complete our full science curriculum (Spring and Summer units) by June 2026
- Complete PSHE units aligned with science learning
- Develop geography and history units
- Work towards having a full Harmony curriculum in place by September 2027
- Develop Welsh versions of our curriculum following the success of initial enquiries

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Schools and Training

- Enrol and support schools through the Learning in Nature Research Programme
- Develop relationships with new Local Authorities and MATs
- Explore expansion of workshop model to generate income
- Support schools in developing Climate Action Plans
- Continue to mentor schools towards Harmony accreditation

Food and Farming Education

- Subject to funding, expand the Beacon Farms network school visits to 15 Farms
- Continue consultancy arrangement with Little Rollright Farm and explore similar models with other Beacon Farms

International

- Develop proof of concept programmes in Zambia, Bangladesh, and Papua New Guinea with the King's Foundation
- Continue support for Ukraine's STEM curriculum and National Park trips
- Support Bahia Formosa School in South Africa to become a model for other schools
- Progress partnerships in Qatar, Thailand, Greece, and India

Fundraising and Income Generation

- Secure longer-term, multi-year unrestricted funding
- Develop fundraising strategies to increase private donor and trusts and foundations income streams - Match-fund the KCCF grant of £150k per annum where possible.
- Implement website donation functionality
- Explore income from workshops, consultancy, and training

Policy Influence

- Develop partnership with the Department for Education on Beacon Schools network
- Continue to grow partnerships with key education organisations
- Respond to opportunities arising from the Harmony film premiere in January 2026

4 - Financial Review

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Funding Sources

HiE seeks to secure funds from diverse sources, including trusts, foundations and individual donors.

During the year, 75% of funds were secured from trusts and foundations, 16% from individual donors, and 7% from charitable activities and other fees. These funds have been used to support our work of curriculum and resource development, support and training, marketing, influencing education policy and international work. They have also supported our core functions of operations, governance and fundraising.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Financial Position – Results and Risk

HiE is continuing to establish its financial position and has set a target of growing its unrestricted reserves year on year to the point of holding adequate reserves.

Total income for 2024/25 was £612,145 and expenditure was £376,534 giving an in-year surplus/(deficit) of £235,611. This was comprised of a balance of £7,670 unrestricted funds and £227,941 restricted funds. The restricted funds were linked to the Aurora grant received towards the end of our financial year for the Learning in Nature research project which was due to commence in September 2025. Within this was an amount to grant to schools taking part in the Learning in Nature research project. It is envisaged that these funds will be fully spent in 2025/26.

The end of year total figures, including amounts brought forward (at 1st-September 2024, of £70,862 unrestricted and £23,455 restricted), were; £78,532 unrestricted and £251,396 restricted. The total final funds held were therefore £329,928.

Our situation requires an ongoing and diligent approach to fundraising and budget management. This is increasingly important as the organisation continues to develop and at a time of ongoing inflationary pressure.

The key risk facing HiE continues to be the ability to generate sufficient income to support our operations and growth plans. As a relatively new charity delivering a new curriculum and resources, we are still building the evidence base that will give funders confidence in our work. We are managing this risk by:

- Nurturing strong relationships with individual donors who have supported us to date
- Building a body of evidence through the Learning in Nature Research Programme and other initiatives that demonstrates how our approach improves outcomes for pupils and schools
- Using our letter of support from our major funder, the King Charles Charitable Fund, to leverage match funding
- Diversifying our income streams where possible, including workshops, consultancy, and international partnerships

We are acutely aware that schools themselves are facing a funding crisis. Therefore, whilst we can generate some income from training and CPD, we cannot generate significant income from selling resources and training to state sector schools. We continue to focus our income generation efforts on donors, trusts and foundations and consultancy at the Multi Academy Trust and Local Authority levels.

The fundraising climate continues to be challenging across all sectors, with expenditure growth outpacing income growth for many charities. We have sought advice from a fundraising strategist to help us develop our approach and identify opportunities.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Reserves Policy

The Board of Trustees has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the organisation should ideally be between 3-6 months' worth of unrestricted expenditure. The reserves policy is available as a separate document.

We did not meet the requirements of this policy, as the total unrestricted reserves at 31st August 2025 was £78,532 (equivalent to 1.2 months' worth) with free reserves (following a deduction of the value of fixed assets) being £76,109.

Our intention is to steadily grow our reserves over the coming years, to enable the organisation to establish stability in terms of staff and work capacity, without putting the organisation at undue financial risk.

Reserves are needed to safeguard the work of HiE and the Board of Trustees are confident that at appropriate levels they would be able to continue the main core services in the event of a significant drop in funding.

The reserves policy is reviewed annually. The Trustees actively monitor the financial performance of HiE and consider at every Board meeting the extent to which activities and expenditure might need to be curtailed should circumstances arise that would require this. If there is any uncertainty during a scheduled Board meeting, an additional process is triggered in which the Board receives an interim financial report with recommendations.

Fundraising

All fundraising carried out by HiE is done under the direct guidance of the Director. He keeps in regular contact with major donors and has close involvement in the preparation of grant applications. Other staff involved in fundraising include the Head of Business Development and Operations.

HiE does not use external professional fundraisers, and neither the organisation nor any of its staff subscribe to any fundraising standards scheme. We do not employ heavy-handed or unreasonably persistent approaches to fundraising. We invite donations through our website but do not actively pursue our supporters with direct requests. During the year, the Charity did not receive any complaints about its fundraising activities.

5 - Structure, Governance and Management

HiE is a charitable company limited by guarantee and was incorporated on 5th November 2021. It became a registered charity with the Charity Commission for England and Wales on 2nd November 2022. The company was established under a set of Articles of Association, which set out the objects and powers of the organisation. There are no members.

The directors of the company are also the trustees of the charity. Trustees have control of the organisation, its funds and assets, and are responsible for overall strategic and operational management. They are not subject to retirement by rotation and can serve up to a period of six years. All trustees give their time voluntarily and receive no benefits from the charity. Any out of pocket expenses reclaimed from the charity are set out in note 4 to the accounts. They are inducted and trained by other trustees and in consultation with the Director.

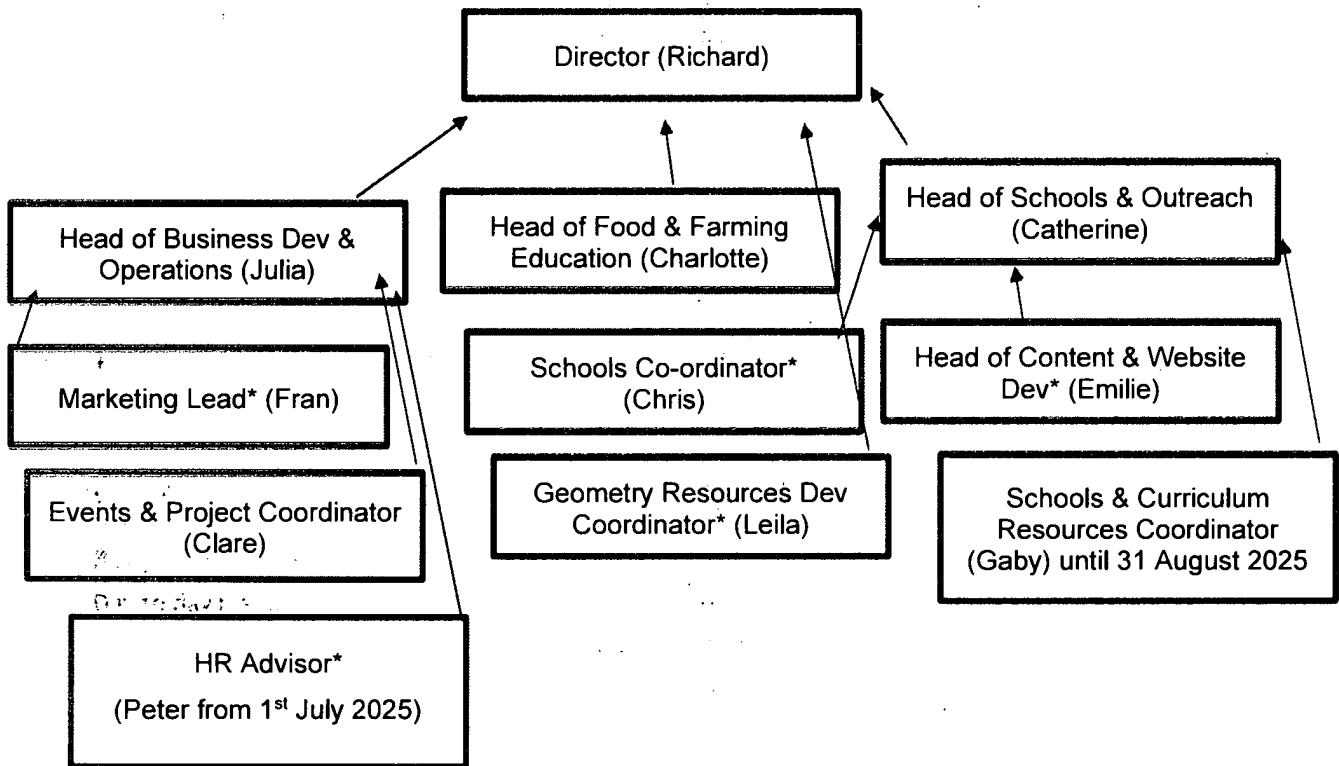
Due to the nature of the charity's work, the Board is made up of representatives from the education and sustainability sectors. We have carried out a skills audit of the Board and recruited an additional two Trustees in order to include additional skills outside of the education and sustainability sectors, including the charity and finance sectors. We will carry out the skills audit on an annual basis, and in the event of particular skills being lost due to retirements, individuals will be approached and invited to join the Board.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Board meetings take place every 4 months. Prior to meetings, the Director's report is circulated along with management accounts and any other relevant documents. In between meetings, the Board is kept up to date with regular emails from the Director and senior staff.

Day to day management of the organisation is delegated to the Director who manages a team of staff and consultants. The structure of HiE on 31 August 2025 is shown below:

* = freelance roles



HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

HiE's remuneration procedure stipulates that the pay of all senior staff, including the Director, is reviewed and set by the Board of Trustees at their regular Board meetings and, as for all staff, should be guided by the principles of internal equity and external parity. Except in instances of staff roles changing, salaries are reviewed yearly and any changes based on both internal and external factors, including staff performance and in accordance with current employment law and best practice.

Risk Management

The trustees have assessed the major risks to which the organisation is exposed and are satisfied that systems are in place to mitigate exposure. Policies and procedures have been drawn up to ensure compliance with relevant legislation and which enable appropriate authorisation of transactions and activities.

The Board has identified the top risks posed to the organisation, which are outlined in the table below, along with the controls that have been put in place to mitigate those risks.

Economic climate impacts schools' willingness to invest in new approach

Mitigation:

- Strong focus on fundraising from individual donors and philanthropic sources
- Recruitment of highly influential Head of Schools and Outreach ensures Leadership Teams see value of approach
- Building evidence base through Learning in Nature Research Programme

Poor relationships with funders or unsatisfactory returns on fundraising (especially in light of the relatively small number of major donors upon whom we rely)

Mitigation:

- Fundraising plan developed and regularly updated
- System in place to monitor and record outcomes of funded activities
- Income streams diversified where possible, although this is weighed up against time and resources available to cultivate new potential funders
- Major funders briefed on progress regularly
- Funder terms and conditions reviewed carefully and complied with, including dates for reporting back
- Fundraising strategist engaged to support development of approach

Loss of key staff

Mitigation:

- Plans and projects are documented to enable effective handovers
- Staff reviews carried out at least annually, with opportunities to raise issues in between
- Remuneration levels bear the importance of staff retention in mind, and procedures set to ensure internal equity and external parity
- Staff are kept up to date with organisational developments and impact, and are actively engaged in organisational planning and strategic development
- Employee wellbeing programme implemented for all PAYE staff

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

IT security and data protection

Mitigation:

- Implementation of Cyber Essentials certification
- Regular review of IT systems and security measures
- GDPR training for staff
- Secure data storage and backup procedures

As a charity that works in the education sector, safeguarding is a top priority. All members of staff are subject to an enhanced DBS check and undergo annual safeguarding training.

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of Harmony in Education for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those 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 charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on^{18/05/2026} and signed on the board's behalf by:



.....
Mr J S Agombar - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
HARMONY IN EDUCATION

Independent examiner's report to the trustees of Harmony in Education ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

C Moelwyn Williams

C Moelwyn Williams BSc FCA

TCA (Shrewsbury) LLP
Third Floor
21 St Mary's Street
Shrewsbury
Shropshire
SY1 1ED

Date: *19th May 2026*

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	250,708	314,845	565,553	375,824
Charitable activities					
General	4	44,423	-	44,423	4,542
Investment income	3	646	-	646	599
Other income		1,523	-	1,523	2,038
Total		<u>297,300</u>	<u>314,845</u>	<u>612,145</u>	<u>383,003</u>
EXPENDITURE ON					
Charitable activities	5				
General		<u>289,630</u>	<u>86,904</u>	<u>376,534</u>	<u>351,487</u>
NET INCOME		7,670	227,941	235,611	31,516
RECONCILIATION OF FUNDS					
Total funds brought forward		70,862	23,455	94,317	62,801
TOTAL FUNDS CARRIED FORWARD		<u><u>78,532</u></u>	<u><u>251,396</u></u>	<u><u>329,928</u></u>	<u><u>94,317</u></u>
CONTINUING OPERATIONS					
All income and expenditure has arisen from continuing activities.					

The notes form part of these financial statements

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL POSITION
31 AUGUST 2025

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	11	2,423	-	2,423	3,558
CURRENT ASSETS					
Debtors	12	23,298	-	23,298	14,558
Cash at bank and in hand		71,111	251,396	322,507	98,576
		<u>94,409</u>	<u>251,396</u>	<u>345,805</u>	<u>113,134</u>
CREDITORS					
Amounts falling due within one year	13	(18,300)	-	(18,300)	(22,375)
NET CURRENT ASSETS		<u>76,109</u>	<u>251,396</u>	<u>327,505</u>	<u>90,759</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>78,532</u>	<u>251,396</u>	<u>329,928</u>	<u>94,317</u>
NET ASSETS		<u>78,532</u>	<u>251,396</u>	<u>329,928</u>	<u>94,317</u>
FUNDS	14				
Unrestricted funds				78,532	70,862
Restricted funds				251,396	23,455
TOTAL FUNDS				<u>329,928</u>	<u>94,317</u>

The notes form part of these financial statements

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL POSITION - continued
31 AUGUST 2025

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 18/05/2026..... and were signed on its behalf by:



.....
Mr J S Agombar - Trustee

HARMONY IN EDUCATION

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	223,931	36,653
Net cash provided by operating activities		<u>223,931</u>	<u>36,653</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(3,517)
Net cash provided by/(used in) investing activities		<u>-</u>	<u>(3,517)</u>
Change in cash and cash equivalents in the reporting period			
Cash and cash equivalents at the beginning of the reporting period		223,931	33,136
Cash and cash equivalents at the end of the reporting period		<u>98,576</u>	<u>65,440</u>
Cash and cash equivalents at the end of the reporting period		<u>322,507</u>	<u>98,576</u>

The notes form part of these financial statements

HARMONY IN EDUCATION

NOTES TO THE STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net income for the reporting period (as per the Statement of Financial Activities)	235,611	31,516
Adjustments for:		
Depreciation charges	1,135	725
Increase in debtors	(8,740)	(9,108)
(Decrease)/increase in creditors	(4,075)	13,520
Net cash provided by operations	<u>223,931</u>	<u>36,653</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.24 £	Cash flow £	At 31.8.25 £
Net cash			
Cash at bank and in hand	98,576	223,931	322,507
	<u>98,576</u>	<u>223,931</u>	<u>322,507</u>
Total	<u>98,576</u>	<u>223,931</u>	<u>322,507</u>

The notes form part of these financial statements

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, 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 Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

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% straight line

Taxation

The charity is exempt from corporation 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.

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

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

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	96,500	133,324
Gift aid	5,708	7,500
Grants	463,345	235,000
	<u>565,553</u>	<u>375,824</u>

Grants received, included in the above, are as follows:

	2025	2024
	£	£
General	<u>463,345</u>	<u>235,000</u>

3. INVESTMENT INCOME

	2025	2024
	£	£
Bank interest received	646	599
	<u>646</u>	<u>599</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

4. INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	£	£
Sale of Teacher's guides	725	926
Consultancy	43,500	3,500
Training	198	116
	44,423	4,542

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
General	336,836	39,698	376,534

6. SUPPORT COSTS

	Other
	£
General	39,698

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	1,135	725

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2025 nor for the year ended 31 August 2024.

Trustees' expenses

During the year the charity reimbursed trustees expenses of £132 (2024: £86) in connection to travel costs incurred whilst performing charitable duties.

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

9. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	218,801	185,585
Social security costs	14,039	13,606
Other pension costs	5,986	4,910
	<u>238,826</u>	<u>204,101</u>

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

	2025	2024
General activities	<u>6</u>	<u>6</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
£80,001 - £90,000	<u>1</u>	<u>1</u>

The key management personnel of the charity to whom the Trustees delegate the day-to-day running of the organisation is the Director. The total employee benefits of the key management personnel of the charity for the year ended 31 August 2025 were £92,068 (Year ended 31 August 2024: £85,410).

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	220,824	155,000	375,824
Charitable activities			
General	4,542	-	4,542
Investment income	599	-	599
Other income	2,038	-	2,038
Total	<u>228,003</u>	<u>155,000</u>	<u>383,003</u>
EXPENDITURE ON			
Charitable activities			
General	<u>166,309</u>	<u>185,178</u>	<u>351,487</u>
NET INCOME/(EXPENDITURE)	61,694	(30,178)	31,516
RECONCILIATION OF FUNDS			
Total funds brought forward	9,168	53,633	62,801

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	<u>Unrestricted fund £</u>	<u>Restricted funds £</u>	<u>Total funds £</u>
TOTAL FUNDS CARRIED FORWARD	<u>70,862</u>	<u>23,455</u>	<u>94,317</u>

11. TANGIBLE FIXED ASSETS

	<u>Computer equipment £</u>
COST	
At 1 September 2024 and 31 August 2025	<u>4,539</u>
DEPRECIATION	
At 1 September 2024	981
Charge for year	1,135
At 31 August 2025	<u>2,116</u>
NET BOOK VALUE	
At 31 August 2025	<u>2,423</u>
At 31 August 2024	<u>3,558</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	3,180	763
Prepayments and accrued income	20,118	13,795
	<u>23,298</u>	<u>14,558</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	4,683	2,316
Social security and other taxes	6,034	4,447
Other creditors	1,014	1,613
Accruals and deferred income	6,569	13,999
	<u>18,300</u>	<u>22,375</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

14. MOVEMENT IN FUNDS

	At 1.9.24 £	Net movement in funds £	At 31.8.25 £
Unrestricted funds			
General fund	70,862	7,670	78,532
Restricted funds			
Aurora Trust	9,757	220,933	230,690
JJ Foundation	13,698	2,508	16,206
Sheepdrove Farm	-	4,500	4,500
	<u>23,455</u>	<u>227,941</u>	<u>251,396</u>
TOTAL FUNDS	<u>94,317</u>	<u>235,611</u>	<u>329,928</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	297,300	(289,630)	7,670
Restricted funds			
Aurora Trust	233,345	(12,412)	220,933
JJ Foundation	60,000	(57,492)	2,508
Green Skills	1,000	(1,000)	-
J& MD Cavill	500	(500)	-
Sheepdrove Farm	15,000	(10,500)	4,500
Kings Charles Charitable Fund	5,000	(5,000)	-
	<u>314,845</u>	<u>(86,904)</u>	<u>227,941</u>
TOTAL FUNDS	<u>612,145</u>	<u>(376,534)</u>	<u>235,611</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.9.23 £	Net movement in funds £	At 31.8.24 £
Unrestricted funds			
General fund	9,168	61,694	70,862
Restricted funds			
Aurora Trust	379	9,378	9,757
JJ Foundation	15,489	(1,791)	13,698
The Prince of Wales's Charitable Fund	37,765	(37,765)	-
	<u>53,633</u>	<u>(30,178)</u>	<u>23,455</u>
TOTAL FUNDS	<u>62,801</u>	<u>31,516</u>	<u>94,317</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	228,003	(166,309)	61,694
Restricted funds			
Aurora Trust	70,000	(60,622)	9,378
JJ Foundation	60,000	(61,791)	(1,791)
The Prince of Wales's Charitable Fund	25,000	(62,765)	(37,765)
	<u>155,000</u>	<u>(185,178)</u>	<u>(30,178)</u>
TOTAL FUNDS	<u>383,003</u>	<u>(351,487)</u>	<u>31,516</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

14. MOVEMENT IN FUNDS - continued

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

	At 1.9.23 £	Net movement in funds £	At 31.8.25 £
Unrestricted funds			
General fund	9,168	69,364	78,532
Restricted funds			
Aurora Trust	379	230,311	230,690
JJ Foundation	15,489	717	16,206
The Prince of Wales's Charitable Fund	37,765	(37,765)	-
Sheepdrove Farm	-	4,500	4,500
	<u>53,633</u>	<u>197,763</u>	<u>251,396</u>
TOTAL FUNDS	<u>62,801</u>	<u>267,127</u>	<u>329,928</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	525,303	(455,939)	69,364
Restricted funds			
Aurora Trust	303,345	(73,034)	230,311
JJ Foundation	120,000	(119,283)	717
The Prince of Wales's Charitable Fund	25,000	(62,765)	(37,765)
Green Skills	1,000	(1,000)	-
J& MD Cavill	500	(500)	-
Sheepdrove Farm	15,000	(10,500)	4,500
Kings Charles Charitable Fund	5,000	(5,000)	-
	<u>469,845</u>	<u>(272,082)</u>	<u>197,763</u>
TOTAL FUNDS	<u>995,148</u>	<u>(728,021)</u>	<u>267,127</u>

Restricted Funds

Aurora Trust Fund - This fund is for income from the Aurora Trust, granted to us to fund a field trial, in support of the idea of a Nature Premium for schools. The funding is to support schools to offer nature based learning, and to evaluate the impacts of this learning.

JJ Foundation Fund - This fund is for income from the JJ Foundation, to be used on the development of our teaching resources, including our geometry packs.

Green Skills Fund - This is a donation received to help cover the costs of a trip to South Africa to visit Bahia Formosa. This was fully spent in the year ended 31 August 2025.

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2025

14. MOVEMENT IN FUNDS - continued

J& MD Cavill Fund - This is a donation towards the cost of flight to visit Bahia Formosa. This was fully spent in year ended 31 August 2025.

Sheepdrove Farm Fund - This is a grant given to find out what we can learn from Wild Honeybees. Nothing was spent in the year ended 31 August 2025 and the full amount has been carried forward to next financial year..

Kings Charles Charitable Fund - This was additional funding received for the Ukraine work received outside of the existing grant agreement. We spent the full amount on funding the Harmony based trips for kids in Ukraine to the national parks.

The Prince of Wales's Charitable Fund - This fund was for income from the Prince of Wales's Charitable Foundation. It was to support the salary of the Head of Business Development and Operations and to support the development of teaching resources. This fund was fully spent year ended 31 August 2024.

15. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £5,986 (2024: £4,910). Contributions totaling £1,117 (2024: £916) were payable to the fund at the balance sheet date and are included in creditors.

16. RELATED PARTY DISCLOSURES

During the year, Trustee J Cavill made a one off donation to the charity totaling £500 (2024: £nil), this was a one off donation towards Richard's travel expenses to the Bahia Formosa School in South Africa.

HARMONY IN EDUCATION

England & Wales - Charity number 1200877

Accounts

REGISTERED COMPANY NUMBER: 13726080 (England and Wales)
REGISTERED CHARITY NUMBER: 1200877

HARMONY IN EDUCATION
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024



HARMONY IN EDUCATION

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

	Page
Reference and Administrative Details	1
Trustees' Report	2 to 14
Independent Examiner's Report	15
Statement of Financial Activities	16
Statement of Financial Position	17
Notes to the Financial Statements	18 to 23

HARMONY IN EDUCATION

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2024

TRUSTEES	Mr J S Agombar Mr J Cavill Ms L Khan Dr T M Willy Ms T Carrigan (appointed 15.11.24) Mr S Gulati (appointed 15.11.24)
COMPANY SECRETARY	Mrs J M Jones
REGISTERED OFFICE	20 Annett Road Walton-on-Thames KT12 2JR
REGISTERED COMPANY NUMBER	13726080 (England and Wales)
REGISTERED CHARITY NUMBER	1200877
INDEPENDENT EXAMINER	TCA (Shrewsbury) LLP Third Floor 21 St Mary's Street Shrewsbury Shropshire SY1 1ED

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Trustees Annual Report – Harmony in Education

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of Harmony in Education (the charitable company) for the year ended 31 August 2024. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP), 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).

1 - Introduction

Welcome to the Trustees' Annual Report for Harmony in Education, a charity which trades as The Harmony Project (THP).

As stated above this report covers the year 1st September 2023 – 31st August 2024.

Since April 2017, THP had been a project within another charity called the Sustainable Food Trust (SFT). On 2nd November 2022, THP was granted charitable status by the Charity Commission. From 1st April 2023 the activities of THP were transferred to Harmony in Education, to continue from thereon under the name Harmony in Education (charity number 1200877).

2 - Objectives and Activities

Charitable Purposes

THP's purposes, as set out in the Articles of Association, are as follows:

"The Charity's objects are to advance education for the benefit of the public in particular but without limitation by supporting schools and teachers to deliver education using nature and the natural environment."

In operational terms the overall aim of THP is to create a flourishing network of Harmony schools in the UK and around the world, which offer pupils a meaningful education that empowers them to be active in creating a more sustainable future.

Main Activities in Relation to the Purposes

Our main activities fall into 5 areas:

1. Curriculum & Resources
2. Training & Support
3. Marketing & Research
4. Education Policy
5. International Harmony

These are supported by core functions of income generation, operations and governance.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The specific activities within each of these areas are as follows.

1. Curriculum & Resources
 - a. Design a Harmony curriculum which allows schools to adopt a Harmony approach to learning.
 - b. Research and produce high quality, beautiful, well researched teaching resources that facilitate the delivery of a Harmony curriculum
2. Training & Support
 - a. Provide training and support to schools and teaching staff
 - b. Provide training and support to trainee teachers
3. Marketing & Research
 - a. Market and promote the Harmony approach and philosophy i.e. brand
 - b. Market and promote Harmony products & services i.e. resources and training
 - c. Research the impact and benefits of our work on the attainment and well-being of pupils
4. Education Policy
 - a. Influence education policy towards a Harmony approach to learning
5. International Harmony
 - a. Support international partners in developing Harmony for their context

Delivery Of Public Benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the charity commission relating to public benefit and in particular to its supplementary public benefit guidance.

There are 3 key ways in which THP delivers public benefit, as follows:

- Increasing young peoples' understanding of how to create a sustainable future
- Creating school communities that are positive, engaged and that offer a meaningful and inspiring experience for pupils, teachers and the wider community
- Providing a blueprint that facilitates the positioning of Nature and sustainability at the heart of teaching and learning.

We are a new charity, and in this second year of operation have been establishing our aims, objectives and activities.

Each year we will use our Trustees Annual Report to review our aims, objectives and activities. The review will look at what we achieved and the outcomes of our work in the previous 12 months. The review will assess the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review will also help us ensure our aims, objectives and activities remained focused on our stated charitable purposes.

We will continue to refer to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees will consider how planned activities will contribute to the aims and objectives they have set.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Grant Making Policy

Part of our work includes the sub-granting of funds to schools to support teaching and learning that is using the Harmony approach. A copy of our grant making policy is available on our website.

3 - Achievements and Future Plans

This section outlines the achievements and performance during this year, in the 5 strategic areas of:

1. Curriculum & Resources
2. Training & Support
3. Marketing & Research
4. Education Policy
5. International Harmony

This section also outlines our future plans for the charity.

Curriculum & Resources

Overview: Significant progress was made on the creation and refinement of curriculum-aligned teaching materials, including enquiry overview grids, science lesson packs, and new geometry resources. We finalised 36 enquiry overviews (six per year group, Years 1–6), each contextualised with Harmony principles, and created cover sheets and introductory content to support teacher understanding and implementation.

Science Subject Leader Handbook and Lesson Packs: We published our first Science Subject Leader's Handbook, incorporating current Ofsted guidance and inspection insights, supported by exemplar lesson plans for Years 1, 3 and 5. These were trialled in schools with accompanying feedback surveys, contributing to our plan to develop a full suite of science resources across all year groups in 2024/25, supported by freelance specialists and sub-editors.

Geometry Resources: Three geometry packs — exploring star patterns, the solar system, and flowers — were launched as paid resources, with a fourth, focused on native trees in autumn, also completed. Packs for Islamic art, Ancient Egypt, Ancient Greece, and Anglo-Saxon art are in development. All resources have been trialled in schools with positive teacher feedback, and we are now using an experienced freelance sub-editor to streamline production.

National Curriculum Coverage and Subject Progression: We completed National Curriculum mapping documents across Years 1–6 and began developing progression guidance for the six Harmony principles. Feedback from schools indicates these documents support curriculum planning clarity and reinforce confidence in implementing a Harmony curriculum.

Cross-Sector Collaboration: We developed the *Little Rollright* Teacher Guide and Children's Booklet in partnership with Little Rollright Farm and What on Earth Books, offering engaging content on food, farming, and sustainability to enhance children's understanding of food origins. These materials will soon be trialled in local schools, with further opportunities for consultancy support and funding through this relationship.

The key stakeholder and public benefits delivered by these activities are:

- Production of these resources allows schools to be able to deliver Harmony learning with ease and gives schools the opportunity to begin to feel how a curriculum can be if delivered in an interconnected way.
- Our resources inspire teachers and pupils to look at the world in a different way, providing a new set of questions to ask about how humans live in relationship with Nature, and encouraging pupils to think in a systemic way.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

- Our resources allow teachers to deliver National Curriculum outcomes in a coherent, cross-subject way, moving away from disconnected subject siloed approaches. This way of learning provides children with a far deeper, and more applied learning experience.
- We encourage teachers to take their learning into Nature, and to use their immediate and local resources to inspire the learning. This approach brings the children into deeper relationship with what is around them, and makes the learning feel real, connected and alive.

Training & Support

During this year our activity in this area was as follows:

School Engagement and Feedback: We visited five schools in Dorset to gather feedback on the Principle Progression documents and proposals for a future 'Accreditation Pathway'. School leaders responded positively, particularly valuing the opportunity for professional dialogue and support in shaping a whole-school Harmony curriculum approach.

Development of Accreditation Pathway: Feedback from individual and online consultations has informed the early design of a proposed 'Accreditation Pathway'. Schools expressed that the structured guidance, peer learning opportunities, and subject-specific support embedded in the model would be beneficial for deepening Harmony practice across their settings.

Launch of School Leaders' Partnership Programme (SLPP): We initiated a pilot of the SLPP with four Dorset primary schools, supported by dedicated funding. Planning sessions are underway with school leaders, including the first all-staff meeting at Milborne St Andrew, setting the foundation for a collaborative network focused on implementing Harmony principles in schools.

Continued Support for Harmony Accreditation: We continued to support two schools in progressing their applications for Harmony Accreditation. This includes tailored CPD and curriculum development guidance, as well as sharing insights and resources from our wider work to inform their journey.

Training and CPD Delivery: INSET sessions were delivered to 12 schools in Greater Manchester and to the PSB network at Castle Court School, Dorset. These sessions introduced the Harmony approach, including principle progression and its integration into core curriculum areas, and supported national pilot fieldwork for a new NP initiative.

Tailored Curriculum Support and Resource Evaluation: We provided ongoing, half-termly support to SLPP schools, helping them align Harmony principle progression with their own curricula. This work included evaluating new science planning materials and shaping future resource development in collaboration with Dorset and Cornwall school leaders.

Positive Impact and Growing Demand: Feedback from participating schools highlights the value of our tailored, relationship-based support model. Leaders particularly noted the benefit of shared experiences, localised guidance, and the clarity offered by principle progression tools in embedding Harmony more deeply in their schools.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The key stakeholder and public benefits delivered by these activities are:

- We provided support and inspiration to teachers, who in turn were able to share this with their pupils and school community. This energy reaches out beyond the school into the community and the homes of the children.
- We are building evidence that will allow policy makers to consider the value of learning in Nature and that will potentially lead to a policy that provides a guaranteed amount of time in Nature for school children.
- Through our accreditation programme we are providing a focus for schools who wish to embed the Harmony approach into their settings. This focus and the evidence framework we have created allows schools to move forward with clarity over how they need to adapt their curriculum and teaching.
- Our work with hubs of schools is leading to the development of a series of case studies, and staff who can share their enthusiasm and learning with other teachers and form the beginning of a peer-to-peer community of Harmony practitioners.

Marketing & Research

During this year our activity in this area was as follows:

Strategic Communications and Branding: We continued to strengthen our digital communications across Facebook, Instagram, LinkedIn and Twitter (X), ensuring alignment with The Harmony Project's tone of voice and visual identity as set out in our brand guide. Content included curated posts, videos, and collaborative messaging with partners to amplify reach and engagement.

Newsletter Performance and Reach: Our monthly e-newsletter has successfully highlighted core developments, events, and educational content, with an average open rate of 46%—well above the education sector benchmark of 28.5%. Two general updates were also shared across the wider network, with strong open rates of 51% and 44% respectively.

Development of Social Media Strategy: A full strategy document was completed to guide future communications, focusing on audience personas, tone of voice, content themes and brand development. This document will shape future content planning and is designed to strengthen our audience engagement and community growth across all platforms.

Digital Content Creation and Engagement: We produced and scheduled content across all channels, actively managing online engagement and responding to community interaction. This included promoting key initiatives, such as the launch of our geometry packs, with visuals and captions tailored to maximise visibility and resonance with our educational audiences.

Partner Collaboration and Cross-Promotion: We deepened collaboration with organisations such as Design for Change, Reboot the Future, Sustainable Food Trust and schools including Damers First and Redhill Prep, through joint posts and mutual tagging. These partnerships expanded our audience reach and enhanced visibility for both our work and that of our partners.

Direct Resource Marketing: A redesigned newsletter format was launched, combining education and general mailing lists. This platform now directly showcases our teaching resources—including taster content for our paid geometry packs—while also sharing stories, inspiration, and updates from across The Harmony Project's activity.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Thought Leadership and Blog Content: We supported the development of Richard Dunne's blog presence on LinkedIn, sharing three thought leadership pieces to date and tracking audience engagement. We aim to increase blog frequency to at least fortnightly to provide timely reflections on education, sustainability and leadership.

The key stakeholder and public benefits delivered by these activities are:

- Increased awareness of the message of Harmony to support the ongoing adoption of the approach by new schools and provide inspiration to those looking to introduce sustainability and Nature into the heart of their teaching and learning.
- By providing a membership area, we are able to offer a more tailored support to those teachers who are downloading our teaching resources.

Education Policy

During this year our activity in this area was as follows:

Primary Curriculum Sustainability and Climate Change Review

We contributed to the near-complete national Primary Curriculum Sustainability and Climate Change Review, collaborating with leading experts from universities and curriculum development organisations. This important initiative is designed to embed sustainability more deeply across the primary curriculum, aligning closely with The Harmony Project's educational mission.

Partnership with UCL's Centre for Climate Change and Sustainability Education

Following a new connection through our network, we are building a relationship with UCL's Centre for Climate Change and Sustainability Education. This partnership has strong potential for future collaboration and shared impact in promoting climate and sustainability learning in schools.

Food and Farming Education

We have continued to grow our partnership with the Sustainable Food Trust (SFT) to develop a network of 'beacon farms' promoting regenerative agriculture and sustainable food education. We aim to launch this national programme in 2024 with support from the Garfield Weston Foundation and are seeking additional funding for related secondary school projects in Bristol and Wales, focusing on procurement, food waste, and seasonal produce.

Serge Hill Project and HMP Bristol Collaboration

We are collaborating with the Serge Hill Project to create nature-based learning opportunities for schools in North-West London and Hertfordshire. Work at HMP Bristol has seen the establishment of a Harmony Garden and a popular beekeeping course led by the prison's pastoral care team. These projects demonstrate the wide application of Harmony principles across both education and rehabilitation settings.

Biophilic School of Nature Concept

Preliminary discussions have begun with TG Escapes and Sir Tim Smit on the concept of a 'Biophilic School of Nature'—a visionary learning environment rooted in natural systems and settings. While still in early development, the idea responds to a growing interest in nature-connected education as a counterbalance to digital learning.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

During the year, we have attended events such as:

- **Harmony in Education Symposium** – Ongoing global symposium at Nuneham Park, Oxford.
- **Festival of Education** – Showcasing work at the Sustainability Hub; speaking and panel participation on skills for a sustainable future (hosted by Cambridge University Press & Assessment).
- **Values-based Education (VbE) Annual Conference** – October; keynote on *Values in Harmony*.
- **OECD Conference in Paris** – Presentation on international education work (held 24 November).
- **SAN Conference in Oxford** – Presented Harmony work

The key stakeholder and public benefits delivered by these activities are:

- We consider it vital that education changes to become an experience that is alive for children and provides them with the skills they need to navigate the 21st century. Through working to influence policy, we are creating the possibility that mainstream education will take sustainability to its core and will see the deep value of teaching and learning that is based on Nature's principles of Harmony.
- By moving the needle on education policy, we are establishing schools which create empowered young people who understand the issues of our time, and who feel able to respond confidently and collectively.

International Harmony

During this year our activity in this area was as follows:

- We continued to develop partnerships in the following countries:
 - China
 - Costa Rica
 - Greece
 - India
 - Indonesia (Bali)
 - Italy
 - Latvia
 - Maldives
 - Netherlands
 - South Africa
 - Sweden
 - Ukraine

Each partnership is unique, and the nature of the work encompasses the following:

- **Curriculum Development & Teacher Training:** Co-creating and adapting Harmony-inspired curricula, often with ministries of education or local educators, to integrate sustainability, well-being, and real-world learning into mainstream education.
- **International School Partnerships & Case Studies:** Establishing model Harmony Schools and educational partnerships that serve as pilots or blueprints for broader adoption, often involving applied, community-based learning.
- **Collaborative Projects & Educational Programmes:** Running environmental and social projects in schools, such as reforestation, biodiversity initiatives, and Design for Change programmes, with strong student engagement and community impact.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

- **Resource Translation & Cultural Adaptation:** Translating and tailoring Harmony resources and teaching guides to local languages and cultural contexts to ensure relevance and accessibility in diverse regions.

We continued to translate the Harmony Teaching resources into other languages, with work beginning on translating the Geometry packs into Chinese. The total number of languages into which the teacher's guide has been translated is 8.

Rather than repeat the key stakeholder and public benefits outline above, it is true to say that all the benefits delivered by our curriculum work, our training work, our marketing and our education policy work are true for all the countries we are working with internationally. In all parts of the world, it has never been more important that we give our children an education that is fit for these times and full of hope.

Operations & Governance

Achievements during the year included:

- Jamie Agombar was appointed as chair of the Board, following Richard Dunne stepping down as Chair of SOS-UK, a charity for which Jamie Agombar is Chief Executive.
- During 2023-24 year THP grew its core team from 3 PAYE staff to 6 and continued to employ 3 regular freelance staff working on social media and content. THP also began to grow a small team of 2 specialist educational writers.
- All financial, HR, IT and other administrative systems continued to be embedded during this year and reviewed to allow them to evolve to become more and more fit for purpose as the organisation grew.
- The Board met 3 times during the year, in November 23, March 24 and July 24. The four trustees are listed below. It is intended to grow the board during the next financial year.
 - Jamie Agombar(formally became Chair on 13 November 2023).
 - Tessa Willy
 - Lubna Khan
 - John Cavill

Future Plans – what is happening now – 3 year plan

Over the 2024 – 25 year our plans are to continue to:

- Provide specific teaching resources, such as lesson plans, in subject areas such as science.
- Develop curriculum link guidance, showing pupils how a Harmony curriculum delivers the learning outcomes required by the National Curriculum.
- Write subject leader handbooks in core subjects, to support subject leaders in their planning.
- Mentor a small number of schools towards accreditation as Harmony schools
- Develop the Nature Premium project by running a 3rd Nature Premium field trial
- Grow our marketing reach via social media, newsletter and events.
- Develop fundraising strategies to increase our private donor and trusts and foundations income streams and to secure longer-term funding.
- Focus on how we can increase our income from sales of resources and consultancy.
- Grow our reach and influence in Education policy networks, via partnerships and membership of strategic working groups.
- Work in partnership with the SFT to develop the Beacon Farms project, allowing farms to act as education hubs, connecting pupils to their food and where it comes from
- Build upon our international partnerships, particularly those with Ukraine, South Africa and Europe.
- Increase the size and diversity of our Board, as mentioned above.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

4 - Financial Review

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Funding Sources

HiE seeks to secure funds from diverse sources, including trusts, foundations and individual donors.

During the year, 61% of funds were secured from trusts and foundations, 37% from individual donors, and 2% from charitable activities and other fees. These funds have been used to support our work of curriculum and resource development, support and training, marketing, influencing education policy and international work. They have also supported our core functions of operations, governance and fundraising.

Financial Position – Results and Risk

HiE is in the early stages of establishing its financial position and has set a target of growing its unrestricted reserves year on year to the point of holding adequate reserves by the end of the 25-26 year.

Total income for 2023/24 was £383,003 and expenditure was £351,487 giving an in-year surplus of £31,516. This surplus was comprised of a balance of £61,694 unrestricted funds and £(30,178) restricted funds.

The end of year total figures, including amounts brought forward (at 1st September 2023, of £9,168 unrestricted and £53,633 restricted), were; £70,862 unrestricted and £23,455 restricted.

The total final funds held were therefore £94,317.

At the start of the new financial year (2023/24), we had 62% of funds required for the year secured. Our situation requires an ongoing and diligent approach to fundraising and budget management. This is increasingly important as the organisation grows and at a time of inflationary pressure.

The key risk facing HiE at the end of this period, as last year, continues to be the ability to generate sufficient income to support the growth plans. As a new charity in the early stages of delivering a new curriculum and resources we are still building the evidence base that will give funders the confidence in our work. It is therefore our intention to manage this risk in two ways; by continuing to nurture strong relationships with those individual donors who have supported us to date and by beginning to build a body of evidence that can show funders how our approach improves outcomes for pupils and schools. We have a letter of support from our major funder, the KCCF, which we will use to leverage match funding.

We are acutely aware that schools themselves are facing a funding crisis, and therefore whilst we can generate some income from training and CPD we cannot generate significant income from selling resources and training to state sector schools. We will continue to focus our income generation efforts on donors, trusts and foundations and consultancy at the Multi Academy Trust and Local Authority levels.

Reserves Policy

The Board of Trustees established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the organisation should ideally be 3 months' worth of unrestricted expenditure. We did not meet the requirements of this policy, as the total unrestricted reserves at 31st

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

August 2024 was £70,862 (equivalent to 2.5 months' worth) with free reserves (following a deduction of the value of fixed assets) being £67,304.

In respect of the 2023/24 financial year, at September 2023 the intention was to achieve a surplus of £25k. The intention remains the same over the following two years, with a view to growing unrestricted reserves to the point that they meet the reserves policy by the end of 2025/26. Our intention is to steadily grow our reserves over these initial years, in order to enable the organisation to establish stability in terms of staff and work capacity, without putting the organisation at undue financial risk. To have achieved a level of reserve equivalent to 2.5 months running cost show acceptable progress towards this goal.

Reserves are needed to safeguard the work of HiE and the Board of trustees are confident that at this level they would be able to continue the main core services in the event of a significant drop in funding.

The reserves policy was most recently revisited during the 2023/24 financial year and deemed to be at the appropriate level. The trustees actively monitor the financial performance of HiE and consider at every Board meeting the extent to which activities and expenditure might need to be curtailed should circumstances arise that would require this. If there is any uncertainty during a scheduled Board meeting, an additional process is triggered in which the Board receive an interim financial report with recommendations.

Fundraising

All fundraising carried out by HiE is done under the direct guidance of the Director. He keeps in regular contact with major donors and has close involvement in the preparation of grant applications. Other staff involved in fundraising include the Head of Business Development and Operations. HiE does not use external professional fundraisers, and neither the organisation nor any of its staff subscribe to any fundraising standards scheme. We do not employ heavy-handed or unreasonably persistent approaches to fundraising, and whilst we invite donations through our website, we do not actively pursue our supporters with direct requests. During the year, the Charity did not receive any complaints about its fundraising activities.

Disclosure of Trustee Donations

The aggregate Trustee donations to the charity was £0. (2023: Donations to the Sustainable Food Trust, the charity originally running The Harmony Project: £30,000).

5 - Structure, Governance and Management

HiE is a charitable company limited by guarantee and was incorporated on 5th November 2021. It became a registered charity with the Charity Commission for England and Wales on 2nd November 2022. The company was established under a set of Articles of Association, which set out the objects and powers of the organisation. There are no members.

The directors of the company are also the trustees of the charity. Trustees have control of the organisation, its funds and assets, and are responsible for overall strategic and operational management. They are not subject to retirement by rotation and there are not fixed periods of service. All trustees give their time voluntarily and receive no benefits from the charity. Any out of pocket expenses reclaimed from the charity are set out in note 4 to the accounts. They are inducted and trained by other trustees and in consultation with the Director.

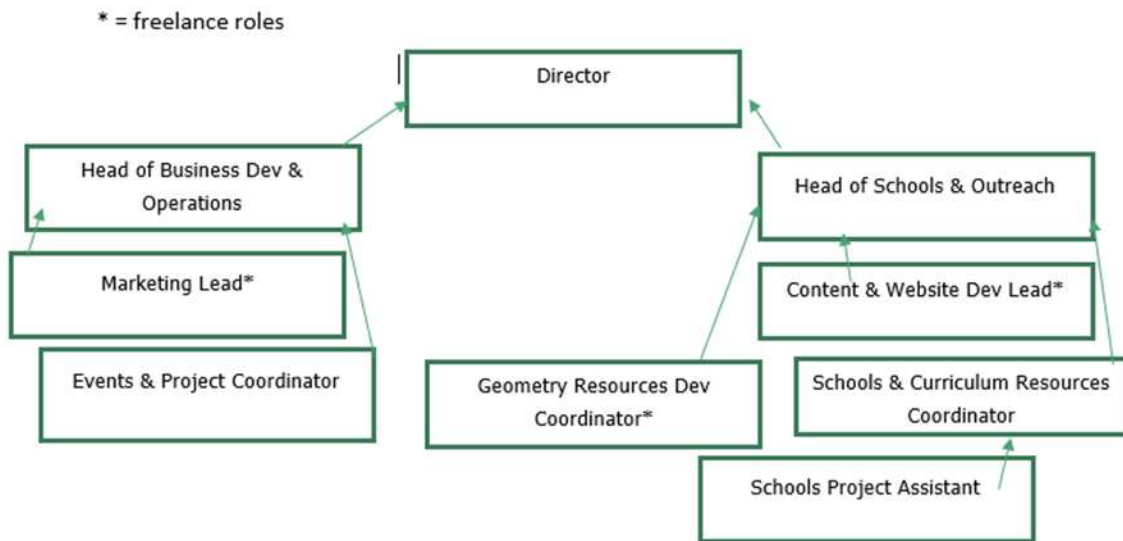
Due to the nature of the charity's work, the Board is made up of representatives from the education and sustainability sectors. We have carried out a skills audit of the Board and have identified that we would benefit from expanding the Board to include representatives with commercial and legal

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

experience. To ensure we maintain a broad mix of skills, we will carry out the skills audit on an annual basis, and in the event of particular skills being lost due to retirements, individuals will be approached and invited to join the Board.

Board meetings take place every 4 months. Prior to meetings, the Director's report is circulated along with management accounts and any other relevant documents. In between meetings, the Board is kept up to date with regular emails from the Director and senior staff.

Day to day management of the organisation is delegated to the Director who manages a team of staff and consultants. The structure of HiE on 31 August 2024, is shown below:



HiE's remuneration procedure stipulates that the pay of all senior staff, including the Director, is reviewed and set by the Board of Trustees at their regular Board meetings and, as for all staff, should be guided by the principles of internal equity and external parity. Except in instances of staff roles changing, salaries are reviewed yearly and any changes based on both internal and external factors, including staff performance and in accordance with current employment law and best practice.

Risk Management

The trustees have assessed the major risks to which the organisation is exposed and are satisfied that systems are in place to mitigate exposure. Policies and procedures have been drawn up to ensure compliance with relevant legislation and which enable appropriate authorisation of transactions and activities. The Board has identified the top three risks posed to the organisation, which are outlined in the table below, along with the controls that have been put in place to mitigate those risks. Two of these risks are financial and are referenced in the finance section of this report.

<p>Economic climate impacts schools' willingness to invest in new approach</p>	<ul style="list-style-type: none"> • Strong focus on fundraising from individual donors and philanthropic sources • Recruitment of highly influential Head of Schools and Outreach ensures Leadership Teams see value of switching.
--	---

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

<p>Poor relationships with funders or unsatisfactory returns on fundraising (especially in light of the relatively small number of major donors upon whom we rely).</p>	<ul style="list-style-type: none"> • Fundraising plan developed and regularly updated • System in place to monitor and record outcomes of funded activities. • Income streams diversified where possible, although this is weighed up against time and resources available to cultivate new potential funders • Major funders briefed on progress regularly. • Funder terms and conditions reviewed carefully and complied with, including dates for reporting back.
<p>Loss of key staff</p>	<ul style="list-style-type: none"> • Plans and projects are documented to enable effective handovers. • Staff reviews carried out at least annually, with opportunities to raise issues in between. • Remuneration levels bear the importance of staff retention in mind, and procedures set to ensure internal equity and external parity. • Staff are kept up to date with organisational developments and impact, and are actively engaged in organisational planning and strategic development

As a charity that works in the education sector, safeguarding is a top priority. All members of staff are subject to an enhanced DBS check and undergo annual safeguarding training.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

TRUSTEES' RESPONSIBILITY STATEMENT


The trustees (who are also the directors of Harmony in Education for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on ^{23/05/2025} and signed on its behalf by:


.....
Mr J S Agombar - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
HARMONY IN EDUCATION**

Independent examiner's report to the trustees of Harmony in Education ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

C Moelwyn Williams

C Moelwyn Williams BSc FCA

TCA (Shrewsbury) LLP
Third Floor
21 St Mary's Street
Shrewsbury
Shropshire
SY1 1ED

Date: *27th May 2025*

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES **FOR THE YEAR ENDED 31 AUGUST 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		220,824	155,000	375,824	262,139
Charitable activities					
General		4,542	-	4,542	1,621
Investment income	2	599	-	599	381
Other income		<u>2,038</u>	<u>-</u>	<u>2,038</u>	<u>30</u>
Total		<u>228,003</u>	<u>155,000</u>	<u>383,003</u>	<u>264,171</u>
EXPENDITURE ON					
Charitable activities					
General		<u>166,309</u>	<u>185,178</u>	<u>351,487</u>	<u>201,370</u>
NET INCOME/(EXPENDITURE)		61,694	(30,178)	31,516	62,801
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>9,168</u>	<u>53,633</u>	<u>62,801</u>	<u>-</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>70,862</u></u>	<u><u>23,455</u></u>	<u><u>94,317</u></u>	<u><u>62,801</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL POSITION 31 AUGUST 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	7	3,558	-	3,558	766
CURRENT ASSETS					
Debtors	8	14,558	-	14,558	5,450
Cash at bank		<u>75,121</u>	<u>23,455</u>	<u>98,576</u>	<u>65,440</u>
		89,679	23,455	113,134	70,890
CREDITORS					
Amounts falling due within one year	9	<u>(22,375)</u>	-	<u>(22,375)</u>	<u>(8,855)</u>
NET CURRENT ASSETS		<u>67,304</u>	<u>23,455</u>	<u>90,759</u>	<u>62,035</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>70,862</u>	<u>23,455</u>	<u>94,317</u>	<u>62,801</u>
NET ASSETS		<u>70,862</u>	<u>23,455</u>	<u>94,317</u>	<u>62,801</u>
FUNDS	10				
Unrestricted funds				70,862	9,168
Restricted funds				<u>23,455</u>	<u>53,633</u>
TOTAL FUNDS				<u>94,317</u>	<u>62,801</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 23/05/2025 and were signed on its behalf by:



.....
Mr J S Agombar - Trustee

The notes form part of these financial statements

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 AUGUST 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, 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 Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

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% straight line

Taxation

The charity is exempt from corporation 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.

Pension costs and other post-retirement benefits

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

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2024

1. ACCOUNTING POLICIES - continued

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2. INVESTMENT INCOME

	2024	2023
	£	£
Bank interest received	<u>599</u>	<u>381</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	<u>725</u>	<u>256</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

During the year the charity reimbursed trustees' expenses of £86 in connection to travel costs incurred whilst performing charitable duties.

5. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	185,585	89,196
Social security costs	13,606	3,514
Other pension costs	<u>4,910</u>	<u>2,292</u>
	<u>204,101</u>	<u>95,002</u>

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

	2024	2023
General activities	<u>6</u>	<u>3</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2024

5. STAFF COSTS - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£70,001 - £80,000	-	1
£80,001 - £90,000	<u>1</u>	<u>-</u>
	<u><u>1</u></u>	<u><u>1</u></u>

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	85,139	177,000	262,139
Charitable activities			
General	1,621	-	1,621
Investment income	381	-	381
Other income	<u>30</u>	<u>-</u>	<u>30</u>
Total	<u><u>87,171</u></u>	<u><u>177,000</u></u>	<u><u>264,171</u></u>
EXPENDITURE ON			
Charitable activities			
General	<u>78,003</u>	<u>123,367</u>	<u>201,370</u>
NET INCOME	<u>9,168</u>	<u>53,633</u>	<u>62,801</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>9,168</u></u>	<u><u>53,633</u></u>	<u><u>62,801</u></u>

7. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 September 2023	1,022
Additions	<u>3,517</u>
At 31 August 2024	<u>4,539</u>
DEPRECIATION	
At 1 September 2023	256
Charge for year	<u>725</u>
At 31 August 2024	<u>981</u>
NET BOOK VALUE	
At 31 August 2024	<u>3,558</u>
At 31 August 2023	<u>766</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2024

8.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2024	2023
		£	£
	Trade debtors	763	450
	Prepayments and accrued income	<u>13,795</u>	<u>5,000</u>
		<u>14,558</u>	<u>5,450</u>

9.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2024	2023
		£	£
	Trade creditors	2,316	1,779
	Social security and other taxes	4,447	4,715
	Other creditors	1,613	801
	Accruals and deferred income	<u>13,999</u>	<u>1,560</u>
		<u>22,375</u>	<u>8,855</u>

10.	MOVEMENT IN FUNDS		
		Net movement	At
	At 1.9.23	in funds	31.8.24
	£	£	£
	Unrestricted funds		
	General fund	61,694	70,862
	Restricted funds		
	Aurora Trust	9,378	9,757
	JJ Foundation	(1,791)	13,698
	The Prince of Wales's Charitable Fund	<u>(37,765)</u>	-
		<u>53,633</u>	<u>23,455</u>
	TOTAL FUNDS	<u>31,516</u>	<u>94,317</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	228,003	(166,309)	61,694
Restricted funds			
Aurora Trust	70,000	(60,622)	9,378
JJ Foundation	60,000	(61,791)	(1,791)
The Prince of Wales's Charitable Fund	<u>25,000</u>	<u>(62,765)</u>	<u>(37,765)</u>
	<u>155,000</u>	<u>(185,178)</u>	<u>(30,178)</u>
TOTAL FUNDS	<u>383,003</u>	<u>(351,487)</u>	<u>31,516</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2024

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.9.22 £	Net movement in funds £	At 31.8.23 £
Unrestricted funds			
General fund	-	9,168	9,168
Restricted funds			
Aurora Trust	-	379	379
JJ Foundation	-	15,489	15,489
The Prince of Wales's Charitable Fund	<u>-</u>	<u>37,765</u>	<u>37,765</u>
	<u>-</u>	<u>53,633</u>	<u>53,633</u>
TOTAL FUNDS	<u>-</u>	<u>62,801</u>	<u>62,801</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	87,171	(78,003)	9,168
Restricted funds			
Aurora Trust	42,000	(41,621)	379
JJ Foundation	60,000	(44,511)	15,489
The Prince of Wales's Charitable Fund	<u>75,000</u>	<u>(37,235)</u>	<u>37,765</u>
	<u>177,000</u>	<u>(123,367)</u>	<u>53,633</u>
TOTAL FUNDS	<u>264,171</u>	<u>(201,370)</u>	<u>62,801</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	-	70,862	70,862
Restricted funds			
Aurora Trust	-	9,757	9,757
JJ Foundation	<u>-</u>	<u>13,698</u>	<u>13,698</u>
	<u>-</u>	<u>23,455</u>	<u>23,455</u>
TOTAL FUNDS	<u>-</u>	<u>94,317</u>	<u>94,317</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 AUGUST 2024**

10. MOVEMENT IN FUNDS - continued

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	315,174	(244,312)	70,862
Restricted funds			
Aurora Trust	112,000	(102,243)	9,757
JJ Foundation	120,000	(106,302)	13,698
The Prince of Wales's Charitable Fund	<u>100,000</u>	<u>(100,000)</u>	<u>-</u>
	<u>332,000</u>	<u>(308,545)</u>	<u>23,455</u>
TOTAL FUNDS	<u>647,174</u>	<u>(552,857)</u>	<u>94,317</u>

Restricted Funds

Aurora Trust Fund - This fund is for income from the Aurora Trust, granted to us to fund a field trial, in support of the idea of a Nature Premium for schools. The funding is to support schools to offer nature based learning, and to evaluate the impacts of this learning.

JJ Foundation Fund - This fund is for income from the JJ Foundation, to be used on the development of our teaching resources, including our geometry packs.

The Prince of Wales's Charitable Fund - This fund is for income from the Prince of Wales's Charitable Foundation. It is to support the salary of the Head of Business Development and Operations and to support the development of teaching resources.

11. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £4,910 (2023: £2,292). Contributions totalling £916 (2023: £684) were payable to the fund at the balance sheet date and are included in creditors.

12. RELATED PARTY DISCLOSURES

During the year, Trustees made donations to the charity totalling £Nil. (2023: £30,000).

HARMONY IN EDUCATION

England & Wales - Charity number 1200877

Accounts

REGISTERED COMPANY NUMBER: 13726080 (England and Wales)
REGISTERED CHARITY NUMBER: 1200877

HARMONY IN EDUCATION
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

HARMONY IN EDUCATION

CONTENTS OF THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 AUGUST 2023**

	Page
Reference and Administrative Details	1
Trustees' Report	2 to 12
Independent Examiner's Report	13
Statement of Financial Activities	14
Statement of Financial Position	15
Notes to the Financial Statements	16 to 20
Detailed Statement of Financial Activities	21 to 22

HARMONY IN EDUCATION

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2023

TRUSTEES	Mr J S Agombar Mr J Cavill Ms L Khan Dr T M Willy
COMPANY SECRETARY	Ms R M Lewis
REGISTERED OFFICE	20 Annett Road Walton-on-Thames KT12 2JR
REGISTERED COMPANY NUMBER	13726080 (England and Wales)
REGISTERED CHARITY NUMBER	1200877
INDEPENDENT EXAMINER	TCA (Shrewsbury) LLP Third Floor 21 St Mary's Street Shrewsbury Shropshire SY1 1ED

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Trustees Annual Report – Harmony in Education

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2023. 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).

1 - Introduction

Welcome to the inaugural Trustees' Annual Report for Harmony in Education, a charity which trades as The Harmony Project (THP).

As stated above this report covers the year 1st September 2022 – 31st August 2023.

THP established itself as a charity on 1st April 2023, under the name Harmony in Education (charity number 1200877). Since April 2017, THP had been treated as a project within another charity called the Sustainable Food Trust (SFT).

On 2nd November 2022 THP was granted charitable status by the Charity Commission. From 1st April 2023 the activities of THP were transferred to Harmony in Education, to continue from thereon.

2 - Objectives and Activities

Charitable Purposes

THP's purposes, as set out in the Articles of Association, are as follows:

"The Charity's objects are to advance education for the benefit of the public in particular but without limitation by supporting schools and teachers to deliver education using nature and the natural environment."

In operational terms the overall aim of THP is to create a flourishing network of Harmony schools in the UK and around the world, which offer pupils a meaningful education that empowers them to be active in creating a more sustainable future.

Main Activities in Relation to the Purposes

Our main activities fall into 5 areas:

1. Curriculum & Resources
2. Training & Support
3. Marketing & Research
4. Education Policy
5. International Harmony

These are supported by core functions of income generation, operations and governance.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The specific activities within each of these areas are as follows.

1. Curriculum & Resources
 - a. Design a Harmony curriculum which allows schools to adopt a Harmony approach to learning.
 - b. Research and produce high quality, beautiful, well researched teaching resources that facilitate the delivery of a Harmony curriculum
2. Training & Support
 - a. Provide training and support to schools and teaching staff
 - b. Provide training and support to trainee teachers
3. Marketing & Research
 - a. Market and promote the Harmony approach and philosophy i.e. brand
 - b. Market and promote Harmony products & services i.e. resources and training
 - c. Research the impact and benefits of our work on the attainment and well-being of pupils
4. Education Policy
 - a. Influence education policy towards a Harmony approach to learning
5. International Harmony
 - a. Support international partners in developing Harmony for their context

Delivery Of Public Benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the charity commission relating to public benefit and in particular to its supplementary public benefit guidance.

There are 3 keys ways in which THP delivers public benefit, as follows:

- Increasing young peoples' understanding of how to create a sustainable future
- Creating school communities that are positive, engaged and that offer a meaningful and inspiring experience for pupils, teachers and the wider community
- Providing a blueprint that facilitates the positioning of Nature and sustainability at the heart of teaching and learning.

We are a new charity, and in this first year of operation have been establishing our aims, objectives and activities.

Each year we will use our Trustees Annual Report to review our aims, objectives and activities. The review will look at what we achieved and the outcomes of our work in the previous 12 months. The review will assess the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review will also help us ensure our aims, objectives and activities remained focused on our stated charitable purposes.

We will continue to refer to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees will consider how planned activities will contribute to the aims and objectives they have set.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Grant Making Policy

Part of our work includes the sub-granting of funds to schools to support teaching and learning that is using the Harmony approach. A copy of our grant making policy is available on our website.

3 - Achievements and Future Plans

This section outlines the achievements and performance during this year, in the 5 strategic areas of:

1. Curriculum & Resources
2. Training & Support
3. Marketing & Research
4. Education Policy
5. International Harmony

This section also outlines future plans for the charity.

Curriculum & Resources

During this year our activity in this area was as follows:

- We began work on revising our half-termly overviews of learning from Reception to Year 6 to ensure that our work is aligned to the schools' Ofsted inspection framework in England and provides a framework for schools to deliver outstanding teaching and learning that is relevant, real life applied and sustainability focused. We completed work on half of the curriculum (18 out of the total of 36 overviews).
- We completed a 'We Are Antarctica' pack for upper KS2, exploring the awe and wonder of Antarctica and how it is changing due to climate change. This was launched in December 2022, in partnership with Reboot the Future. This was a 100-page pack with learning in English, Maths and Science.
- We began work on a further 100-page pack, 'Where does our energy come from and how much do we use?' for Year 4. The pack provides 17 fully resourced lesson plans and allows teachers to explore themes of energy and sustainability through a Harmony lens.
- We began a 3-year project of developing a suite of 24 geometry packs, each one focussed on a different theme, aimed at introducing geometry to Years 3-6 within the primary setting. During this year, we developed the first 8 packs to various stages of design/finalisation. The funding for this work runs from Dec 2022 – Dec 2025.
- We continued to work on developing our resources to be light and spacious, so ensuring that everything we produce has a feel of balance and carries the message of Harmony in its look and feel.
- We took on two new members of staff, Gabriella May (PAYE) and Leila Dear (freelance), with exclusive remits to develop resources, allowing us to greatly increase our output.

The key stakeholder and public benefits delivered by these activities are:

- Production of these resources allows schools to be able to deliver Harmony learning with ease and gives schools the opportunity to begin to feel how a curriculum can be if delivered in an interconnected way.
- Our resources inspire teachers and pupils to look at the world in a different way, providing a new set of questions to ask about how humans live in relationship with Nature, and encouraging pupils to think in a systemic way.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

- Our resources allow teachers to deliver National Curriculum outcomes in a coherent, cross-subject way, moving away from disconnected subject siloed approaches. This way of learning provides children with a far deeper, and more applied learning experience.
- We encourage teachers to take their learning into Nature, and to use their immediate and local resources to inspire the learning. This approach brings the children into deeper relationship with what is around them, and makes the learning feel real, connected and alive.

Training & Support

During this year our activity in this area was as follows:

- We ran a field trial in support of a national campaign, in partnership with the Forest School Association, for the introduction of a Nature Premium into schools to ensure all children and young people have regular access to nature-based learning. We supported 20 schools to take their learning out of the classroom, and evaluated the results on well-being, attainment and the school community.
- We worked with University of Wales to deliver their new Curriculum for Wales through Harmony in Education. We provided training for a cohort of 10 schools and co-hosted an end of year conference at University of Wales Trinity St David's campus in Lampeter attended by over 150 pupils and teachers.
- We designed a programme of learning with the Education Team at the Prince's Foundation, Dumfries House to support Sustainability Learning in schools in Scotland which was rolled out from May 2022.
- We nurtured our relationships with clusters of schools in a range of diverse locations across the UK and supported these schools in rethinking their curriculum and embedding a new way of learning, guided by Nature's principles of the Harmony. This support took the form of in-person training, webinars and mentorship over zoom. Areas we worked with included Dorset, Herefordshire, Surrey, Cornwall and London.
- We launched an accreditation programme May 2022 to recognise and celebrate schools and education settings where Harmony approaches are being developed.

The key stakeholder and public benefits delivered by these activities are:

- We provided support and inspiration to teachers, who in turn were able to share this with their pupils and school community. This energy reaches out beyond the school into the community and the homes of the children.
- We are building evidence that will allow policy makers to consider the value of learning in Nature and that will potentially lead to a policy that provides a guaranteed amount of time in Nature for school children.
- Through our accreditation programme we are providing a focus for schools who wish to embed the Harmony approach into their settings. This focus and the evidence framework we have created allows schools to move forward with clarity over how they need to adapt their curriculum and teaching.
- Our work with hubs of schools is leading to the development of a series of case studies, and staff who can share their enthusiasm and learning with other teachers and form the beginning of a peer-to-peer community of Harmony practitioners.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Marketing & Research

During this year our activity in this area was as follows:

- Established a strong following on our newsletter, with subscriber numbers growing through the year to over 1000, and an above average open rate.
- Continued to develop our social media presence on LinkedIn, Facebook and Instagram.
- Further developed our website to host gated content and created a membership area.
- Recorded and published a series of Podcasts.

The key stakeholder and public benefits delivered by these activities are:

- Increased awareness of the message of Harmony to support the ongoing adoption of the approach by new schools and provide inspiration to those looking to introduce sustainability and Nature into the heart of their teaching and learning.
- By providing a membership area, we are able to offer a more tailored support to those teachers who are downloading our teaching resources.

Education Policy

During this year our activity in this area was as follows:

- Fed into the DfE's work on their Sustainability and Climate Change (SCC) strategy through our relationship with *SE-Ed* (Sustainability and Environmental Education).
- Sat on Natural England Working Group looking at how education can inform a future where nature connection is increasingly part of our daily lives.
- Fed into the Cambridge Zero and Cambridge University Press and Assessment's work on how to thread sustainability into both the primary and secondary curriculum content.
- Sat on the Natural History GCSE development Board.
- Attended or ran events such as:
 - Presentation to 60 Headteachers at the Coventry and Warwickshire Gateway Alliance Conference
 - Presentation to trainee teachers at Faculty of Education at Cambridge University.
 - Harmony in Education conference in Lampeter with UWTSD. We promoted and celebrated what has been achieved this year and how we see the programme expanding next.
 - Anthropy23 Event at the Eden Project in Cornwall. Participated in a panel discussion on the future of education in this country. 2000 people in attendance.
 - OECD event Paris exploring creativity in education.

The key stakeholder and public benefits delivered by these activities are:

- We consider it vital that education changes to become an experience that is alive for children and provides them with the skills they need to navigate the 21st century. Through working to influence policy, we are creating the possibility that mainstream education will take sustainability to its core and will see the deep value of teaching and learning that is based on Nature's principles of Harmony.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

- By moving the needle on education policy, we are establishing schools which create empowered young people who understand the issues of our time, and who feel able to respond confidently and collectively.

International Harmony

During this year our activity in this area was as follows:

- We continued to develop partnerships in the following countries:
 - China
 - Costa Rica
 - Greece
 - India
 - The Maldives
 - The Netherlands – Martin Buber School
 - South Africa
 - Tanzania
 - Ukraine
- Each partnership is unique, and the nature of the work ranges from the development of a new school in the Netherlands, to the adoption and promotion of the Geometry guides in China, to schools and educational settings developing their unique versions of the Harmony approach.
- We continued to translate the Harmony Teacher's Guide into other languages, with editions being published in French and Italian. These translations take the total number of languages into which the guide has been translated to 8.

Rather than repeat the key stakeholder and public benefits outline above, it is true to say that all the benefits delivered by our curriculum work, our training work, our marketing and our education policy work are true for all the countries we are working with internationally. In all parts of the world, it has never been more important that we give our children an education that is fit for these times and full of hope.

Operations & Governance

Achievements during the year included:

- The period of September 22 to March 23 was focused on preparing to TUPE the staff team, to put in place the governance structures, to establish the operational structures and to ensure that the financial separation from the SFT was conducted in a timely and transparent way.
- From 1st April THP had a core team of 3 PAYE staff, and 3 regular freelance staff providing operations, content and social media support. From 1st June the operations role transferred to a PAYE role.
- All financial, HR, IT and other administrative systems were put in place during the year, and reviewed to allow them to evolve to become more and more fit for purpose as the new organisation bedded in.
- The Board was formally established, with the first Board meeting being held in November 2022, and a further two Board meetings in March and July 2023. The four trustees are as follows:
 - Jamie Agombar
 - Tessa Willy
 - Lubna Khan
 - John Cavill

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

- During this year Helen Taylor, a freelance fundraising consultant, was co-opted as chair of the Board in place of the planned chair, Jamie Agombar. The reason for this was that during this period Richard Dunne was the Chair of Students Organising for Sustainability (SOS), a charity for which Jamie Agombar is Chief Executive. Jamie will take the chair once Richard steps down from the SOS Board in the 23-24 year.

Future Plans

Over the 2023 – 24 year our plans are as follows:

- To expand our team to include a Head of Schools and Outreach, and an Events & Projects Coordinator.
- To complete our full curriculum overview, mapping out a child's Harmony journey from early years to Year 6.
- To provide specific teaching resources, such as lesson plans, in subject areas such as science.
- To develop curriculum link guidance, showing pupils how a Harmony curriculum delivers the learning outcomes required by the National Curriculum.
- To write subject leader handbooks in core subjects, to support subject leaders in their planning.
- To mentor a small number of schools towards accreditation as Harmony schools
- To run a 2nd Nature Premium field trial
- To grow our marketing reach via social media, newsletter and events.
- To increase our private donor and trusts and foundations income streams.
- To increase our income from sales of resources and consultancy.
- To grow our reach and influence in Education policy networks, via partnerships and membership of strategic working groups.
- To formalise a number of our international partnerships.

4 - Financial Review

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Funding Sources

HiE seeks to secure funds from diverse sources, including trusts, foundations and individual donors.

During the year, 68% of funds were secured from trusts and foundations, 31% from individual donors, and 1% from charitable activities and other fees. These funds have been used to support our work of curriculum and resource development, support and training, marketing, influencing education policy and international work. They have also supported our core functions of operations, governance and fundraising.

Financial Position – Results and Risk

As new charity, HiE is in the early stages of establishing its financial position, and as such has set a target of growing its unrestricted reserves year on year to the point of holding adequate reserves by the end of the 25-26 year, i.e. 3 years into its existence.

Total income for 2022/23 was £264,171 and expenditure £201,370 giving a surplus of £62,801. £9,618 of which is unrestricted and £53,633 of which is restricted . All funds came from the UK.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

At the start of the new financial year (2023/24), we had 20% of funds required for the year secured. Our situation requires an ongoing and diligent approach to fundraising and budget management. This is increasingly important as the organisation grows and at a time of inflationary pressure.

The key risk facing HiE at the end of this period is the ability to generate sufficient income to support the growth plans. As a new charity in the early stages of delivering a new curriculum and resources we are still building the evidence base that will give funders the confidence in our work. It is therefore our intention to manage this risk in two ways; by continuing to nurture strong relationships with those individual donors who have supported us to date and by beginning to build a body of evidence that can show funders how our approach improves outcomes for pupils and schools.

We are acutely aware that schools themselves are facing a funding crisis, and therefore whilst we can generate some income from training and CPD we cannot generate significant income from selling resources and training to state sector schools. We will continue to focus our income generation efforts on donors, trusts and foundations and consultancy at the Multi Academy Trust and Local Authority levels.

Reserves Policy

The Board of Trustees has examined the organisation's requirements for reserves in light of the main risks to which it may be exposed. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the organisation should ideally be 3 months worth of expenditure. We did not meet the requirements of this policy, as the total unrestricted reserves at 31st August 2023 was £9,168 (equivalent to 0.3 months' worth) with free reserves (following a deduction of the value of fixed assets) being £8,402.

In respect of the 2023/24 financial year, at September 2023 the intention was to achieve a surplus of £25k. The intention was to do the same in the following two years, with a view to growing unrestricted reserves to the point that they meet the reserves policy by the end of 2025/26. Our intention is to steadily grow our reserves over these initial years, in order to enable the organisation to establish stability in terms of staff and work capacity, without putting the organisation at undue financial risk.

Reserves are needed to safeguard the work of HiE and the Board of trustees are confident that at this level they would be able to continue the main core services in the event of a significant drop in funding.

The reserves policy was most recently revisited during the 2023/24 financial year and deemed to be at the appropriate level. The trustees actively monitor the financial performance of HiE and consider at every Board meeting the extent to which activities and expenditure might need to be curtailed should circumstances arise that would require this. If there is any uncertainty during a scheduled Board meeting, an additional process is triggered in which the Board receive an interim financial report with recommendations.

Fundraising

All fundraising carried out by HiE is done under the direct guidance of the Director. He keeps in regular contact with major donors and has close involvement in the preparation of grant applications. Other staff involved in fundraising include the Head of Business Development and Operations. HiE does not use external professional fundraisers, and neither the organisation nor any of its staff subscribe to any fundraising standards scheme. We do not employ heavy-handed or unreasonably persistent approaches to fundraising, and whilst we invite donations through our website, we do not actively pursue our supporters with direct requests. During the year, the Charity did not receive any complaints about its fundraising activities.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Disclosure of Trustee Donations

During the year, Trustees made donations to the Sustainable Food Trust, the charity originally running The Harmony Project, totalling £30,000 (2022: £nil).

5 - Structure, Governance and Management

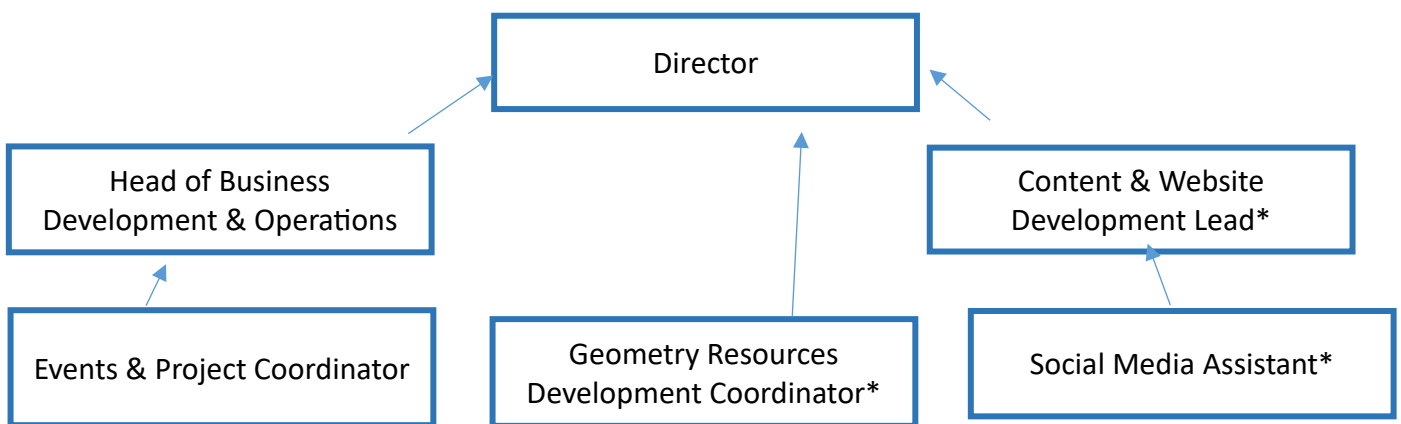
HiE is a charitable company limited by guarantee and was incorporated on 5th November 2021. It became a registered charity with the Charity Commission for England and Wales on 2nd November 2022. The company was established under a set of Articles of Association, which set out the objects and powers of the organisation. There are no members.

The directors of the company are also the trustees of the charity. Trustees have control of the organisation, its funds and assets, and are responsible for overall strategic and operational management. They are not subject to retirement by rotation and there are not fixed periods of service. All trustees give their time voluntarily and receive no benefits from the charity. Any out of pocket expenses reclaimed from the charity are set out in note 4 to the accounts. They are inducted and trained by other trustees and in consultation with the Director.

Due to the nature of the charity's work, the Board is made up of representatives from the education and sustainability sectors. We have carried out a skills audit of the Board and have identified that we would benefit from expanding the Board to include representatives with commercial and legal experience. In order to ensure we maintain a broad mix of skills we will carry out the skills audit on an annual basis, and in the event of particular skills being lost due to retirements, individuals will be approached and invited to join the Board.

Board meetings take place every 4 months. Prior to meetings, the Director's report is circulated along with management accounts and any other relevant documents. In between meetings, the Board is kept up to date with regular emails from the Director and senior staff.

Day to day management of the organisation is delegated to the Director who manages a team of staff and consultants. The structure of HiE on 31 August 2023, is shown below:



HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

HiE's remuneration procedure stipulates that the pay of all senior staff, including the Director, is reviewed and set by the Board of Trustees at their regular Board meetings and, as for all staff, should be guided by the principles of internal equity and external parity. Except in instances of staff roles changing, salaries are reviewed yearly and any changes based on both internal and external factors, including staff performance.

Risk Management

The trustees have assessed the major risks to which the organisation is exposed and are satisfied that systems are in place to mitigate exposure. Policies and procedures have been drawn up to ensure compliance with relevant legislation and which enable appropriate authorisation of transactions and activities. The Board has identified the top three risks posed to the organisation, which are outlined in the table below, along with the controls that have been put in place to mitigate those risks. Two of these risks are financial and are referenced in the finance section of this report.

Economic climate impacts schools' willingness to invest in new approach	<ul style="list-style-type: none"> • Strong focus on fundraising from individual donors and philanthropic sources • Recruitment of highly influential Head of Schools and Outreach ensures Leadership Teams see value of switching.
Poor relationships with funders or unsatisfactory returns on fundraising (especially in light of the relatively small number of major donors upon whom we rely).	<ul style="list-style-type: none"> • Fundraising plan developed and regularly updated • System in place to monitor and record outcomes of funded activities. • Income streams diversified where possible, although this is weighed up against time and resources available to cultivate new potential funders • Major funders briefed on progress regularly. • Funder terms and conditions reviewed carefully and complied with, including dates for reporting back.
Loss of key staff	<ul style="list-style-type: none"> • Plans and projects are documented to enable effective handovers. • Staff reviews carried out at least annually, with opportunities to raise issues in between. • Remuneration levels bear the importance of staff retention in mind, and procedures set to ensure internal equity and external parity. • Staff are kept up to date with organisational developments and impact, and are actively engaged in organisational planning and strategic development

As a charity that works in the education sector, safeguarding is a top priority. All members of staff are subject to an enhanced DBS check and undergo annual safeguarding training.

HARMONY IN EDUCATION
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of Harmony in Education for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on and signed on its behalf by:

.....
Mr J S Agombar - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
HARMONY IN EDUCATION**

Independent examiner's report to the trustees of Harmony in Education ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

C Moelwyn Williams BSc FCA

TCA (Shrewsbury) LLP
Third Floor
21 St Mary's Street
Shrewsbury
Shropshire
SY1 1ED

Date:

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2023

				Year Ended 31.8.23	Period 5.11.21 to 31.8.22
	Notes	Unrestricted fund £	Restricted funds £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		85,139	177,000	262,139	9,722
Charitable activities					
General		1,621	-	1,621	186
Investment income	2	381	-	381	1
Other income		<u>30</u>	<u>-</u>	<u>30</u>	<u>350</u>
Total		<u>87,171</u>	<u>177,000</u>	<u>264,171</u>	<u>10,259</u>
EXPENDITURE ON					
Charitable activities					
General		<u>78,003</u>	<u>123,367</u>	<u>201,370</u>	<u>10,259</u>
NET INCOME		9,168	53,633	62,801	-
RECONCILIATION OF FUNDS					
Total funds brought forward		-	-	-	-
TOTAL FUNDS CARRIED FORWARD		<u>9,168</u>	<u>53,633</u>	<u>62,801</u>	<u>-</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL POSITION 31 AUGUST 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	7	766	-	766	-
CURRENT ASSETS					
Debtors	8	5,450	-	5,450	-
Cash at bank		<u>11,807</u>	<u>53,633</u>	<u>65,440</u>	<u>10,139</u>
		17,257	53,633	70,890	10,139
CREDITORS					
Amounts falling due within one year	9	(8,855)	-	(8,855)	(10,139)
NET CURRENT ASSETS		<u>8,402</u>	<u>53,633</u>	<u>62,035</u>	<u>-</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>9,168</u>	<u>53,633</u>	<u>62,801</u>	<u>-</u>
NET ASSETS		<u>9,168</u>	<u>53,633</u>	<u>62,801</u>	<u>-</u>
FUNDS	10				
Unrestricted funds				9,168	-
Restricted funds				<u>53,633</u>	<u>-</u>
TOTAL FUNDS				<u>62,801</u>	<u>-</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
Mr J S Agombar - Trustee

The notes form part of these financial statements

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 AUGUST 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, 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 Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

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% straight line

Taxation

The charity is exempt from corporation 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.

Pension costs and other post-retirement benefits

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

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2023

1. ACCOUNTING POLICIES - continued

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2. INVESTMENT INCOME

	Year Ended 31.8.23	Period 5.11.21 to 31.8.22
	£	£
Bank interest received	<u>381</u>	<u>1</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	Year Ended 31.8.23	Period 5.11.21 to 31.8.22
	£	£
Depreciation - owned assets	<u>256</u>	<u>-</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2023 nor for the period ended 31 August 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2023 nor for the period ended 31 August 2022.

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2023

5. STAFF COSTS

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

	Year Ended 31.8.23	Period 5.11.21 to 31.8.22
General activities	<u>3</u>	<u>-</u>

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

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	9,722	-	9,722
Charitable activities			
General	186	-	186
Investment income	1	-	1
Other income	<u>350</u>	<u>-</u>	<u>350</u>
Total	<u>10,259</u>	<u>-</u>	<u>10,259</u>
EXPENDITURE ON			
Charitable activities			
General	<u>10,259</u>	<u>-</u>	<u>10,259</u>
NET INCOME	<u>-</u>	<u>-</u>	<u>-</u>
TOTAL FUNDS CARRIED FORWARD	<u>-</u>	<u>-</u>	<u>-</u>

7. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
Additions	<u>1,022</u>
DEPRECIATION	
Charge for year	<u>256</u>
NET BOOK VALUE	
At 31 August 2023	<u>766</u>
At 31 August 2022	<u>-</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2023

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2023	2022
	£	£
Trade debtors	450	-
Prepayments and accrued income	<u>5,000</u>	<u>-</u>
	<u>5,450</u>	<u>-</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2023	2022
	£	£
Trade creditors	1,779	-
Social security and other taxes	4,715	-
Other creditors	801	-
Accruals and deferred income	<u>1,560</u>	<u>10,139</u>
	<u>8,855</u>	<u>10,139</u>

10. MOVEMENT IN FUNDS		Net	
	At 1.9.22	movement	At
	£	in funds	31.8.23
		£	£
Unrestricted funds			
General fund	-	9,168	9,168
Restricted funds			
Aurora Trust	-	379	379
JJ Foundation	-	15,489	15,489
The Prince of Wales's Charitable Fund	<u>-</u>	<u>37,765</u>	<u>37,765</u>
	<u>-</u>	<u>53,633</u>	<u>53,633</u>
TOTAL FUNDS	<u>-</u>	<u>62,801</u>	<u>62,801</u>

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

	Incoming	Resources	Movement
	resources	expended	in funds
	£	£	£
Unrestricted funds			
General fund	87,171	(78,003)	9,168
Restricted funds			
Aurora Trust	42,000	(41,621)	379
JJ Foundation	60,000	(44,511)	15,489
The Prince of Wales's Charitable Fund	<u>75,000</u>	<u>(37,235)</u>	<u>37,765</u>
	<u>177,000</u>	<u>(123,367)</u>	<u>53,633</u>
TOTAL FUNDS	<u>264,171</u>	<u>(201,370)</u>	<u>62,801</u>

HARMONY IN EDUCATION

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 AUGUST 2023**

10. MOVEMENT IN FUNDS - continued

Restricted Funds

Aurora Trust Fund - This fund is for work funded by the Aurora Trust, focussing on action research of the potential for a Nature Premium to be developed for schools. Some of the funds from this grant are sub-granted onto schools.

JJ Foundation Fund - This fund is for work funded by the JJ Foundation, to develop a suite of geometry teaching resources and to support our Resources Development Co-ordinator role.

The Prince of Wales's Charitable Fund - This fund is for work funded by the Prince of Wales Charitable Fund (known as the King Charles Charitable Fund from early 2024), to develop resources and to fund the Business Development and Operations Manager role.

11. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £2,292. Contributions totalling £684 were payable to the fund at the balance sheet date and are included in creditors.

12. RELATED PARTY DISCLOSURES

During the year, Trustees made donations to the Sustainable Food Trust, the charity originally running The Harmony Project, totalling £30,000 (2022: £nil).

HARMONY IN EDUCATION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2023

	Year Ended 31.8.23 £	Period 5.11.21 to 31.8.22 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	80,139	9,722
Gift aid	5,000	-
Grants	<u>177,000</u>	<u>-</u>
	262,139	9,722
Investment income		
Bank interest received	381	1
Charitable activities		
Sale of Teacher's guides	801	186
Consultancy	250	-
Training	<u>570</u>	<u>-</u>
	1,621	186
Other income		
Bank compensation	-	350
Other Income	<u>30</u>	<u>-</u>
	<u>30</u>	<u>350</u>
Total incoming resources	264,171	10,259
EXPENDITURE		
Charitable activities		
Wages	89,196	-
Social security	3,514	-
Pensions	2,292	-
Donations & Grants paid	29,001	10,256
Consultancy	22,805	-
Travel and subsistence	1,145	-
Design and Print	3,543	-
Events	<u>25,154</u>	<u>-</u>
	176,650	10,256
Support costs		
Finance		
Bank charges	-	3
Other		
Postage and stationery	155	-
Carried forward	155	-

This page does not form part of the statutory financial statements

HARMONY IN EDUCATION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2023

	Year Ended 31.8.23 £	Period 5.11.21 to 31.8.22 £
Other		
Brought forward	155	-
Consultancy	11,697	-
Design & print	1,797	-
IT Consultancy and software	4,753	-
Professional Fees	1,195	-
Accommodation, travel and subs	2,559	-
Other support costs	448	-
Independent Examiners fee	1,860	-
Computer equipment depreciation	<u>256</u>	<u>-</u>
	<u>24,720</u>	<u>-</u>
 Total resources expended	 <u>201,370</u>	 <u>10,259</u>
 Net income	 <u><u>62,801</u></u>	 <u><u>-</u></u>

This page does not form part of the statutory financial statements