

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

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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.

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TRUSTEES' REPORT
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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.

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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.

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- 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.

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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.

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- 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

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- 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.

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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.

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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

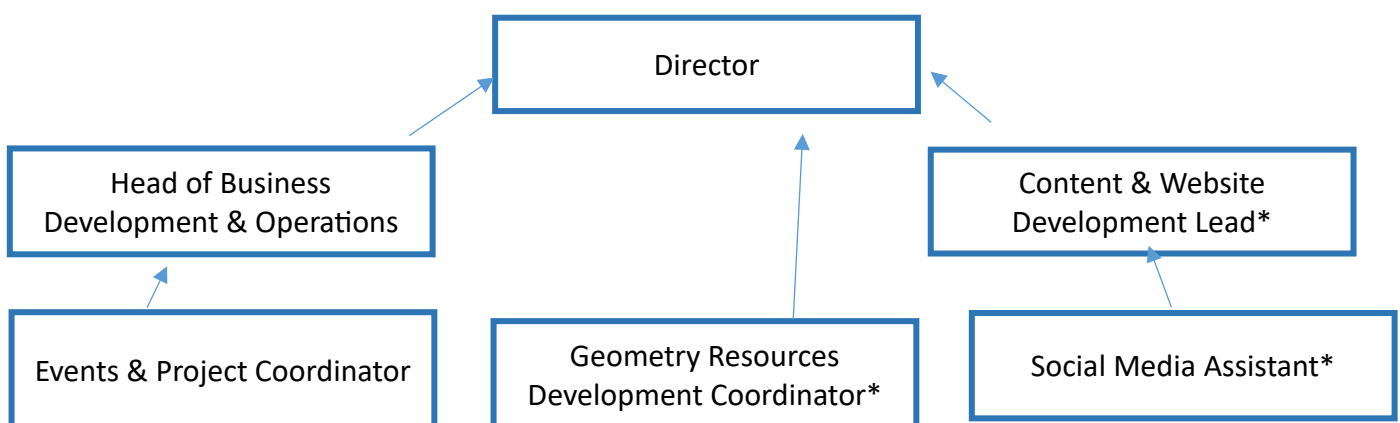
HiE is a charitable company limited by guarantee and was incorporated on 5th November 2021. It became a registered charity with the Charity Commission for England and Wales on 2nd November 2022. The company was established under a set of Articles of Association, which set out the objects and powers of 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

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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.

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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 Total funds £	Period 5.11.21 to 31.8.22 Total funds £
	Notes	Unrestricted fund £	Restricted 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		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>9,168</u></u>	<u><u>53,633</u></u>	<u><u>62,801</u></u>	<u><u>-</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 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)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>8,402</u>	<u>53,633</u>	<u>62,035</u>	<u> </u>
TOTAL ASSETS LESS CURRENT LIABILITIES		9,168	53,633	62,801	-
		<u> </u>	<u> </u>	<u> </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

	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>

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>

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>
	30	350
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	256	-
	<u>24,720</u>	<u>-</u>
Total resources expended	<u>201,370</u>	<u>10,259</u>
Net income	<u>62,801</u>	<u>-</u>

This page does not form part of the statutory financial statements