

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**

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

## **HARMONY IN EDUCATION**

### **REFERENCE AND ADMINISTRATIVE DETAILS** **FOR THE YEAR ENDED 31 AUGUST 2024**

<b>TRUSTEES</b>	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)
<b>COMPANY SECRETARY</b>	Mrs J M Jones
<b>REGISTERED OFFICE</b>	20 Annett Road Walton-on-Thames KT12 2JR
<b>REGISTERED COMPANY NUMBER</b>	13726080 (England and Wales)
<b>REGISTERED CHARITY NUMBER</b>	1200877
<b>INDEPENDENT EXAMINER</b>	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 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 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 21<sup>st</sup> 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 1<sup>st</sup> 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 31<sup>st</sup>

**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 5<sup>th</sup> November 2021. It became a registered charity with the Charity Commission for England and Wales on 2<sup>nd</sup> 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**

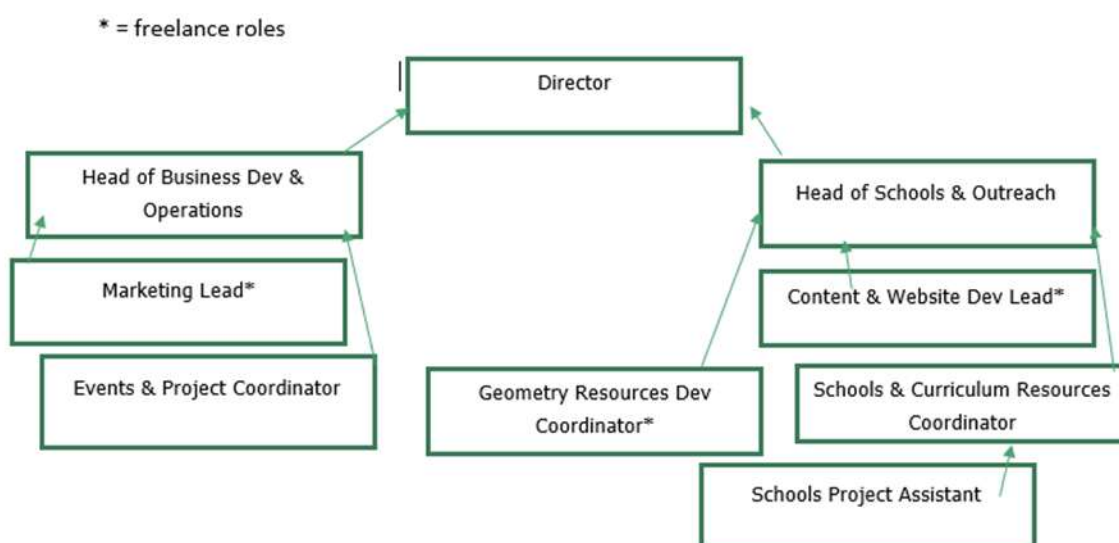
**TRUSTEES' REPORT**

**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.

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

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

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.

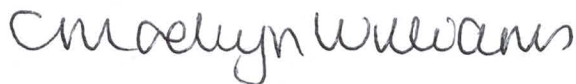
**Independent examiner's statement**

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 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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		220,824	155,000	375,824	262,139
<b>Charitable activities</b>					
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>
<b>Total</b>		<u>228,003</u>	<u>155,000</u>	<u>383,003</u>	<u>264,171</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
General		<u>166,309</u>	<u>185,178</u>	<u>351,487</u>	<u>201,370</u>
<b>NET INCOME/(EXPENDITURE)</b>		61,694	(30,178)	31,516	62,801
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>9,168</u>	<u>53,633</u>	<u>62,801</u>	<u>-</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<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.

The notes form part of these financial statements

## HARMONY IN EDUCATION

### STATEMENT OF FINANCIAL POSITION 31 AUGUST 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	7	3,558	-	3,558	766
<b>CURRENT ASSETS</b>					
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
<b>CREDITORS</b>					
Amounts falling due within one year	9	(22,375)	-	(22,375)	(8,855)
<b>NET CURRENT ASSETS</b>		<u>67,304</u>	<u>23,455</u>	<u>90,759</u>	<u>62,035</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>70,862</u>	<u>23,455</u>	<u>94,317</u>	<u>62,801</u>
<b>NET ASSETS</b>		<u>70,862</u>	<u>23,455</u>	<u>94,317</u>	<u>62,801</u>
<b>FUNDS</b>	10				
Unrestricted funds				70,862	9,168
Restricted funds				<u>23,455</u>	<u>53,633</u>
<b>TOTAL FUNDS</b>				<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 £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	85,139	177,000	262,139
<b>Charitable activities</b>			
General	1,621	-	1,621
Investment income	381	-	381
Other income	<u>30</u>	<u>-</u>	<u>30</u>
<b>Total</b>	<u><u>87,171</u></u>	<u><u>177,000</u></u>	<u><u>264,171</u></u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
General	<u>78,003</u>	<u>123,367</u>	<u>201,370</u>
<b>NET INCOME</b>	<u>9,168</u>	<u>53,633</u>	<u>62,801</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>9,168</u></u>	<u><u>53,633</u></u>	<u><u>62,801</u></u>

#### 7. TANGIBLE FIXED ASSETS

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

<b>8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
		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>
<b>9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
		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>
<b>10. MOVEMENT IN FUNDS</b>			
	At 1.9.23	Net movement in funds	At 31.8.24
	£	£	£
<b>Unrestricted funds</b>			
General fund	9,168	61,694	70,862
<b>Restricted funds</b>			
Aurora Trust	379	9,378	9,757
JJ Foundation	15,489	(1,791)	13,698
The Prince of Wales's Charitable Fund	<u>37,765</u>	<u>(37,765)</u>	-
	<u>53,633</u>	<u>(30,178)</u>	<u>23,455</u>
<b>TOTAL FUNDS</b>	<u>62,801</u>	<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
	£	£	£
<b>Unrestricted funds</b>			
General fund	228,003	(166,309)	61,694
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	-	9,168	9,168
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	87,171	(78,003)	9,168
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	-	70,862	70,862
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	315,174	(244,312)	70,862
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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).