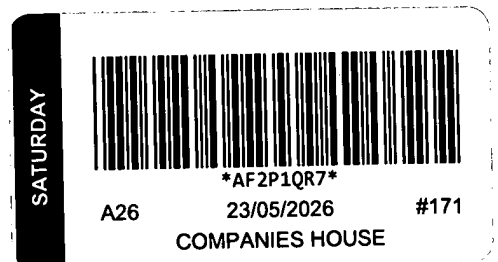


REGISTERED COMPANY NUMBER: 13726080 (England and Wales)
REGISTERED CHARITY NUMBER: 1200877

HARMONY IN EDUCATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025



HARMONY IN EDUCATION

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FOR THE YEAR ENDED 31 AUGUST 2025

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HARMONY IN EDUCATION

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2025

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

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

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of Harmony in Education (the charitable company) for the year ended 31 August 2025. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

1 - Introduction

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

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

2 - Objectives and Activities

Charitable Purposes:

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

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

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

Main Activities in Relation to the Purposes

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

Strategic Area | Specific Activities

1. Curriculum & Resources

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

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

HARMONY IN EDUCATION
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2. Training & Support

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

3. Marketing & Research

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

4. Education Policy

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

5. International Harmony

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

Delivery Of Public Benefit

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

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

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

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

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

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

3 - Achievements and Future Plans

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

Curriculum & Resources

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

Resource Development Programme

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

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

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

Geometry Resources

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

Wild Honeybees Pack

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

Curriculum Planning Documents

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

Long-term Vision

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

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

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

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

Training & Support

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

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

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

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

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

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

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

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

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

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

Training and CPD Delivery

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

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

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

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

Marketing & Research

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

Digital Communications

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

Newsletter Performance

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

Website Development

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

Impact Report

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

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

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Education Policy

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

Partnerships

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

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

Events and Presentations

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

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

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

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

International Harmony

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

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

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

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

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

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

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

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

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

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

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

Food and Farming Education

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

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

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

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

Operations & Governance

Staffing Changes

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

Governance

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

Safeguarding

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

Systems and Operations

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

Future Plans

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

Curriculum and Resources

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

HARMONY IN EDUCATION
TRUSTEES' REPORT
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Schools and Training

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

Food and Farming Education

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

International

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

Fundraising and Income Generation

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

Policy Influence

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

4 - Financial Review

Going Concern

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

Funding Sources

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

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

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

Financial Position – Results and Risk

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

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

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

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

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

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

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

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

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

Reserves Policy

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

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

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

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

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

Fundraising

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

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

5 - Structure, Governance and Management

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

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

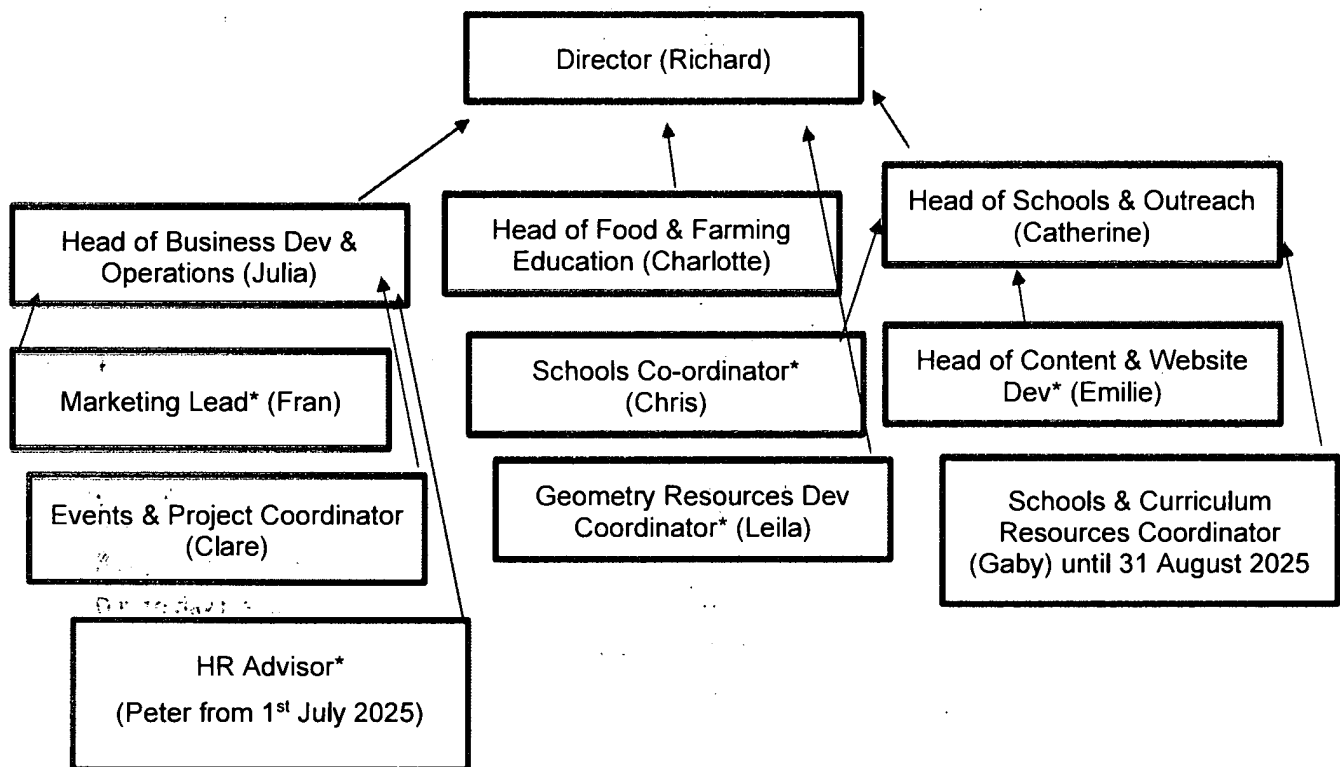
Due to the nature of the charity's work, the Board is made up of representatives from the education and sustainability sectors. We have carried out a skills audit of the Board and recruited an additional two Trustees in order to include additional skills outside of the education and sustainability sectors,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

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

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

* = freelance roles



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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 and in accordance with current employment law and best practice.

Risk Management

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

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

Economic climate impacts schools' willingness to invest in new approach

Mitigation:

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

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

Mitigation:

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

Loss of key staff

Mitigation:

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

HARMONY IN EDUCATION
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IT security and data protection

Mitigation:

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

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

TRUSTEES' RESPONSIBILITY STATEMENT

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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



Mr J S Agombar - Trustee

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

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

C Moelwyn Williams

C Moelwyn Williams BSc FCA

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

Date: *19th May 2026*

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2025

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

The notes form part of these financial statements

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL POSITION
31 AUGUST 2025

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

The notes form part of these financial statements

HARMONY IN EDUCATION

STATEMENT OF FINANCIAL POSITION - continued
31 AUGUST 2025

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

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

The trustees acknowledge their responsibilities for

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

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



.....
Mr J S Agombar - Trustee

The notes form part of these financial statements

HARMONY IN EDUCATION

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

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

The notes form part of these financial statements

HARMONY IN EDUCATION

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

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

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

2. ANALYSIS OF CHANGES IN NET FUNDS

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

The notes form part of these financial statements

HARMONY IN EDUCATION

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

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

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

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer Equipment - 25% straight line

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

HARMONY IN EDUCATION

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

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

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

Cash at bank and in hand

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

Financial instruments

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

Debtors

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

2. DONATIONS AND LEGACIES

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

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

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

3. INVESTMENT INCOME

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

HARMONY IN EDUCATION

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

4. INCOME FROM CHARITABLE ACTIVITIES

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

5. CHARITABLE ACTIVITIES COSTS

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

6. SUPPORT COSTS

	Other £
General	39,698

7. NET INCOME/(EXPENDITURE)

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

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

8. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

HARMONY IN EDUCATION

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

9. STAFF COSTS

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

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

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

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

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

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

HARMONY IN EDUCATION

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

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

11. TANGIBLE FIXED ASSETS

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

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

HARMONY IN EDUCATION

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

14. MOVEMENT IN FUNDS

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

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

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

HARMONY IN EDUCATION

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

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

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

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

HARMONY IN EDUCATION

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

14. MOVEMENT IN FUNDS - continued

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

	At 1.9.23 £	Net movement in funds £	At 31.8.25 £
Unrestricted funds			
General fund	9,168	69,364	78,532
Restricted funds			
Aurora Trust	379	230,311	230,690
JJ Foundation	15,489	717	16,206
The Prince of Wales's Charitable Fund	37,765	(37,765)	-
Sheepdrove Farm	-	4,500	4,500
	<u>53,633</u>	<u>197,763</u>	<u>251,396</u>
TOTAL FUNDS	<u>62,801</u>	<u>267,127</u>	<u>329,928</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	525,303	(455,939)	69,364
Restricted funds			
Aurora Trust	303,345	(73,034)	230,311
JJ Foundation	120,000	(119,283)	717
The Prince of Wales's Charitable Fund	25,000	(62,765)	(37,765)
Green Skills	1,000	(1,000)	-
J& MD Cavill	500	(500)	-
Sheepdrove Farm	15,000	(10,500)	4,500
Kings Charles Charitable Fund	5,000	(5,000)	-
	<u>469,845</u>	<u>(272,082)</u>	<u>197,763</u>
TOTAL FUNDS	<u>995,148</u>	<u>(728,021)</u>	<u>267,127</u>

Restricted Funds

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

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

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

HARMONY IN EDUCATION

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

14. MOVEMENT IN FUNDS - continued

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

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

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

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

15. EMPLOYEE BENEFIT OBLIGATIONS

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

16. RELATED PARTY DISCLOSURES

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