

**REGISTERED COMPANY NUMBER: 13998112 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1206108**

**TRUSTEES' REPORT AND**  
**FINANCIAL STATEMENTS**  
**FOR THE PERIOD**  
**1ST JANUARY 2024 TO 31ST MARCH 2024**  
**FOR**  
**EDUCATE AGAINST ISLAMOPHOBIA (EAI)**  
**LIMITED**

Watergates Ltd  
109 Coleman Road  
Leicester  
LE5 4LE

**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

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FOR THE PERIOD 1ST JANUARY 2024 TO 31ST MARCH 2024**

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**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

**TRUSTEES' REPORT  
FOR THE PERIOD 1ST JANUARY 2024 TO 31ST MARCH 2024**

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1st January 2024 to 31st March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

The objectives of the organisation, as set out in its governing document are:

To promote equality and diversity for public benefit, in particular the elimination of Islamophobia, by means of but not exclusively:

- educating and raising awareness among individuals and organisations in education settings of Islamophobia and its impact on victims and society at large;
- promoting activities to foster understanding between people from diverse backgrounds in education settings, particularly between Muslims and non-Muslims by countering misconceptions of Islam and Muslims

**Public benefit**

The trustees have consulted the Charity Commission's comprehensive guidance on public benefit while evaluating our goals and objectives and charting our future activities and have ensured that all of the charity's expenses are directed towards fulfilling its public benefit obligations.

**How our activities deliver public benefit**

Educate Against Islamophobia aims to support Early Years settings, primary schools, secondary schools, further education settings and initial teacher education providers across the UK to tackle Islamophobia through:

- The delivery of workshops and training sessions.
- The production and dissemination of teaching and learning materials.

Internationally, education is recognised as a fundamental tool through which society can counter racism and its varying forms including Islamophobia, as it holds the potential to challenge discrimination and foster intercultural exchanges. EAI therefore capitalises on this tool to address what has been recognised as one of the most prevalent forms of prejudice and racism within our society, namely Islamophobia.

Our workshops aim to equip beneficiaries with a heightened sense of awareness of Islamophobia, its manifestations, prevalence and causes, as well as practical strategies on how to combat the issue as and when it arises. Through these sessions, we also seek to address common misconceptions around Islam and Muslims.

Our teaching and learning materials aim to promote cohesion through shaping the values and behaviours of children and young people. All of our materials are rooted in values such as respect, equality and justice and address a number of themes such as human rights, anti-bullying, the core beliefs and practices of Islam, and media literacy.

We aim to engage with a diverse range of settings, irrespective of their demographics. To ensure that our work engages as many beneficiaries as possible, EAI also strives to foster partnerships with education stakeholders such as local authorities, school improvement consortia and education unions.

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## **ACHIEVEMENT AND PERFORMANCE**

### **Teaching and learning materials**

EAI has produced a plethora of teaching and learning materials for the Early Years, primary schools, secondary schools and educators. These materials have been well received by educators across the UK and have been endorsed by the likes of Show Racism the Red Card, Kidscape, BAMEd and RE Today Magazine.

EAI has also produced a medium-term plan on the Hajj Pilgrimage for Teach Primary Magazine, a professional development title for teachers of 5-11-year-olds, widely read and discussed in staffrooms across the UK.

Testimonials of our teaching and learning materials and wider services include:

"The EAI materials have been used to discuss the awareness and subject of Islamophobia. We used them with staff, parents as well as pupils.

The content and resources lent themselves extremely well for whole school assemblies and schools / class council sessions. Pupils particularly liked the story of Amna and the illustrations. Great discussion and debates about Amna about her background, her family etc were shared with each other. During the sessions we had a range of high order questions linking to discrimination, human and children's rights as well as pupils sharing their own experiences of Islamophobia. The resources lent themselves very well to highlight issues of Islamophobia, how it can feel, look and sound. Parents and pupils were vocal in thanking the school for using the materials and helping all to understand that Islamophobia is not just an issue for Muslims to deal with but all no matter faith, no faith, gender etc.

Hopefully one day we will not need materials about Islamophobia and I strongly believe that that the materials are used in every school as an embedded part of the PSHE curriculum and not just for November (Islamophobia awareness month). It needs to be revisited throughout the year."

### **Mrs Jan, Assistant Headteacher, Bankside Primary School**

"EAI have devised a well thought out curriculum which should be easy to implement into classroom teaching. It allows students to see Islam beyond the theory and as a practical way of life which will benefit both Muslim and not-Muslim students. I look forward to using the materials in our school."

### **Sarah Ahmed, PSHE & RSHE Governor**

"EAI has been a fantastic resource to implement into our schools PSHE program - the resources are created with educators in mind and thoroughly and professionally produced. It has been especially helpful for staff who want to be sure we address this topic sensitively and know the information we provide our students is accurate.

As well as using resources in lessons, we were fortunate to have assemblies delivered to our students - it was an incredible opportunity for our students and allowed students of all backgrounds to reflect on islamophobia, how it affects the Muslim community in the U.K. and why it is the responsibility of all citizens to prevent."

### **Gary Gordon, Head of PSHCEE, King James's School**

#### **EAI in numbers:**

- Over 500 educators across the UK have downloaded EAI's teaching and learning materials.
- 109 copies of Amna and Amy have been listed in libraires and hubs across the UK. These include Cardiff, Manchester, Redbridge and Peterborough.
- Since its inception (March 2022), over 4,000 pupils have benefited from the delivery of EAI workshops.
- Since its inception, over 400 practitioners have benefited from the delivery of EAI training.

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**Partnerships:**

EAI has fostered successful partnerships with a number of education related organisations and stakeholders. These include but are not limited to:

- NEU
- NASUWT
- Show Racism the Red Card

We have also engaged with a number of local authorities across the UK to ensure that our work reaches as many beneficiaries as possible. These include but are not limited to:

- Edinburgh City Council
- Bolton Council
- Liverpool City Council

**FINANCIAL REVIEW**

**Financial position**

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. Nevertheless, the charity, with the aid of sound financial management and the support of both its staff and volunteers generated a very positive financial outcome for the period. For the year, the charity generated a total income of £54,225, with total expenditure amounting to £16,489. The net assets at the year-end were £37,736.

The charity maintains a strong commitment to financial transparency and prudence. The trustees are grateful for the generous support of our donors and supporters, without whom our work would not be possible. During the year, we received contributions from various sources, including individual donations as well as grant-making organisations. We remain committed to ethical management of donated funds.

**Reserves policy**

The trustees recognise the importance of maintaining adequate reserves to ensure the long-term sustainability and resilience of the organization. Our reserves policy is designed to strike a balance between fulfilling our current charitable objectives and safeguarding the charity's future in the face of financial uncertainties.

The trustees have assessed the charity's financial needs and have determined that a minimum figure of £6,000 is essential to maintain operational stability.

**Going concern**

The trustees have reviewed future projections, which they feel adequately reflect the current uncertain economic environment. After considering all relevant uncertainties, the Governing Body has a reasonable expectation that there will be sufficient cash resources generated from its operations to enable the charitable company to continue in operation for at least 12 months from the signing date of these financial statements. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

**TRUSTEES' REPORT  
FOR THE PERIOD 1ST JANUARY 2024 TO 31ST MARCH 2024**

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**FUTURE PLANS**

EAI aims to build upon its success through:

- Expanding its work across England Scotland and Wales, ensuring that further students and educators benefit from the delivery of its workshops and CPD.
- Secure further grant funding to ensure the continuity of our work.
- Develop and foster further partnerships with education stakeholders across the UK.

OKRS:

**Objectives**

**Objective 1: Early Years values**

A substantially increased appreciation amongst children in the Early Years (3-5), across all education settings, for values such as equality, justice and fairness.

**Key Results**

**Key result 1:** over the course of the year, 1,000 children in Early Years to benefit from the delivery of EAI workshops from EAI staff and volunteers across England, Scotland and Wales

**Key result 2:** over the course of the year, 2,500 children in Early Years to benefit from the delivery of EAI lessons from educators and other professionals across England, Scotland and Wales.

**Key result 3:** over the course of the year, 20 libraries across England, Scotland and Wales to catalogue Amna and Amy.

**Key result 4:** over the course of a year, EAI's Early Years lesson plans to be accessed at least 3,000 times through Show Racism the Red Card's Education Hub.

**Objective 2: children and Islamophobia**

Pupils aged 6-16 to have developed an understanding of Islamophobia and Muslim contributions and to equip these children to address Islamophobia when it arises.

**Key result 1:** over the course of the year, 6,000 children aged 6-16 to benefit from the delivery of EAI workshops from EAI staff and volunteers across England, Scotland and Wales

**Key result 2:** over the course of the year, 500 schools across England, Scotland and Wales to download EAI's teaching and learning materials.

**Key result 3:** over the course of the year, 25 primary/secondary schools across England, Scotland and Wales to adopt EAI's teaching and learning materials as part of their school curriculum.

**Objective 3: education professionals and Islamophobia**

Educators and other professionals within education to have a greater understanding of Islamophobia, and increasing confidence in addressing it within education.

**Key result 1:** over the course of the year, 1,200 educators across England, Scotland and Wales to benefit from the delivery of EAI CPD from EAI staff and volunteers.

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**Key result 2:** over the course of the year, 6 ITE providers across England, Scotland and Wales to benefit from the delivery of EAI CPD from EAI staff and volunteers.

**Key result 3:** 10 education settings to commit to the delivery of compulsory Islamophobia awareness CPD for teaching staff

**Key result 4:** 10 education settings across England, Scotland and Wales to adopt EAI'S EDI audit.

**Objective 4: partnership working**

Organisations and institutions within the field of education and anti-racism to commit to combatting Islamophobia.

**Key result 1:** over the course of a year, 5 local authorities across England, Scotland and Wales, to commit to the roll-out of EAI's materials on a local level.

**Key result 2:** over the course of a year, EAI to establish a partnership with 5 organisations within the field of education/anti-racism.

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**TRUSTEES' REPORT  
FOR THE PERIOD 1ST JANUARY 2024 TO 31ST MARCH 2024**

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**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The organisation is a charitable company limited by guarantee, incorporated on 23 March 2022 and registered as a charity on 7 December 2023. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

**Recruitment and appointment of new trustees**

The first directors of the company shall be the first full members of the charitable company to serve as members and directors of the charitable company. All new members shall be appointed at a meeting of directors and serve a term determined by the directors at the time of appointment, but such term shall not exceed the said person's term as a director.

**Organisational structure**

The charitable company is committed to maintaining an effective organisational structure that supports the achievement of our charitable objectives. Our structure is designed to facilitate efficient governance, decision-making, and the successful execution of our mission.

The charitable company is governed by the members (who are also Board of Directors and Trustees) who meets regularly to review the charity's strategic direction, financial performance, and operational effectiveness. The members are responsible for ensuring that charitable company operates in accordance with its governing document, complies with all relevant laws and regulations, and acts in the best interests of our beneficiaries and supporters.

The charity is currently managed by the Schools Coordinator who collaborates closely with the trustees to implement the strategic vision, manage operations, and ensure that the charity remains true to its mission and values.

As of March 2024, the Schools Coordinator has been supported by an Administrative Officer who is responsible for developing and fostering partnerships with schools and stakeholders across the UK. This position became vacant in September 2024, and the Charity is in the process of recruiting an additional team member to fill this role. The Charity is also in the process of drafting plans to recruit a London-based Project Support Officer. As the Charity's work continues to evolve and grow, we envisage to recruit for similar roles to support the operations of the Education Team.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

13998112 (England and Wales)

**Registered Charity number**

1206108

**Registered office**

Suite 2a Blackthorn House  
St Pauls Square  
Birmingham  
B3 1RL



**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

**TRUSTEES' REPORT  
FOR THE PERIOD 1ST JANUARY 2024 TO 31ST MARCH 2024**

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**Trustees**

Mr M I Mohamed Ibrahim  
Mr S N Ahmed  
Mr A Timol

**Independent Examiner**

Watergates Ltd  
109 Coleman Road  
Leicester  
LE5 4LE

Approved by order of the board of trustees on 14th October 2024 and signed on its behalf by:

Mr S N Ahmed - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

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**Independent examiner's report to the trustees of Educate Against Islamophobia (Eai) Limited ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the period 1st January 2024 to 31st March 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**

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.

Nazir Malida FCCA

Watergates Ltd  
109 Coleman Road  
Leicester  
LE5 4LE

14th October 2024

**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE PERIOD 1ST JANUARY 2024 TO 31ST MARCH 2024**

				<b>PERIOD 1.1.24 TO 31.3.24 Total funds £</b>	<b>PERIOD 1.4.23 TO 31.12.23 Total funds £</b>
	<b>Notes</b>	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>		
<b>INCOME AND ENDOWMENTS FROM</b>					
<b>Charitable activities</b>					
Charitable activities		<u>105</u>	<u>54,120</u>	<u>54,225</u>	<u>-</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Charitable activities		<u>-</u>	<u>16,489</u>	<u>16,489</u>	<u>-</u>
<b>NET INCOME</b>		<b>105</b>	<b>37,631</b>	<b>37,736</b>	<b>-</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><b>105</b></u>	<u><b>37,631</b></u>	<u><b>37,736</b></u>	<u><b>-</b></u>

The notes on page 0 form part of these financial statements

**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

**STATEMENT OF FINANCIAL POSITION  
31ST MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	31/3/24 Total funds £	31/12/23 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	4	-	24,160	24,160	-
Cash at bank and in hand		<u>105</u>	<u>15,328</u>	<u>15,433</u>	-
		<b>105</b>	<b>39,488</b>	<b>39,593</b>	-
<b>CREDITORS</b>					
Amounts falling due within one year	5	-	(1,857)	(1,857)	-
		<u>105</u>	<u>37,631</u>	<u>37,736</u>	-
<b>NET CURRENT ASSETS</b>					
		<b>105</b>	<b>37,631</b>	<b>37,736</b>	-
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>105</b>	<b>37,631</b>	<b>37,736</b>	-
<b>NET ASSETS</b>		<b>105</b>	<b>37,631</b>	<b>37,736</b>	-
<b>FUNDS</b>	6				
Unrestricted funds				<b>105</b>	-
Restricted funds				<u><b>37,631</b></u>	-
<b>TOTAL FUNDS</b>				<u><b>37,736</b></u>	-

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

The members have not required the company to obtain an audit of its financial statements for the period ended 31st March 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.

The notes on page 0 form part of these financial statements

**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

**STATEMENT OF FINANCIAL POSITION - continued  
31ST MARCH 2024**

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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 14th October 2024 and were signed on its behalf by:

Mr S N Ahmed - Trustee

The notes on page 0 form part of these financial statements

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**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD 1ST JANUARY 2024 TO 31ST MARCH 2024**

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**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.

**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.

**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.

**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE PERIOD 1ST JANUARY 2024 TO 31ST MARCH 2024**

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**2. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the period ended 31st March 2024 nor for the period ended 31st December 2023.

**TRUSTEES' EXPENSES**

There were no trustees' expenses paid for the period ended 31st March 2024 nor for the period ended 31st December 2023.

**3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Total funds £
<b>NET INCOME</b>	-
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>-</u>

**4. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/24 £	31/12/23 £
Trade debtors	23,977	-
Prepayments and accrued income	<u>183</u>	<u>-</u>
	<u>24,160</u>	<u>-</u>

**5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/24 £	31/12/23 £
Trade creditors	111	-
Social security and other taxes	413	-
Pensions payable	133	-
Accruals and deferred income	<u>1,200</u>	<u>-</u>
	<u>1,857</u>	<u>-</u>

**EDUCATE AGAINST ISLAMOPHOBIA (EAI)  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE PERIOD 1ST JANUARY 2024 TO 31ST MARCH 2024**

**6. MOVEMENT IN FUNDS**

	At 31.12.23 £	Net movement in funds £	At 31.3.24 £
<b>Unrestricted funds</b>			
General fund	-	105	105
<b>Restricted funds</b>			
Islamic Relief Worldwide	-	37,631	37,631
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>-</u>	<u>37,736</u>	<u>37,736</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	105	-	105
<b>Restricted funds</b>			
Islamic Relief Worldwide	54,120	(16,489)	37,631
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>54,225</u>	<u>(16,489)</u>	<u>37,736</u>

**7. RELATED PARTY DISCLOSURES**

There were no related party transactions for the period ended 31st March 2024.