

EQUALITEACH

England & Wales · Charity number 1206284

Details

Other names EQUALITEACH C.I.C.

Status Registered

Legal form CIO

Registered 2023-12-19

Register [View on the Charity Commission register](#)

Contact

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Enterprise House
Wrest Park
Silsoe
Bedford
MK45 4HS

Phone 07399 043017

Email enquiries@equaliteach.co.uk

Website www.equaliteach.co.uk

Activities

Objects: FOR THE PUBLIC BENEFIT, TO PROMOTE EQUALITY AND DIVERSITY, ELIMINATE DISCRIMINATION ON THE GROUNDS OF RACE, GENDER, DISABILITY, SEXUAL ORIENTATION OR RELIGION, AND PROMOTE GOOD RELATIONS BETWEEN PERSONS OF DIFFERENT PROTECTED CHARACTERISTICS AS DEFINED BY THE EQUALITY ACT 2010 AND THE GENERAL POPULATION, IN PARTICULAR BUT NOT EXCLUSIVELY THROUGH THE PROVISION OF TRAINING, WORKSHOPS, EDUCATIONAL MATERIALS AND CONSULTANCY SERVICES.

Activities: EqualiTeach fulfils its charitable purposes through the delivery of training & consultancy services. We provide workshops for young people to support them to reject prejudice, foster good relations and become active citizens. We provide training for adults to educate them on how to promote EDI and we provide consultancy services to support organisations to embed equality in policies and practice.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£754,037	£746,809	£7,228	10

Trustees

Name	Role	Appointed
Cameron Paul		2023-12-19
Lucy Victoria Ann Goodyear-Green		2023-12-19
Paul Henry Mortimer		2023-12-19

Accounts

REGISTERED COMPANY NUMBER: CE034693 (England and Wales)

REGISTERED CHARITY NUMBER: 1206284

REPORT OF THE TRUSTEES AND

CERTIFIED FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 MAY 2025

FOR

EQUALITEACH

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FOR THE PERIOD ENDED 31 MAY 2025

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EQUALITEACH

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MAY 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name:	Equaliteach
Charity Registration Number:	1206284
VAT Number:	172 2662 14
Registered Office Address:	Wrest Park Business Centre Enterprise House Wrest Park Silsoe, Bedfordshire MK45 4HS
Board of Trustees:	
Mrs L Goodyear-Green	Chair
Mr C Paul	Treasurer
Mr P Mortimer	
Mr D Landon Cole	(resigned 26.01.2024)
Miss L Pratt	(resigned 03.01.2025)
Ms S Storey	(resigned 03.01.2025)
Senior Management Team:	
Sarah Soyei	Head of Strategy and Development
Kate Hollinshead	Head of Operations
Bankers:	Cooperative Bank, 1 Balloon Street, Manchester M4 4BE
Accountants:	Spinifex Accounting, KC26 Wyboston Lakes, MK44 3BA
Independent Accounts Certification:	Foxboro Accountants, 86-90 Paul St, London, EC2A 4NE

EQUALITEACH

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MAY 2025

EQUALITEACH'S PURPOSE

Our charity's purposes as set out in the objects contained in the charity's constitution are to:

- promote equality and diversity, eliminate discrimination on the grounds of race, gender, disability, sexual orientation or religion,
- promote good relations between persons of different protected characteristics as defined by the Equality Act 2010 and the general population.

The charity fulfils its charitable purposes through the delivery of training and consultancy services. We provide workshops for young people to support them to reject prejudice, foster good relations, and become active citizens. We provide training for adults to educate them on how to promote equality, diversity and inclusion and we provide consultancy services to support organisations to embed equality in policies and practices.

EQUALITEACH'S AIMS

The aims of our charity are:

- To empower young people to think critically and reject prejudice and misinformation, and to become active citizens to create positive change
- To empower adults to promote equality, diversity and inclusion; educate others; and tackle prejudice and discrimination
- To capacitate senior leaders to embed equality, diversity and inclusion through policy and practice
- To influence and inform government to promote equality, diversity and inclusion throughout decision-making

Our aims fully reflect the purposes that the charity was set up to further.

ENSURING OUR WORK DELIVERS OUR AIMS

We review our aims and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at 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 to ensure our aims and activities remain focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims they have set.

STRATEGIES FOR ACHIEVING OUR STATED AIMS

The strategies we used to meet our aims included:

- Providing a comprehensive range of services to education settings through grant funding, tenders and direct sales.
- Providing a comprehensive range of services to settings outside of education through grant funding, tenders and direct sales.
- Diversifying our range of services to increase engagement in equality, diversity and inclusions issues and respond to areas of need.
- Remaining responsive to topical equality, diversity and inclusion issues through blogposts, social media updates, participation in roundtables and networks, and responses to government consultations.
- Working in partnership with other organisations to bolster our abilities to influence and inform key stakeholders and decision-makers.

EQUALITEACH

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MAY 2025

ACHIEVEMENTS AND PERFORMANCE

Our main activities and achievements, who we help and how our achievements deliver public benefit are described below. The main areas of charitable activity are the provision of adult training, workshops with young people, EDI consultancy and the Equalities Award. All of our charitable activities focus on the promotion of equality, diversity and inclusion and the prevention of discrimination and are undertaken to further our charitable purposes for the public benefit.

GOVERNMENT AND LOCAL AUTHORITY-FUNDED ACTIVITIES

> EQUALLY SAFE

2023-2024 saw the third and final year of our Department for Education-funded anti-bullying programme of work in schools across England, entitled Equally Safe. In the third year, running from Summer 2023 until the end of March 2024, we delivered a comprehensive range of services to 75 primary and secondary schools across Bedfordshire, Birmingham, Buckinghamshire, Dorset, Kent, Liverpool, Luton, Skegness, Worcestershire, and the London Boroughs of Greenwich, Islington, Lambeth, Merton and Redbridge. These services were free of charge for the participating schools.

Each school selected two-four members of staff to lead on the programme, who were allocated an EqualiTeach Representative to work extensively with them to deliver a bespoke package of support including reviewing and updating equality-related policies; undertaking surveys with students, staff and parents/carers to identify barriers to equality, diversity and inclusion; delivery of eight two-hour online training events for school leads; delivery of an Agents for Change event with a selection of pupils in each school; and the delivery of training for all staff in each school. In total in the third year, we delivered 31 Agents for Change events working with 266 young people, 52 staff training sessions with whole staff teams in participating schools, working with over 3,120 members of staff, and over 170 people engaged with the accompanying e-learning resource hub.

EqualiTeach commissioned Goldsmiths University to undertake an independent evaluation of the programme, the results can be read here: <https://equaliteach.co.uk/case-study/equally-safe-external-evaluation/>

**REPORT OF THE TRUSTEES
FOR THE PERIOD ENDED 31 MAY 2025**

GOVERNMENT AND LOCAL AUTHORITY-FUNDED ACTIVITIES (cont)

> PREVENTING RADICALISATION FUND

Between December 2023 and May 2025, we delivered a variety of different projects funded by the Home Office's Preventing Radicalisation Fund, all of which were free of charge at point of use. We delivered a series of training events to a total of 153 staff members working with 16-18-year-olds in Essex colleges. Training equipped participants with the tools to support vulnerable young people and identify, interrupt and prevent radicalisation. We delivered similar training to parents and carers of young people in Thurrock and Hillingdon, alongside workshops and events with young people in both local authorities, with the aim of ensuring participants were upskilled to recognise bias, disinformation and misinformation online, to think critically about the information they receive and to keep themselves safe and positively create change. We worked with 362 participants in Hillingdon and 127 participants in Thurrock. 100% of participants in Thurrock said the interventions would have a positive impact on young people in the local authority and that it had deepened their understanding of the topics covered.

EqualiTeach delivered similar critical thinking training sessions and workshops in schools and colleges across North Wales and Lambeth, Wandsworth and Croydon in the same time period. In North Wales, we delivered 22 workshops in 8 schools and colleges, working with 494 young people; 4 staff training sessions with 45 educators, and provided at least 50 people with access to further support and resources for discussing these issues with young people. Our project evaluation found that, as a result of the project, young people had a better understanding of how to think critically about the information they receive and were better able to identify misinformation online, understand far-right extreme ideologies and their counter-narratives and staff were better able to undertake effective conversations with young people about controversial issues. In Lambeth, Wandsworth and Croydon, EqualiTeach delivered 45 workshops across 8 secondary schools, colleges and alternative provisions, working with 1,137 young people across the three boroughs.

> SHARED ENDEAVOUR FUND

After receiving funding from the Shared Endeavour Fund, we delivered 122 'No Place for Hate' workshops to 3,175 young people in secondary schools in Enfield, Greenwich, Islington, Merton and Southwark between September 2024 and March 2025. The workshops were found to be highly impactful by evaluations carried out by the Fund, for example, the percentage of participants who strongly agreed with the statement 'I am aware of misinformation and disinformation on social media can be used to fuel prejudice and hate amongst immigrants, refugees and asylum seekers' increased from 17% to 83%. In addition, those who strongly agreed with the statement 'I believe that individuals can make a difference in addressing racism, Islamophobia and anti-immigrant/refugee hate' rose from 22% to 78%. Accompanying staff training sessions also had positive impact on beneficiaries. After the training, 100% of participants agreed or strongly agreed that they understood the need to conduct this work with young people and 89% agreed or strongly agreed that they intended to conduct open conversations with their students to educate them about racism, religious intolerance and extremism, up from 68% before the training. Knowledge of how to use discussion-based approaches to create a safe space for conversations on controversial issues to occur increased hugely because of the training; from 39% to 89% of participants agreeing or strongly agreeing. Similarly, 25% of participants agreed or strongly agreed that they felt able to conduct open conversations with young people on racism, religious intolerance and extremism prior to the training, this increased to 68% after the training.

EQUALITEACH

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MAY 2025

TENDER-FUNDED ACTIVITIES

During the reporting period, we continued to deliver our programme of unconscious bias training with staff members at Surrey County Council and began a similar programme of work with teams at Islington Council. Between December 2023 and May 2025, we delivered 97 sessions to 1,120 staff at Surrey County Council, and 8 sessions to 111 staff at Islington Council. The training was designed to enable participants to recognise the impact of unconscious bias, discrimination and harassment in the workplace and be equipped with the tools to respond effectively to this, with them committing to practical changes that they would implement in their own practice going forwards. 93% of participants from Surrey Council and

Our programme of anti-racism work with Liverpool Combined Authority came to an end in September 2024. We worked with the seven authorities under the Liverpool Combined Authority umbrella to deliver a series of anti-racism training sessions for staff. Alongside this, we created e-learning training sessions for staff and carried out an analysis of the authorities' equality-related policies, data collection systems and recruitment processes to provide recommendations for strengthening these, to ensure that staff from Black, Asian and other minority ethnic backgrounds have an equitable and inclusive experience in each workplace. Between December 2023 and September 2024, we delivered to 658 participants in 37 sessions.

While the Liverpool programme of work was in its final stages, we began a new five-year partnership with Bournemouth, Christchurch and Poole Council. In January 2024, the council commissioned us to deliver 12 training days per year with staff members working in Adult Social Care. Each training day focussed on one of four topics from Intermediate EDI, Disability Equity, Rights and Inclusion, Anti-Racist Practice, LGBTQIA+ Equity, Rights and Inclusion. Pilots of each session took place successfully with the full roll out of the programme beginning in May 2024. 18 training days delivered in total in the reporting period. The training enabled staff to understand how to better support their clients and to ensure that equality and

We also started a new partnership with the London Borough of Camden Council in April 2025, which provided us with funding to deliver workshops of different equality topics with pupils in primary and secondary schools in the borough. Interventions were targeted towards schools who could evidence their need for support in this area, and workshops were tailored to the settings accordingly, helping them to foster good relations and promote equality of opportunity because of race, gender, disability, sexual orientation or religion. 12 of a total of 31 workshops were delivered in the reporting period.

In the few months prior to the start of the reporting period, we began a programme of work with the National Lottery Community Fund. The programme consisted of online and face-to-face training sessions for grant-making teams in England, Scotland and Wales and were designed to support them to understand their duties as a community facing public body by the Public Sector Equality Duty and to consider how they can balance rights around different protected characteristics to make good funding decisions and improve inclusion for all. In the reporting period, 40 out of 42 training sessions were delivered to 388 participants. 95% of participants said that the training improved their understanding of the steps to take to proactively promote equality in decision-making. Due to the popularity of the training, the Fund commissioned us in January 2025 to convert the training into an e-learning course to continue the work after our intervention has ended.

EQUALITEACH

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MAY 2025

DIRECT SALES

Alongside our grant and tender-funded activities, we continued to sell services directly to education settings and other organisations throughout the reporting period. The percentage of our income coming from organisations was fractionally higher than that from education settings, which is a marked shift from the previous division of sales between education and non-education sectors. Much of our work with organisations outside of education came in the form of more lengthy programmes of work, rather than one off interventions, which are more common in schools. For example, we delivered a series of 13 training sessions with Tempest Photography, 8 training sessions with Four Communications Agency and a large-scale EDI review with Camden Roundhouse.

INVESTING IN THE FUTURE

Our Investing in the Future programme continued to run during the reporting period. This is an initiative where 10% of the income from corporate training is used to fund crucial equality, diversity and inclusion workshops in schools where there is high need but limited funds. Schools complete an application form to highlight the equality and/or discrimination issues their young people are facing and the reasons why they are unable to pay for our provision. These applications are then scored using objective scored criteria and those schools most in need are provided with workshops free of charge. In June and July 2024, this fund allowed us to deliver anti-racism, gender equality and critical thinking workshops free of charge in schools in Dagenham, Wolverhampton and Nottingham.

EQUALITIES AWARD

Alongside our provision of training and workshops and our consultancy work, we also run the Equalities Award. This is an online audit which schools complete at Bronze, Silver or Gold level to showcase their commitment to equality, diversity and inclusion. During the reporting period, we onboarded 41 new schools. In the same period, a total of 57 schools achieved an Equalities Award, 15 at Bronze level, 35 at Silver and 7 at Gold. Our level of sales and the number of Awards achieved has remained relatively consistent throughout the reporting period and in comparison to previous years.

**REPORT OF THE TRUSTEES
FOR THE PERIOD ENDED 31 MAY 2025**

FINANCIAL REVIEW

Against the backdrop of limited resources, anti-EDI rhetoric and insecurities over funding, it has been extremely difficult to plan or develop services over the reporting period. EqualiTeach, and the charity sector more generally, continues to feel the impact of COVID-19 and the cost-of-living crisis, which has meant that costs from suppliers and demands for competitive salaries have increased but clients' budgets have shrunk. This, coupled with a removal of central government funding for EDI initiatives and an undercurrent of anti-EDI rhetoric from those in positions of influence, has limited the opportunity to maintain funding levels and reduced clients' confidence in the necessity to undertake EDI-related work. The loss of the government-funded Equally Safe programme in March 2024 ultimately led the charity to undertake a round of redundancies in April 2024, where four members of staff left the organisation by way of voluntary and compulsory redundancies, reducing the headcount to 11. Two of these staff members were back-office staff and two were frontline delivery staff, meaning that the reduction in staff was not felt more sharply in one department over another and that all departments could continue to run and meet the needs of current and future clients well. In response to this, the Senior Leadership Team worked with the Board of Trustees to develop a Risk Management Policy and Risk Management Strategy, designed to stabilise the charity in a tumultuous environment. The strategy highlighted that the factors affecting the financial performance going forward would be the continuing impact of the cost-of-living crisis, limited funding of EDI and continued anti-EDI sentiment causing reduced confidence in the need for EDI work. Our assessment of the severity of each risk and our mitigations against them were analysed at each Board of Trustees meeting.

However, despite attempts to stabilise the charity, ongoing economic pressures, a reduction in sales and limited funding opportunities meant that the Board of Trustees, in collaboration with the Senior Leadership Team, took the decision in August 2024 that the charity's headcount needed to significantly reduce further in order to prevent possible liquidation. Between January and May 2025, a series of compulsory redundancies took place, where six staff members left the charity. At the end of May 2025, four more staff members were working their notice periods, to leave the organisation through compulsory redundancy between June and July 2025. Two members of staff, namely the Senior Leadership Team of the charity, were not made redundant in order to steer the charity through the redundancy process and continue to reduce debts and liabilities beyond this process and ensure that the charity meets its obligations and continues to fulfil its purposes into the new reporting period.

PRINCIPAL FUNDING SOURCES

At the point of conversion from a CIC to a CIO, EqualiTeach took on the CIC's assets and liabilities.

The principal funding sources for the charity are currently by way of contracted services through local authorities and direct sales from schools and other organisations. As a result of limited funding opportunities from central government, we have concentrated our income generation efforts into these avenues which has proved successful in generating enough income to operate as well as continue to pay off debts and liabilities.

EQUALITEACH

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MAY 2025

INVESTMENT POLICY

As the charity has shrunk in size in order to stabilise financially, the charity's funds have been spent in the short term and so there are no funds for long term investment. As we look to stabilise the charity going forwards, the trustees will consider whether it is appropriate and realistic to produce an Investment Policy and invest accordingly.

RESERVES POLICY

At the end of the reporting period, the charity holds £7,228, of which £2557 is restricted and so this cannot be put aside as the charity's reserves.

EqualiTeach holds the Equalities Award and EqualiTeach Empowered as an asset. The value of these, beyond the income they generate, could only be realised by selling them.

After a financially tumultuous reporting period, the charity is not in a position to build reserves. Once the charity becomes more financially stable in the short term, the trustees will review the previous Reserves Policy and look to reset targets in line with the current financial climate of the charity. It is likely that any targets will be set very low for the foreseeable future, while we look at which existing activities and expenditure could be curtailed and explore the long-term future of the charity.

PLANS FOR THE FUTURE PERIODS

The charity is undergoing a considerable reduction in size, and therefore in its ability to work with as many clients as it has done in the past. Therefore, the number of tenders and funding opportunities competed for will be reduced and the number of sales will be more limited too. We will also continue to look where expenditure can be reduced without causing detriment to the quality of services. The charity's aims for the next reporting period are to stabilise the organisation financially, meaning that we can operate to cover monthly costs as well as pay off debts and liabilities as needed. We will continue to service any existing contracts to the highest quality and continue to ensure that all activities meet our charitable purposes. Once we are in a position to operate well at this reduced scale, the trustees, in collaboration with the Senior Leadership Team, will work together to identify what the next steps for the charity could be, for example, maintaining operations at this level, looking to scale up where feasibility investigations allow, or looking to downsize the charity further and ultimately close.

STRUCTURE, GOVERNANCE & MANAGEMENT

GOVERNING DOCUMENT

EqualiTeach is a charitable incorporated organisation, incorporated on 19th December 2023. The charity's constitution sets out its objects and powers. In the event of the charity being wound up, members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

EQUALITEACH

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MAY 2025

STRUCTURE, GOVERNANCE & MANAGEMENT (cont)

RECRUITMENT AND APPOINTMENT OF TRUSTEES

Under the requirements of the constitution, there must be at least three charity trustees and at most 18 charity trustees. The charity trustees can serve for a maximum of three terms, after which a trustee must have a break for at least one year before being considered again for reappointment. All future charity trustees must serve for a period of three years; the first charity trustees are able to serve varying period lengths. As per our constitution, the first charity trustees will serve the following periods:

David Landon Cole	for 3 years
Paul Mortimer	for 3 years
Cameron Paul	for 2 years
Loushae Pratt	for 2 years
Stacey Storey	for 2 years
Lucy Goodyear	for 1 year

David Landon Cole stood down from his appointment on 26th January 2024, and Loushae Pratt and Stacey Storey stood down on 3rd January 2025.

Lucy Goodyear was reappointed on 19th December 2024 for a second term of three years, until 19th December 2027, and Cameron Paul was reappointed on 19th December 2025 for a second term of three years, until 19th December 2028.

All members of the Board of Trustees give their time voluntarily and receive no benefits from the charity in their trustee capacity. Cameron Paul is the charity accountant and so receives benefits in this capacity, and Paul Mortimer is a freelance facilitator and receives benefits for this work.

TRUSTEE INDUCTION AND TRAINING

The majority of trustees are already familiar with the practical work of the charity having been member of the Advisory Board of EqualiTeach CIC for many years. Newer trustees have been encouraged to observe training and workshops to become more familiar with the charity's activities.

On converting from an Advisory Board member of a CIC to a trustee of a CIO, members of the Senior Leadership Team met with trustees to discuss the following:

- The obligations of charity trustees
- The main documents which set out the operational framework for the charity including the Constitution
- Resourcing and the financial position
- Future plans and objectives
- Signposting to the Commission's guide 'the Essential Trustee'

EQUALITEACH

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MAY 2025

STRUCTURE, GOVERNANCE & MANAGEMENT (cont)

ORGANISATIONAL STRUCTURE

EqualiTeach has a Board of Trustees of three members who meet quarterly and are responsible for the strategic direction and policy of the charity. A scheme of delegation is in place and day-to-day responsibility for the running of the charity rests with the Senior Leadership Team, comprising of the Head of Operations and the Head of Strategy and Development. The Senior Leadership Team is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Head of Strategy and Development has oversight of sales, promotions and marketing, and programme content quality assurance. The Head of Operations has oversight of HR, finance and the day-to-day operations of programmes.

PAY AND REMUNERATION

Employee salaries work to NJC pay scales. On successful completion of an appraisal, employees are awarded an annual incremental rise within their pay band until they reach the top of their pay band. Employees are also awarded an inflationary rise in April each year. Employees' expenses are remunerated in line with the charity's Travel, Subsistence and Expenses Policy. Trustees' expenses are remunerated in line with the charity's Trustee Expenses Policy.

RELATED PARTIES

The charity has collaborated with other similar charities and organisations in the pursuit of its charitable objectives, and is part of working groups and partnerships, such as Equally Ours, Belonging Effect and the Institute of Equality and Diversity Professionals. These partnerships have proved invaluable in establishing links within the education and equality sectors and have aided us in identifying relevant policy developments and prospective funding.

Approved by order of trustees on 30 March 2026 and signed on its behalf by:

Mr Cameron Paul - Trustee

**REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES OF
EQUALITEACH (Charity No: 1206284)**

I report to the trustees on my examination of the accounts of the above charity ("The Trust") for the period ended 31/05/2025.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- > accounting records were not kept in accordance with section 130 of the Act or
- > the accounts do not accord with the accounting records

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

Dated:	30th March 2026
Name:	Paul Brown
Professional Qualifications:	ACPA
Address:	Foxboro Accounts & Business Advisors 86-90 Paul Street London EC2A 4NE

EQUALITEACH

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE PERIOD ENDED 31 MAY 2025

	Unrestricted Funds £	Restricted Funds £	2025 Total Funds £
INCOME AND ENDOWMENTS FROM			
Charged - Education Settings	185,114	-	185,114
Charged - Organisations	186,824	-	186,824
Department for Education	-	37,924	37,924
Preventing Radicalisation Fund	-	135,077	135,077
Cambridgeshire Community Foundation	-	2,557	2,557
London Borough of Lambeth	23,600	-	23,600
Liverpool Combined Authority	24,138	-	24,138
Transfer from EqualiTeach CIC	58,877	-	58,877
Equalities Award	93,743	-	93,743
EqualiTeach Empowered	6,183	-	6,183
TOTAL INCOME	578,479	175,558	754,037
EXPENDITURE ON CHARITABLE ACTIVITIES			
DIRECT COSTS			
Delivery Costs	12,907	21,207	34,115
Equalities Award Costs	2,784	-	2,784
TOTAL DIRECT COSTS	15,691	21,207	36,899
ADMINISTRATIVE COSTS			
Staff Costs	499,270	146,552	645,822
Office Costs	8,664	4,522	13,187
Office Running Costs	32,256	719	32,975
Professional Costs	14,354	-	14,354
Depreciation Costs	710	-	710
Financial Costs	2,863	-	2,863
TOTAL ADMINISTRATIVE COSTS	558,117	151,794	709,910
TOTAL EXPENDITURE	573,808	173,001	746,809
NET INCOME / (EXPENDITURE)	4,671	2,557	7,228

EQUALITEACH**BALANCE SHEET
AS AT 31 MAY 2025**

	Notes	2025 £
FIXED ASSETS		
Tangible Assets	5	2,840
Intangible Assets	6	<u>70,000</u>
TOTAL FIXED ASSETS		<u>72,840</u>
CURRENT ASSETS		
Debtors	7	29,165
Cash at Bank		<u>4,085</u>
TOTAL CURRENT ASSETS		<u>33,250</u>
CREDITORS		
Amounts falling due within one year	8	<u>59,402</u>
NET CURRENT ASSETS		<u>(26,152)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>46,688</u>
LONG TERM LIABILITIES		
Amounts falling due more than one year	9	<u>39,461</u>
TOTAL LONG TERM LIABILITIES		<u>39,461</u>
NET ASSETS		<u>7,227</u>
FUNDS		
Restricted funds		2,557
Unrestricted funds		<u>4,671</u>
TOTAL FUNDS		<u>7,228</u>

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 30 March 2025 and were signed on its behalf by:

Mr Cameron Paul - Trustee

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MAY 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), Financial Reporting Standard 102 applicable in the UK and Republic of Ireland, and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The presentation currency is Pound Sterling (£).

Income

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, the amount can be measured reliably and, in the case of income from government and other grants, any attached performance conditions have been met.

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 costs 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.

Allocation and apportionment of costs

Expenditure which is directly attributable to specific activities has been included in those cost categories. Where costs are attributable to more than one activity, they have been apportioned across the cost categories on a basis consistent with the use of these 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.

Pension Costs

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.

Debtors

Trade and other debtors (including prepayments) are recognised at the settlement amount due or amount prepaid.

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments.

Creditors

Creditors (including accruals and deferred income) are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MAY 2025**

1 ACCOUNTING POLICIES (cont)

Financial instruments

All financial assets and financial liabilities of the charity qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Tangible fixed assets and depreciation

Tangible assets are included at cost less depreciation and impairment. Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives:

Plant & Equipment: - 20% Straight Line

Intangible fixed assets

Intangible fixed assets are included at cost less accumulated amortisation.

2 NET INCOME/(EXPENDITURE)

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

	2025
	£
Accountants Certification	500
Operating Lease - Premesis	4,313
	<u><u>4,313</u></u>

3 TRUSTEES' REMUNERATION AND BENEFITS

Trustees' Remuneration in the period

Paul Mortimer - £1,351.77 for the delivery of Workshops

Cameron Paul (via Spinifex Accounting) - £7,884 for Bookkeeping and Accounting services (inc software)

Trustees' Expenses in the period

There were no trustees' expenses reimbursed during the year

4 STAFF COSTS

	2025
	£
Wages and salaries	555,466
Social security costs	40,636
Other pension costs	26,679
	<u><u>622,781</u></u>

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

Direct Chaitable Expenditure	9
Management and adminstration	3

Two employees received in excess of £60,000 in the period

NOTES TO THE FININCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MAY 2025

5 TANGIBLE FIXED ASSETS

	Plant & Equipment £	TOTAL £
Cost or Valuation	At Cost	At Cost
At 19 December 2023	-	-
Additions	3,550	3,550
At 31 May 2025	3,550	3,550
Depreciation		
At 19 December 2023	-	-
Charge for the year	710	710
At 31 May 2025	710	710
Net Book Value		
At 31 May 2025	2,840	2,840
At 19 December 2023	-	-

6 INTANGIBLE FIXED ASSETS

	Equalities Award At Cost	EqualiTeach Empowered At Cost	TOTAL At Cost
Cost or Valuation			
At 19 December 2023	-	-	-
Additions	55,000	15,000	70,000
At 31 May 2025	55,000	15,000	70,000
Amortisation			
At 19 December 2023	-	-	-
Charge for the year	-	-	-
At 31 May 2025	-	-	-
Net Book Value			
At 31 May 2025	55,000	15,000	70,000
At 19 December 2023	-	-	-

7 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £
Trade Debtors	29,165

8 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £
Trade Creditors	545
Social Security and other taxes	37,802
Other creditors	20,555
Accruals and deferred income	500
	59,402

9 CREDITORS: AMOUNTS FALLING DUE MORE THAN ONE YEAR

	2025 £
Bank Loans	14,579
Other Loans	24,882
	39,461