



The charity for everyone  
working in education

Education Support

# Trustees' Annual Report & Accounts

For the year ending 31 March 2022

# About Education Support

**Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.**

We support individuals and help schools, colleges and universities to improve the mental health and wellbeing of their staff. We also carry out research and advocate for changes in Government policy for the benefit of the education workforce.

Our free and confidential helpline is open 24/7 on **08000 562 561** and is staffed by qualified counsellors. It is available for everyone working in education, including support staff, lecturers, administrators and teaching assistants.

**Call us. We'll listen.**



# Contents

Chair and CEO report . . . . .	4	Instagram live . . . . .	18
Our Objectives . . . . .	5	Our Research . . . . .	19
2021-22 Delivering our Services . . . . .	8	Teacher Wellbeing Index 2021 . . . . .	20
Counselling . . . . .	9	How we raised our money . . . . .	21
Financial grants . . . . .	10	How we spent our money . . . . .	22
School Leader Wellbeing Services in England . . . . .	11	Quality Assurance and Impact . . . . .	23
School Wellbeing in Wales Programme . . . . .	12	Legal and Administrative Information . . . . .	24
Increasing our reach . . . . .	13	Objectives and Activities . . . . .	27
Our new website . . . . .	15	Independent Auditor's Report to the Members and Trustees of Education Support Partnership . . . . .	31
Online events . . . . .	17		



Staff at the university of Essex

# Chair and CEO report

Whether we were providing counselling, financial support, supervision or peer support to education staff, the stories we heard over the past year share many common themes. If we had to label it, 2021-22 would be the “Year of Exhaustion”. On countless occasions we have worked with educators who have been brought to tears by the relentlessness of the past two years. The period from November 2021 to February 2022 appears to have been the nadir. Whilst there is still significant distress and hardship across the profession, life in education feels a little more ‘normal’ as we move through 2022.

Whilst we warmly welcome a bit of normality, we don't lose sight of the fact that when it comes to educator wellbeing, ‘normal’ is not all that impressive. Our 2021 Teacher Wellbeing Index highlighted persistent high rates of stress, anxiety and depression across the workforce, relative to other professions. If acute stress is consistently reported as affecting 70-80% of the workforce, at what point do we accept that there is a chronic stress issue at play, with all of the health implications that this brings?

The WHO reported in 2021 that working 55 hours or more per week is a “serious health hazard”<sup>1</sup> Since long working hours have become wholly normalised within schools, colleges and universities, we need to reflect on what this means for educators. ‘Survival of the fittest’ may no longer be an appropriate workforce strategy.

Increasingly, spill over from other, creaking parts of the public sector drive workload and work intensity. In particular, school leaders report that Children and Adolescent Mental Health Services and social services are stretched and underfunded, leaving teachers and education staff to pick up the social, emotional and safeguarding challenges that other parts of the public sector lack capacity to address.

Let us be clear. Giving teachers and education staff more training to continue to take on these responsibilities is not the answer. Broadening of our definition of “teacher” by stealth is no way to respond to social need. Teachers are not therapists or social workers, nor should they be expected to be. It is by addressing these social challenges, and letting teachers teach, that we best keep children and young people engaged, learning and energised.

Our focus for the future is sharper than ever. We will continue to press policymakers to recognise and address the drivers for wellbeing and to make decisions that support a flourishing and high-performing workforce. We will continue to help schools to develop the cultures and practices that shape healthy environments in which people can do their best work and achieve the best outcomes for learners. And we will continue to hold individual educators at the core of our work. We will support them to develop and hold personal boundaries and to accept that they cannot hold up the system by themselves, no matter how many hours they work. We will promote the importance of community care and connection across the profession and let educators know that they are never alone. We are always on the end of the phone.

We will unapologetically promote health, relationships and laughter (the science backs us here!) and when we do our work well, educators will remember why they fell in love with teaching in the first place.

*Sean Hanson & Sinéad Mc Brearty*

“*We are hugely grateful to everyone who has donated to us this year, making our work possible. This includes our regular givers and everyone who has responded to an urgent appeal, collected sponsorship for a challenge, donated proceeds from the sale of products or left us a gift in their Will. We are also thankful to the organisations who have supported us, including the Academy Transformation Trust, AEC Trust, CSIS Charity Fund, Danson Foundation, ETF, Pears Foundation and TUUT Charitable Trust.*”

<sup>1</sup>Pega, F et al (2021). “Global, regional, and national burdens of ischemic heart disease and stroke attributable to exposure to long working hours for 194 countries, 2000–2016: A systematic analysis from the WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury”. Environment International, Vol 154. <https://www.sciencedirect.com/science/article/pii/S0160412021002208>



# Our Objectives

## Objective 1: To be well known, credible and trusted across the education workforce

We have worked hard this year to raise awareness of the charity across the workforce, with a particular focus on reaching school leaders.

We are delighted to have built and launched a new website that significantly improves the user experience and navigation of our resources. Since its launch, user engagement has grown rapidly, with users staying longer and interacting with our content more. In parallel, we have continued to develop and deepen our social media presence across all the major platforms. These channels continue to be a priority for us, and we will continue to grow and maintain audience relationships via social media. We have also begun hosting our own webinars, with a programme of events focused on topics that we know are not addressed elsewhere in the sector. We have been heartened to see the level of enthusiasm and engagement with these events. We also speak routinely at a range of sector events and conferences. We have developed 42 new content pieces and our resources have been viewed over 105,000 times across the year. We continue to invest time and energy in a range of important partner and stakeholder relationships. Over this period we are delighted to have collaborated with ASCL, Association of Colleges, Chartered College of Teaching, Confederation of School Trusts, Education Policy Institute, Mental Health Foundation, Mentally Healthy Schools, MindEd, NAHT, NASUWT, NEU, Public First, Sixth Form Colleges Association and Universities UK.

## Objective 2: To move mental health toward the centre of education policy, using robust data and evidence

The wellbeing of education staff has become a mainstream concern in the education sector and Education Support is proud to have contributed to this increase in awareness and understanding.

We are pleased to hold good working relationships with governments in England and Wales. We continue to share our data and insight on the issues affecting education staff and will work with policymakers to develop sustainable policy solutions.

We published the fifth edition of the Teacher Wellbeing Index, including a retrospective on trends over the past five years. We published a literature review of the evidence base on the impact of stress, burnout, anxiety and depression on the wellbeing of education staff and their students. We were delighted to work with Professor Gail Kinman and Dr Siobhan Wray to produce our [Supporting Staff Wellbeing in Higher Education](#) report.



**Objective 3:** To offer a range of high-quality services that deliver clear and substantial impact for everyone working in education

We continue to deliver our ‘safety net’ services to those working in education. Our 24/7 helpline continues to handle a consistent volume of emotional support calls from the workforce, with over 9,500 cases supported. We experienced a 23% year on year increase in the number of cases where someone was clinically assessed to be at risk of suicide.

Our Grants programme provides essential support to those who are in financial distress, with a notable rise in demand toward the year end as the cost of living crisis escalated. We awarded just over 400 grants with a combined value of £307,976 in the period.

With support from Welsh Government and Department for Education in England, we have delivered peer support or professional supervision to over 370 school leaders over the past year. In addition, our Wellbeing Advisors have worked with over 110 schools in Wales, supporting the development of bespoke wellbeing strategies or interventions with each school.

Finally, our Employee Assistance Programme continues to channel high quality emotional and mental health support to schools across the country. Over the course of the year over 1,200 schools were supported through this service.

Across all services, we provided mental health and wellbeing support to over 100,000 people working in education during 2021-22.

**Objective 4:** To be recognised as a centre for innovation; piloting, evaluating and disseminating new approaches to supporting the mental health of the education workforce

This year we have built on previous pilots to extend the support that we offer to school leaders in England and Wales. Our facilitated peer support, professional supervision and school wellbeing advisory service have all been positively evaluated during this period. On average, nine out of every ten participants reported that our support has made a meaningful difference to their work or wellbeing.

We continue to look to extend and deepen our service offer and have started new pilot projects with Further Education partners as well as in Northern Ireland.

We are pleased to be a member of the Mental Health in Higher Education Advisory Group and will use this opportunity to consider how we can best support staff in the Higher Education sector.



## Objective 5: To become financially sustainable, generating surplus to fund innovation projects

We have secured an operating surplus for the second consecutive year. We continue to grow top line income and to sustain strong cost management. We have developed an investment plan for our surplus reserves and will be using this money to support the recruitment of new individual donors, growth of our EAP school member base and the development of new services for schools and colleges.

Alongside this work against our five organisational objectives, we have made good progress in developing the organisation. We completed a successful hybrid working pilot, taking the opportunity to understand the operational and cultural issues arising from the shift to hybrid working.

We are also pleased to have developed an Equality, Diversity and Inclusion strategy with staff, and are now working to implement that strategy.





# 2021-22 Delivering our Services

image: visiting teacher at Drayton Park Primary, London © Simon Ellis



# Counselling



“

Education Support carried me when I couldn't walk. Sometimes the scariest thing is reaching out, making that phone call. But it really was a lifeline, by making those calls I'm still alive.”

— Sian-Marie, RE teacher and helpline caller

## Our free and confidential helpline is open every day, round the clock.

We're proud to provide in the moment emotional support to everyone working in the education sector.

Callers can speak to our qualified counsellors about anything from their work or home life.



**9,532**  
calls



**59%**  
of calls dealt  
with work-  
related stress



**741**  
people were  
clinically assessed  
as at risk of suicide  
↑ **23%**

## Employee Assistance Programme (EAP)

Our EAP continues to provide quality, confidential support for thousands of people working in the education sector.

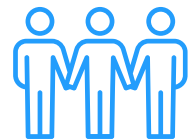
Our service offers face-to-face counselling and information to support staff with a range of personal and professional issues. Schools and organisations can address issues before they escalate and become problems for the individual, school or pupils.



Over  
**6,500**  
cases  
(↑ **18%** compared  
to last year)



Over  
**1,800**  
people had  
ongoing  
counselling  
sessions



**95,300**  
people working in  
schools are supported  
by an Education  
Support EAP



**597**  
were from people  
clinically assessed as at  
risk of suicide  
(↑ **89%** compared to  
last year)

# Financial grants

We continue to provide emergency financial help to those in the sector who need it. In 2021/22 we awarded 408 financial grants to current, and former, education staff.



*I'm deeply thankful for the financial support that Education Support has given me. My financial situation was so bad. Without this support I would really have struggled and ended up in even further debt. I cannot express my gratitude and how much this support means."*

— Educator and grant recipient



**820**

applications  
(up from **727** in 2020-21)



**408**

grants awarded  
(up from **341** 2020-21)



**277**

applicants between  
Jan 2022-March 2022



**£307,976**

was the total amount  
we awarded

We provided grants for a range of reasons:

- Loss of employment
- Ill health
- Bereavement
- Injury
- Sudden life events

We supported people with:

- Short-term financial emergency support
- Support with covering cost of living costs
- Money for food
- Essential but unaffordable items
- Help to stay in or get back to work

## Service feedback



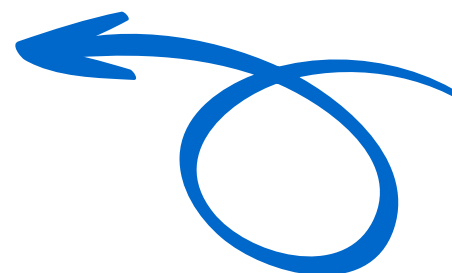
believe the grant had a **positive impact** on their financial circumstances



rated the service they received as **excellent or good**



of users would **recommend us** to a colleague



# School Leader Wellbeing Services in England

We were delighted to be awarded further funding from the Department for Education in 2021/22. This allowed us to support a further 437 leaders with their mental health and wellbeing, during a challenging time for people running schools.

The service provides both peer group support and one-to-one support, with both professional supervision and support from BACP accredited counsellors available.

School leaders have found it hard to find time to prioritise their own wellbeing, however the impact on those who participated in our services has been life changing.

We use a wellbeing measure (the Warwick-Edinburgh Mental Wellbeing Scale) to score peer support participants' wellbeing. The scores increased from 41.19 to 45.81 over the weeks they took part.



“  
*I was amazed at how easy it was to apply and overjoyed to have been given the supervision - it has been a lifeline in my final weeks as a headteacher. I really wasn't sure I was going to make it out alive until I got the email to say I had been successful.*”

— One to one support recipient

“  
*I valued being able to share with others' in similar situations and gain valuable feedback and support.*”

— Peer support participant

“  
*It was so helpful to have dedicated 'me' time to talk through issues.*”

— Peer support participant

Staff at Royal Harbour, Thanet © Brian Benson



# School Wellbeing in Wales Programme

Teacher at Hatton School © Julian Anderson



Our Schools Wellbeing Service worked with 113 schools in Wales, supporting them with bespoke guidance, resources and advice.

The service, funded by the Welsh Government continues to help schools create mentally healthy cultures for all staff.

In addition to this, we have:

- Facilitated network meetings for Wellbeing Leads
- Delivered a series of online webinars
- Translated our most downloaded resources into Welsh, making them more accessible to everyone in Wales
- Begun developing support for staff in particular roles including Safeguarding Leads and Teaching Assistants

“

*As a school we really appreciated the level of support received from our advisor. All targets were well discussed and always followed up with supporting materials. An excellent and extremely helpful service.”*

— School leader

“

*The service provided was excellent. Communication was easy and both ways. Due to the support provided the school now has a strategy for staff health and wellbeing.”*

— School leader



of schools reported improved knowledge about staff mental health and wellbeing



of schools described themselves as more motivated to implement wellbeing activity



of schools reported improved confidence when planning how they will support staff mental health



# Increasing **our** reach

We have continued our strategy to reach teachers and education staff via engaging digital resources and events. We're delighted that our audiences continue to grow, and interact with us more!



Over  
**475.5k**  
visitors to the website



**64**  
pieces in national and  
sector media



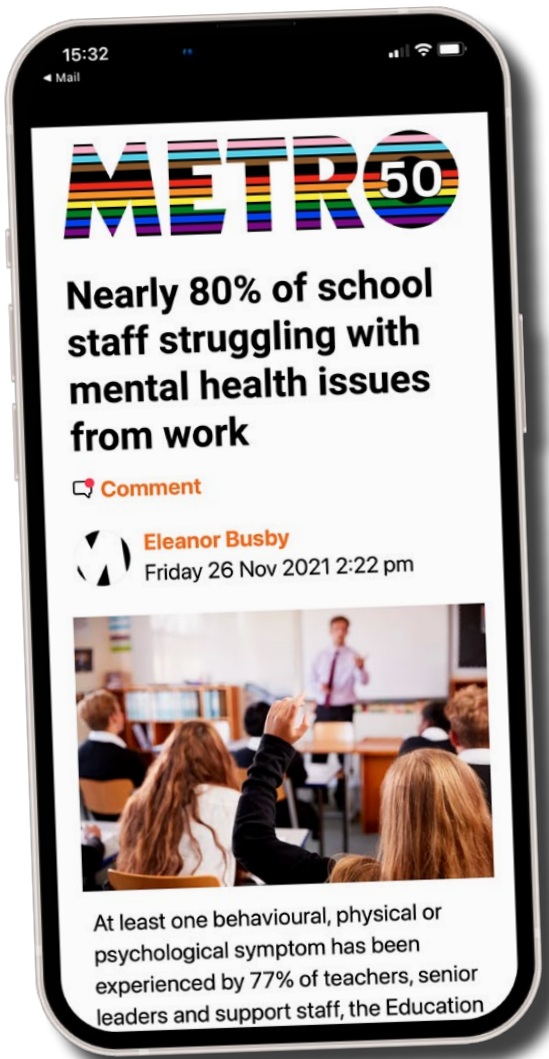
Over  
**52k**  
social media  
followers

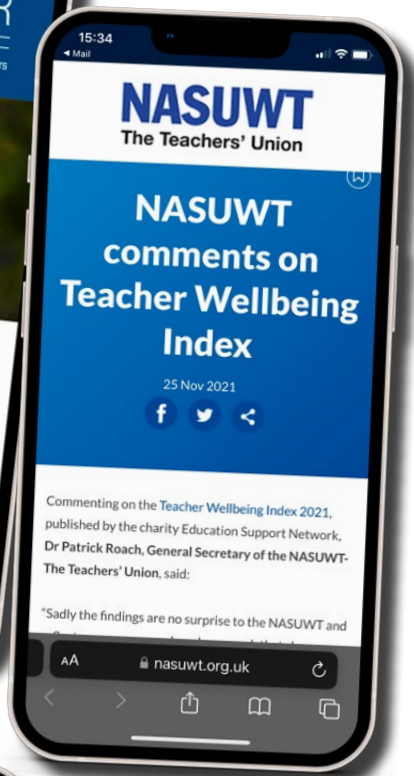


**685**  
people reached via  
our online events



Over  
**105.2k**  
people reached via **new**  
digital resources







# Our new website

In September we launched of our [new website](#) which is jam-packed with information to help keep teachers and education staff mentally healthy. Everything is easy-to-access, navigate and designed with our beneficiaries in mind. Watch this short website [video tour](#) to see why we love it so much!

### Exploring more



**18%**

increase in number of pages visited

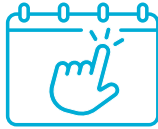
### Staying longer



**27%**

increase in page visit time

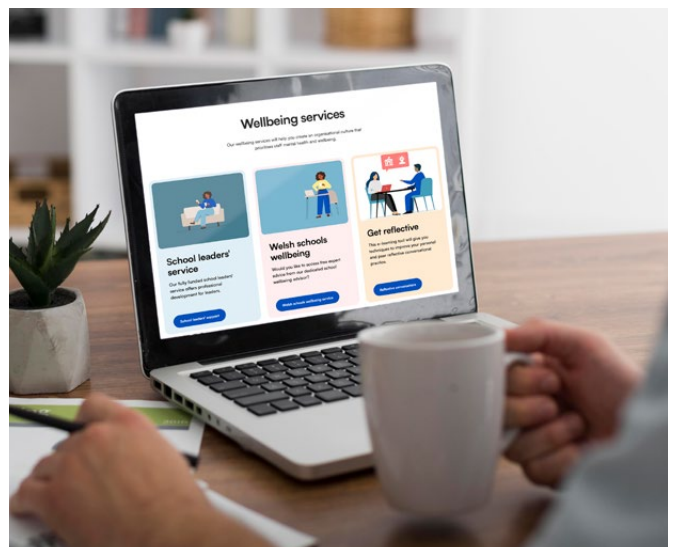
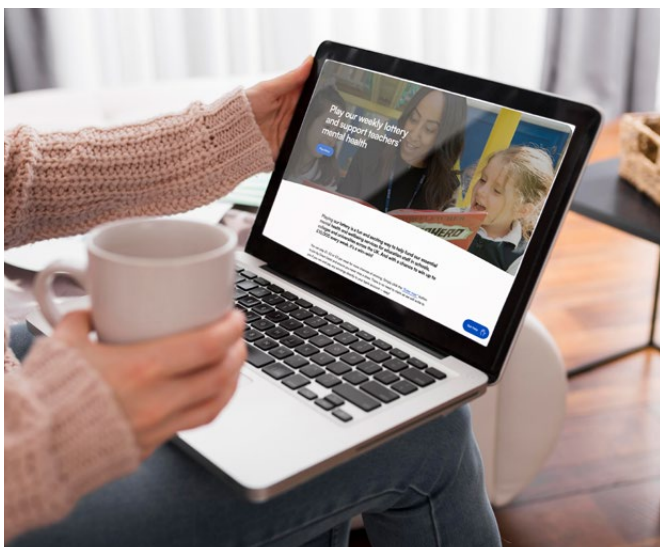
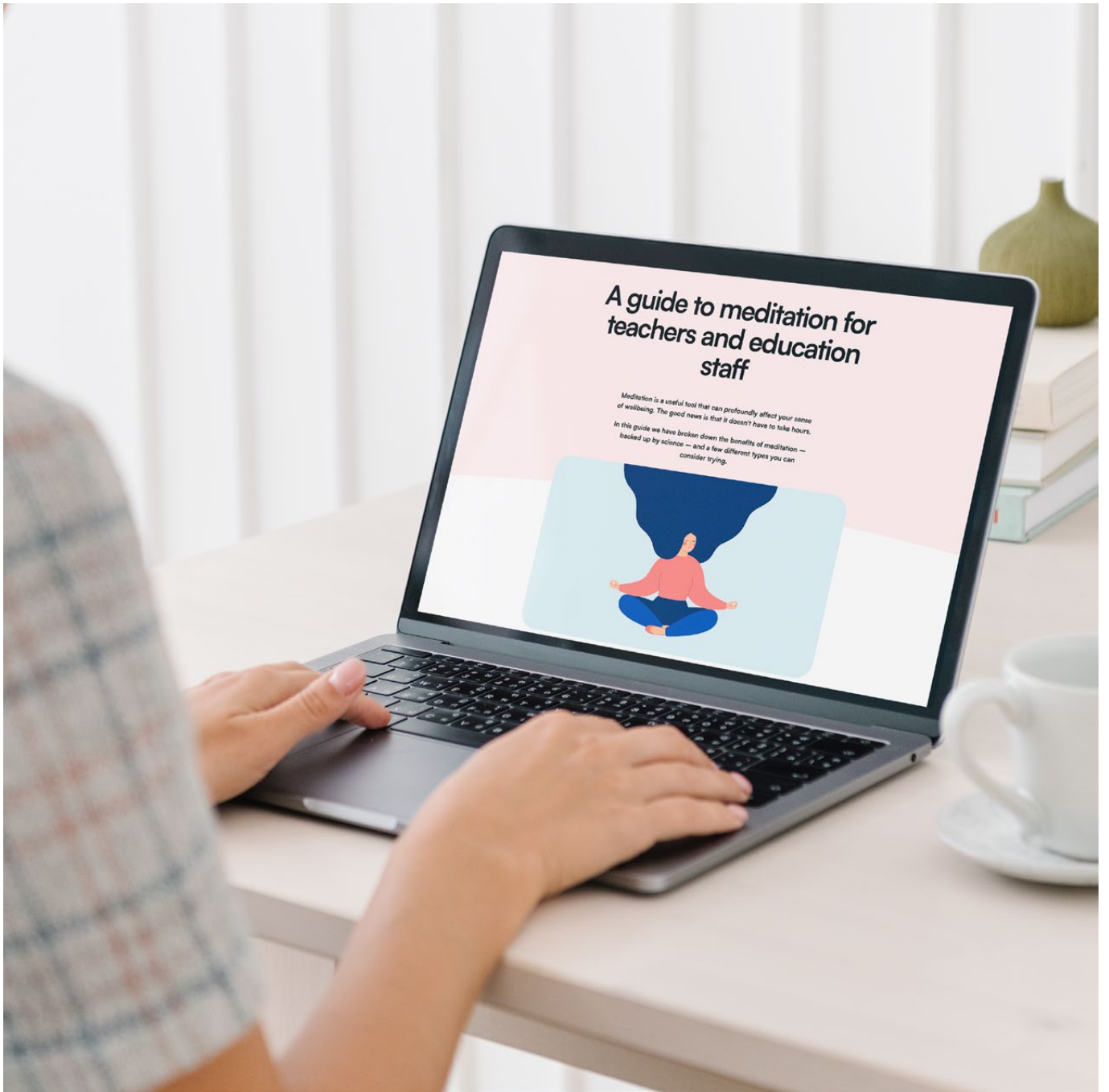
### Interacting more



**146%**

increase in downloads, forms completed and contacts







# Online events

## Getting the best out of parent-teacher relationships

21 June 2021 | 4-5pm









Speaker  
**Niki Gibbs**  
School Counsellor




## Starting the year well: prioritising your mental health

Thursday 14 October 2021 — 4pm

[Book your free place](#)







Chair  
**Sinéad Mc Brearty**  
Chief Executive Officer  
Education Support

## Supporting each other: how staff can help each other with mental health and wellbeing

Tuesday 8 February 2022 — 4pm

[Book your free place](#)





## Looking after our sleep

Monday 21 March 2022, 4-5pm

# Instagram live

560 views

Education Support

## INSTAGRAM LIVE

Sinéad Mc Brearty  
Education Support

Emma Hollis  
NASBTT

**Starting out in teaching:  
your mental health matters**

13 May 6pm

273 views

Education Support

## INSTAGRAM LIVE

Anthony Priest  
Education Support

Mike Armiger  
Education and mental health adviser

**Mental health in education:  
men's minds matter**

16 June 6pm

## INSTAGRAM LIVE

### Stress Tips for Teachers

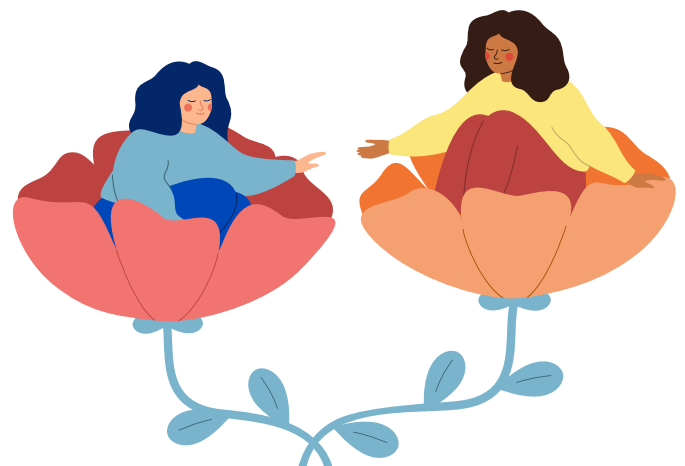
Faye McGuinness

Victoria Hewett

27 April – 6pm

Education Support

435 views



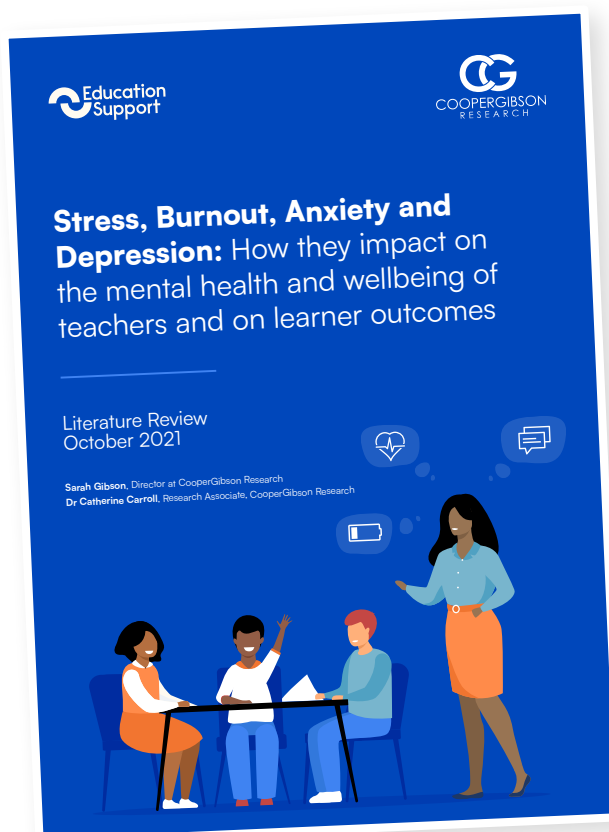
# Our Research

In 2021 we continued to publish comprehensive and robust research about the mental health and wellbeing of teachers and all education staff. We published:



## Supporting Staff Wellbeing in higher Education

This report presented the findings of a national study examining working life in UK Higher Education institutions. Two thousand and forty-six academic and academic related staff were surveyed about the psychosocial hazards they encounter, how they feel about the tasks they do and the availability and usefulness of support mechanisms to manage their wellbeing. The psychosocial safety climate of their institutions was also examined along with mental health and work-life balance. The [key findings](#) can be found on our website.



## Literature Review on Stress, Burnout, Anxiety and Depression

In October, we commissioned CooperGibson Research to explore the existing evidence base for the impact of stress, burnout, depression and anxiety on the mental health and wellbeing of the teaching profession, and on learner outcomes. You can view the themes that emerged from this research by accessing the [full report](#) on our website.



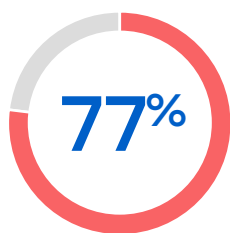
# Teacher Wellbeing Index 2021

Our fifth **Teacher Wellbeing Index** was arguably the most important yet. It provided a unique insight into the working lives of teachers and education staff under the shadow of Covid-19. It also showed us the five year picture of teacher mental health trends across the UK.

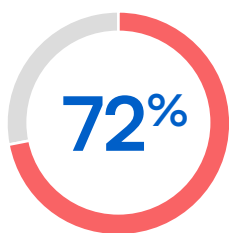
*Every day I make decisions that scare me. I'm not a medic. I'm a teacher. I'm afraid that one day I'll make the wrong decision and someone will get hurt."*

— **headteacher**

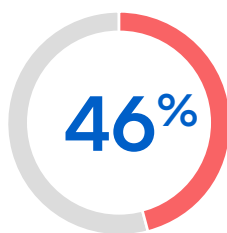
Our survey of over 3,000 education staff found that in 2021:



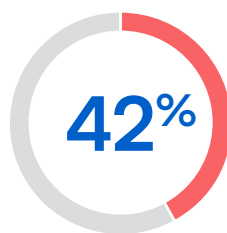
experienced symptoms of poor mental health due to their work



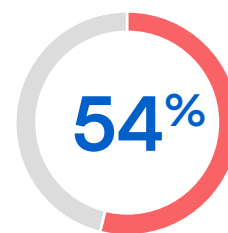
were stressed (rising to **84%** for senior leaders)



always went into work when unwell (rising to **54%** for senior leaders)



reported that their organisation's culture had a negative impact on their wellbeing



considered leaving the sector in the past two years due to pressures on their mental health



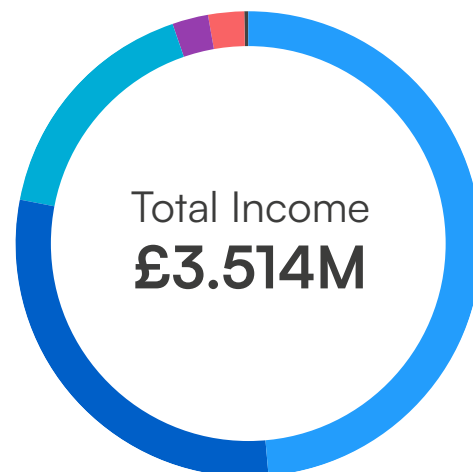
Visit our website to [download the full report](#) and learn more about our recommendations.

# How we raised our money

During 2021/22 more than **24,000** individual supporters donated regularly, responded to appeals, or left us a gift in their Will.

We are also fortunate to have the support of charitable foundations, government and corporate partners. We generate income from the workplace services that we provide to schools and colleges, as well as through returns from our investments.

We couldn't do what we do without our supporters, partners and customers. Thanks to them, we raised **£3.514** million in 2021/22.



● Donations and Legacies	● Government programmes	● Trusts and Foundations
<b>£1,718,055</b>	<b>£584,758</b>	<b>£82,056</b>
● Workplace Services	● Investment Income	● Corporate Donations
<b>£1,029,496</b>	<b>£93,439</b>	<b>£6,400</b>

## Strides Against Stress

Strides Against Stress was our brand new online fundraising challenge, set against the backdrop of Covid-19 restrictions and a teaching workforce facing new and rapidly changing pressures.

Our supporters aimed to run or walk a stress-beating mile a day throughout April — which is also Stress Awareness Month.

More than **1,000** supporters of all ages and abilities took part. Together they raised more than **£53,000**, for which we are extremely grateful!

Thank you Striders!

- **£53,684 raised**
- **1039 supporters registered**
- **99% were brand new supporters**
- **164 teams**
- **31 participants raised more than £200**

“

*Everyone on my team commented that it helped their mental and physical wellbeing by helping them be active every day.”*

“

*Time for me to walk immersed in nature was good for the soul.”*

“

*Getting out every day for a 1 mile run cleared my head! Physical fitness helped my mental fitness.”*

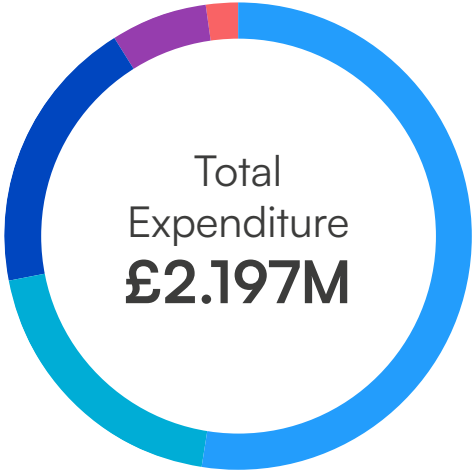
“

*Encouraging me to walk more positively impacted my mental wellbeing.”*

“

*I was happy and motivated to go walking.”*

# How we spent our money



**£2,196,759** was spent in total in the year on charitable services. The cost of raising funds was £1.066m (2020:21 £1.038m) excluding strategic development costs.

The Surplus excluding investment gains was £334,193 after Pension deficit reduction of £224k.

- Counselling and mental health advice services  
**£1,153,493**

● Financial support services  
**£432,682**
- Communications, policy and research  
**£416,646**

● Information and online advice services  
**£150,036**
- Training and organisational development  
**£43,902**



# Quality Assurance and Impact

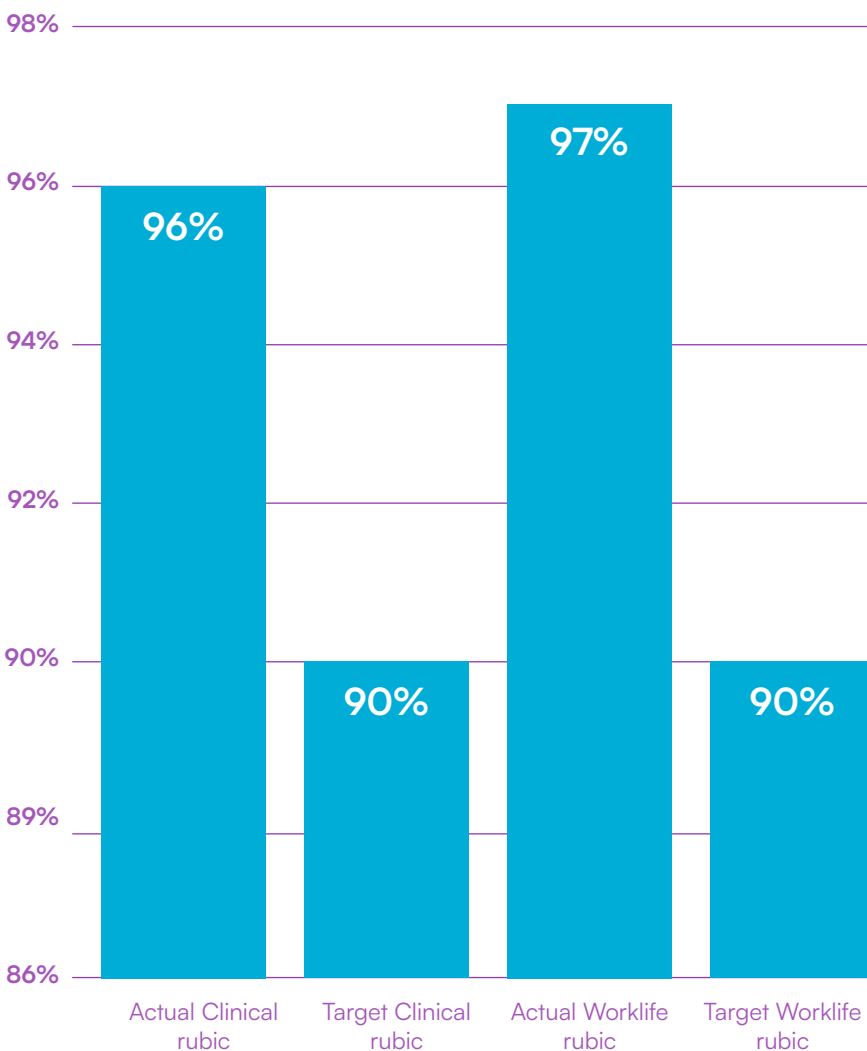
Education Support operates a bi-annual audit programme with an independent clinical assessor.

These audits involve listening to calls as well as examining processes in place and exploring how improvements might be made. Each audit meeting operates to ISO 9001:2008 standards and monitors the performance of counsellors (based on clinical and non-clinical standards).

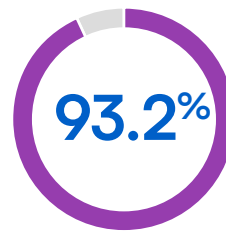
Furthermore, we invite every service user to complete an online evaluation form.

## Independent Audit Results: November 2021

[Counselling Services Audit Score 2021]

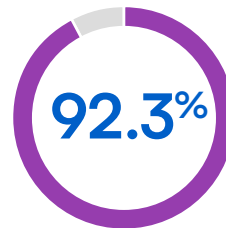


## Service User Feedback:



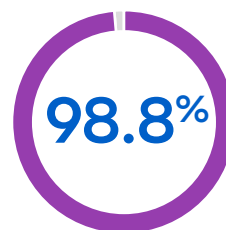
said using our service helped them feel better equipped to deal with their problem or query

↑ 1.9% on 20/21



agreed that the service had a positive impact on their situation.

↑ 2.5% on 20/21



agreed that we are empathetic and understanding

↑ 0.5% on 20/21





# Legal and Administrative Information

*Image: teacher at the university of Essex*



The trustees are pleased to present their report and accounts for Education Support and its subsidiaries (the group) for the year ended 31 March 2022.

## Constitution

Education Support is a Company Limited by Guarantee (Company Number 09311354) with charitable status and is registered with the Charity Commission under registration number 1161436. It does not have any share capital.

Education Support is the successor to the Teacher Support Network Group comprising of Teacher Support Network and Recourse following a merger of their assets, activities, undertakings and liabilities on 31 March 2015.

The company was incorporated on 14 November 2014 as Education Sector Support UK and changed its name to Education Support Partnership on 24 July 2015.

Education Support Partnership and Worklife Support (a former subsidiary of Teacher Support Network) merged their trading activities and assets on 1st April 2016.

## Governing document

The governing document guiding the work of the organisation is the Articles of Association — these articles were adopted upon incorporation and were amended following a special resolution in December 2018. The Charity is a Charitable Company Limited by Guarantee.



## Trustees and Management

Board of Trustees who were in place during the financial year 2021 - 22

<b>Sean Hanson</b>	Chair
<b>Adam Alagiah-Glomseth</b>	Appointed 7 September 2021
<b>Helen Herniman</b>	Appointed 7 September 2021
<b>Debbie Simpson</b>	Appointed 7 September 2021
<b>Amy Bills</b>	Appointed 7 September 2021
<b>Harry James</b>	Chair of GDP committee   Resigned 31 March 2022
<b>Christopher Day</b>	Vice Chair   Resigned 31 March 2022
<b>Rod Ruffle</b>	Resigned 31 March 2022
<b>Emma Hollis</b>	
<b>Lynne Tweed</b>	Vice Chair   Resigned 24 May 2021
<b>Gareth Conyard</b>	
<b>Prof. Ed Sallis</b>	Resigned 31 March 2022
<b>Rachelle Headland</b>	
<b>Sridhar Athreya</b>	Honorary Treasurer

## Elected Officers of the Board

<b>Sean Hanson</b>	Trustee Board Chair
<b>Lynne Tweed</b>	Trustee Board Vice Chair   retired 24 May 2021
<b>Christopher Day</b>	Trustee Board Vice Chair   retired 31 March 2022
<b>Sridhar Athreya</b>	Honorary Treasurer

## Leadership team

During the financial year 2020-2021

<b>Sinéad Mc Brearty</b>	Chief Executive Officer
<b>Paul Lismore</b>	Director of Finance and Operations
<b>Katie Hepworth</b>	Director of Income Generation   to 18 March 2022
<b>Faye McGuinness</b>	Director of Programmes
<b>Gemma Scotcher</b>	Director Comms & Public Affairs (From April 1 2022)



## Other charities and companies in the group:

### **Teacher Support Network, 40a Drayton Park, London N5 1EW**

Teacher Support Network formerly promoted health and wellbeing and offered benevolence to teachers. The company and charity transferred its assets and undertaking to Education Support Partnership on 31 March 2015 and is currently dormant.

### **TBF Holdings Limited**

TBF Holdings Ltd is a wholly owned subsidiary that manages the shareholdings of the charity in Worklife Support Limited. The principal office is at 40a Drayton Park, London, N5 1EW.

**TBF Trading Limited** - Currently dormant.

### **Worklife Support Limited (WLS Ltd)**

WLS Ltd was a trading subsidiary of the charity delivering a range of health and wellbeing services to employers and their employees in education and in the third sector. The charity's shareholding in WLS was held by TBF Holdings Limited, a subsidiary of Education Support Partnership. Its activities merged with Education Support Partnership on 1 April 2016.

## Professional Advisors

**Bank:** National Westminster Bank plc Chancery Lane and Holborn branch 332 High Holborn London WC1V 7PS

**Auditor:** Moore Kingston Smith 9 Appold Street, London, EC2A 2AP

**Clinical auditor services:** Ben Amponsah, Apartment 39, Islington Wharf, Great Ancoats Street, Manchester, M4 6DH

**Investment advisors:** Ethical Investment, Third Floor, Formal House, 60 St George's Place, Cheltenham, GL50 3PN

**Investment Manage:** Quilter Cheviot Senator House, 85 Queen Victoria Street, London, EC4V 4AB

**Education Support's registered office:** Education Support, 40a Drayton Park, London, N5 1EW

*Staff at the University of Essex*



# Objectives and Activities

## Objectives

Our charity's purposes as set out in the Objectives section of the Articles of Association (Article 3) are:

- the relief of financial hardship, sickness, disability, ill-health (mental or physical) and the infirmities associated with old age for serving, former or retired workers from the education sector, and their dependents;
- the advancement of education; and
- such other charitable purposes as the trustees may determine.

## Our vision and mission

### Mission

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

### How we deliver public benefit

Everything we do is aimed at supporting and improving the wellbeing and mental health of those working in, and retired from, education. This includes assisting them in managing their finances and going some way to relieving the associated pressures of financial hardship. We support the whole person: by that, we mean not just an individual in their professional capacity but in their personal life as well. In setting the business plan each year the trustees of Education Support have complied with the duty of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission, including "Running a Charity PB2".

### Summary of our principal activities

See pages 8-24.

### Volunteers

Education Support did not run a volunteer programme in 2021 - 2022.

## Structure, Governance and Management

### Governance structure

#### The Board of Trustees

Trustees govern the activities of the charity in accordance with its Articles of Association. The charity is constituted as a Charitable Company Limited by Guarantee and has no share capital.

#### Governance Review

The board of trustees continue to assess its performance and skills. A full board effectiveness review was carried out during the year. Actions and findings from that are being incorporated into our use of the governance wheel toolkit.

As well as the board of trustees there are three sub committees:

- Finance, Audit and Risk
- Governance, Delivery and People
- Remuneration

#### Trustee selection methods

Trustees are recruited via an open recruitment process, selected on the basis of skills gaps and ability to contribute effectively to the governance of Education Support.

#### Remuneration policy

Staff salaries cost of living increases are approved at the remuneration committee before the annual budget for the year is completed. Senior staff salaries are reviewed by the Remuneration committee against market rates.

#### How we make decisions

The board of trustees meets on a quarterly basis to review progress against key objectives.

The board of trustees makes all strategic decisions and delegates responsibility for the operational management and leadership of the charity to the Chief

Executive (under the terms of the CEO delegated authority) who is supported by the Leadership Team.

Financial procedures set the financial limits for decision making at varying and appropriate levels from board level downwards.

The board of trustees organises itself into committees in order to explore particular areas in more depth and report back and make recommendations to the board as a whole.

#### Induction and Training

A new induction process was implemented in 2019 and five new trustees took part. Feedback on the process was positive. Trustees have developed a training matrix and we use this to identify any specific needs/gaps. We aim to fill these gaps with training and guidance where necessary. We regularly review the induction process.

#### Fundraising Review

The majority of Education Support's fundraising is conducted by paid staff or by volunteers securing small sums of sponsorship on our behalf. We also work closely with carefully selected third party organisations who fundraise on our behalf, conducting telephone campaigns and operating our online lottery.

Education Support, and our third party fundraising partners comply with fundraising regulations and the Fundraising Regulator code of practice. Education Support and our third party suppliers are registered with the Fundraising Regulator, and pay the annual levy.

No areas of non-compliance have been identified relating to any of our fundraising activities.

There were no complaints registered relating to fundraising activities in 2021/22.

## Investment Policy

Quilter Cheviot acts as Investment Manager to Education Support. The investment objective is to invest holdings on a long-term basis to achieve capital appreciation and minimum income of 3 percent per annum for distribution to the charity on a quarterly basis.

The charity adopts a socially responsible investment approach excluding investment in arms manufacture and distribution and promotion of pornography from its portfolio, and restricting tobacco investment. We support community investment, environment and green technology, and encourage investment in recycling and waste, safety and protection, training and educational activities and employment.

Investments are selected from a wide range of asset classes to allow for diversification and maximise performance with a reasonable or balanced level of risk.

The Committee meets annually with its Investment Manager to review performance of the fund and to determine future plans. An initial £4.0 million was invested in the fund in 2014 and a further £300k added during 2015/16. To support the trustees in decision-making we employed an independent Investment Advisor (Ethical Investments) at the end of 2018/19. Due to the disruption and uncertainty in the last year additional work in this area has been put back.

The investment portfolio gained £230k of its overall value during the financial year. The balanced approach adopted by Quilter Cheviot has benefited the charity by outperforming benchmarked indices such as FTSE All Share.

Since March 2020, markets have improved but remain uncertain. The market value of the investments at 31 March 2022 is £3.3 million compared to £3.0 million as at 31 March 2021.

The trustees have considered the nature, disposition, marketability, security and valuation of the scheme's investments and consider them to be appropriate relative to the reasons for holding each class of investment. More



Staff at the University of Essex

details about investments are given in the notes to the financial statements.

## Financial Review

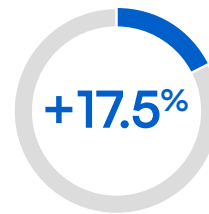
2021/22 continued on from 2020/21 with uncertainty around the impact of Covid-19.

We again looked to our supporters for donations as well bedding down the new commercial team structure. We also managed to add additional grant and contract funding from DfE and the Welsh Government for projects to support those in need.

The response from supporters, some very generous legacies whilst maintain similar amounts of commercial income to previous years and the additional grant/contract funding meant we had a positive year financially. This also reflected our commitment to manage costs effectively.

Total incoming resources for the year were £3.514 million (2020/21: £3.035 million) and total expenditure was £3.404 million, (2020/21: £2.855 million) giving an operating surplus of £334k (2020/21: surplus £180k) before gains/ losses on investments.

Included in this surplus is a one off item on the Pension Fund. Following the triannual valuation in 2020, the long term creditor on the pension reduced by £224k (see Note 15). Including this Education Support in 2021-22



**Overall, income (excluding that from investments) was 17.5% higher this year at £3.514 million.**

generated a net surplus of £564k (2020/21: Surplus of £657k). The surplus this year shows good progress in our aim to make the organisation more financially stable.

Overall, income (excluding that from investments) was 15 percent higher this year at £3.4 million.

In 2021/22 financial year voluntary income was £1.807 million, up 4 percent on 2020/21, mainly due to an increase in legacy income. This was £497k for the year. Our appeals in the year raised £128k. Voluntary income made up 51 percent of our total income. We will continue our long term strategy to diversify voluntary income sources.

Despite this being a very challenging year for our commercial team, income generated from paid for services was £1.029 million (2020/21: £917k).

In 2021/22 Education Support contracted with the English and Welsh governments to deliver new services to support education staff during the pandemic. Income in this area was £585k and additional funding is already secured for 2022/23.

Education Support continues its focus on improving cost efficiency. Total resources expended in Education Support for the year amounted to £3.404 million, an increase of £549k on 2020/21, with main increase in delivering charitable activities up 22% on 20/21 at £2.2m.

## Reserves Policy

The trustees have set a reserves policy, which requires that:

the reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future;

reserves are maintained at a level which ensures that Education Support's core activity can continue during a period of unforeseen difficulty;

a proportion of reserves is maintained in readily realisable form.

The policy states that free reserves should be maintained at a level which is at least equivalent to six months' operational expenditure, having regard to its future business plan and likely funding streams. Based on the organisation's budget for 2022-23 this equates to £1.845 million. At 31 March 2022, the value of free unrestricted reserves is £3.245 million.

Unrestricted reserves of the Group at 31 March 2022 are £4.879 million, which include fixed assets and designated funds of £1.634 million.

The underlying assets of the organisation have sufficient liquidity to enable the organisation to meet all of its commitments as they fall due, but we recognise that we are operating currently in an uncertain environment.

Restricted reserves represent funds provided by external organisations for a specific purpose. These funds are actively managed and utilised in accordance with the restrictions placed on these funds as advised to Education Support.

### Free Reserves:

It is recognised that the level of free reserves at 31 March 2022 is in

excess of our policy minimum, however trustees recognised that the level of uncertainty around both voluntary and commercial income, the uncertainties that will remain throughout this year and beyond, and the increased levels of need for our services, require us to be able to react positively in the coming years. We also aim to invest in strategic development projects in 2022/23 to meet key organisational goal.

### Designated funds:

The Development Fund represents the fund designated for the strategic development and growth of the charity.

In 2018/19 the board designated a Grants Fund of £350k, set aside to ensure that any short-term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring that funds are available should the need arise.

The trustees regularly review the level of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations. Trustees have the ability to re-designate reserves as they wish to meet the business needs of the organisation.

## Risks and Uncertainties

### Purpose and scope of the risk management policy

In the process of delivering its services, Education Support is subject to certain risks that affect its ability to operate, support its beneficiaries and staff in the education sector and protect its assets. These include risks to employees, service users, customers, financial risks, liability to others and risks to property. These risks are managed through an effective risk management policy that seeks to minimise, mitigate, or in certain cases, avoid these risks through appropriate management action.

The aim of the policy is for trustees and management within Education Support:

1. to understand as fully as possible the risks being faced or taken;
2. to take appropriate action to manage these risks where it is possible and cost effective to do so;

3. to minimise the risk that new initiatives adversely affect existing services;
4. to accept a higher level of uncertainty, if appropriate, when taking advantage of new opportunities.

The Senior Leadership Team is, through its day-to-day operational management of the charity, responsible for managing and controlling risk in line with the approved policy and framework agreed by the board. The impact of the Covid-19 pandemic was identified as a serious risk early in 2020/21 and the organisation moved to mitigate the impact as can be seen from the results.

Within Education Support, risks are categorised as follows:

- Governance
- Strategic — Financial
- Strategic — People and Culture
- Strategic — Research and Policy
- Strategic — Service Delivery
- Operational — Systems/processes/premises
- Operational — ICT/Data
- Operational and strategic — Covid-19 pandemic

The most significant strategic risks are:

1. Impact of the Covid-19 pandemic/ resulting recessionary events
2. Governance effectiveness/diversity
3. Service delivery quality

The risk register is reviewed every six months by the trustees and the policy is reviewed annually.

### Third party operational risk management

The safety and wellbeing of our service users is paramount and to that end, we ensure that our service centre takes risk management very seriously.

We continue to operate a robust quarterly audit program with our clinical auditor at our service centre in Ealing. You can read more about our audit process on page 23.

Our audits are designed to ensure that we are aware of risks to the Helpline and EAP service. These include operational risks but also risks which might impact upon the reputation of the services and the organisation and ultimately the users of our services. Mitigating actions are put in place to address any areas of potential concern.

## Pension Liability

The charity participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This actuarial valuation showed assets of £800.3 million, liabilities of £831.9 million and a deficit of £31.6 million. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid to the scheme as follows:

- In 2021/22 the charity contributed £75k as part of its obligations to fund this pension deficit. As at March 2022, the charity's liability for this deficit is £85k.
- This pension scheme is now closed to employees. The charity currently offers a Defined Contribution scheme to employees. The charity introduced auto-enrolment during 2017/18.

## Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company and charity law requires the trustees to prepare financial statements for each financial year. 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 charity and the group, the incoming resources and application of resources, including its income and expenditure, for the period. In preparing, those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate sufficient accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the requirements of the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing preparation

and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

## Going Concern

Whilst there has inevitably been an impact on the activities of the charity as a result of Covid 19, the organisation continues to generate income and meet its liabilities as they fall due. After reviewing the group's budgets and plans, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

## Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 8 September 2022 and signed on their behalf by:



Sean Hanson (Chair)





# Independent Auditor's Report To The Members And Trustees of Education Support Partnership

*Image: teacher & pupil at Drayton Park Primary, London © Simon Ellis*

## Opinion

We have audited the financial statements of Education Support Partnership (the 'company') for the year ended 31 March 2022 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2022 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's and parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent

otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.





## Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 27, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material

uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

## Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Date 7 October 2022

*Moore Kingston Smith LLP*

**Shivani Kothari** (Senior Statutory Auditor)  
for and on behalf of Moore Kingston Smith LLP,  
Statutory Auditor

9 Appold Street  
London  
EC2A 2AP

Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.



## Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2022

	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total Year to 31 March 2022 (£)	Total Year to 31 March 2021 (£)
<b>Income (Notes)</b>					
Donations and legacies	1,724,455	-	-	1,724,455	1,619,435
Trusts and Foundations	82,056	-	-	82,056	111,469
Government Programmes	-	584,758	-	584,758	301,857
Paid for services	1,029,496	-	-	1,029,496	916,964
Policy and Research					
Investment Income (6)	75,403	16,843	1,193	93,439	85,415
<b>Total income</b>	<b>2,911,410</b>	<b>601,601</b>	<b>1,193</b>	<b>3,514,204</b>	<b>3,035,140</b>
<b>Expenditure</b>					
<b>Raising Funds</b>					
Cost of generating voluntary income (5)	489,754	-	-	489,754	494,429
Paid for services (5)	543,583	-	-	543,583	518,342
Investment management costs	35,765	-	-	35,765	25,677
	<b>1,069,102</b>	<b>-</b>	<b>-</b>	<b>1,069,102</b>	<b>1,038,448</b>
<b>Charitable expenditure</b>					
Counselling and mental health advice service (5)	628,546	524,947	-	1,153,493	942,952
Financial Support Services (5)	390,460	42,222	-	432,682	374,287
Communications, Policy and Research (5)	391,647	24,999	-	416,646	343,003
Information and Online Services (5)	141,034	9,002	-	150,036	108,958
Training and organisational development (5)	41,268	2,634	-	43,902	33,414
Strategy Development (5a)	137,877	-	-	137,877	14,375
	1,730,832	603,804	-	2,334,636	1,816,989
<b>Total Expenditure</b>	<b>2,799,934</b>	<b>603,804</b>	<b>-</b>	<b>3,403,738</b>	<b>2,855,437</b>
<b>Pension Valuation</b>					
	223,727			223,727	
Net Income/(Expenditure)	335,203	-2,203	1,193	334,193	179,703
Realised gains/(losses) on investments (11)	(114,939)	(25,594)	(1,818)	(142,351)	67,898
Unrealised gains/(losses) on investments (11)	300,813	66,982	4,757	372,552	312,017
Unrealised gains/(losses) on investment property (11)	-	-	-	0	97,500
Transfers between funds	-	1,193	(1,193)	-	-
<b>Net gains/(losses) on investments</b>	<b>185,874</b>	<b>42,581</b>	<b>1,746</b>	<b>230,201</b>	<b>477,415</b>
Net income/(expenditure) for the year	521,077	40,378	2,939	564,394	657,118
Transfers between funds	2,316	-2,316			
Net movement in funds	523,393	38,062	2,939	564,394	657,118
Funds at 1 April 2021 (16)	4,355,998	854,160	60,658	5,270,816	4,613,698
<b>Funds at 31 March 2022 (17)</b>	<b>4,879,391</b>	<b>892,222</b>	<b>63,597</b>	<b>5,835,210</b>	<b>5,270,816</b>

All incoming resources and resources expended derive from continuing activities

All recognised gains and losses are reflected through the Consolidated Statement of Financial Activities and no separate Statement of Total Recognised Gains and Losses has been presented. The notes on pages 34 to 48 form part of these financial statements

Balance sheets as at 31 March 2022  
Company registration number: 9311354

	at 31 March 2022 Group (£)	at 31 March 2022 Charity (£)	at 31 March 2021 Group (£)	at 31 March 2021 Charity (£)
<b>Fixed assets (Notes)</b>				
Tangible fixed assets (10)	1,130,194	1,130,194	1,136,219	1,136,219
Intangible Fixed Assets (10)	-	-	-	-
Investments (11)	3,838,653	3,838,755	3,542,888	3,542,990
	<b>4,968,847</b>	<b>4,968,949</b>	<b>4,679,107</b>	<b>4,679,209</b>
<b>Current assets</b>				
Debtors (12)	588,679	588,677	291,232	291,230
Cash at bank and in hand	1,194,293	1,194,293	1,443,965	1,443,965
	<b>1,782,972</b>	<b>1,782,970</b>	<b>1,735,197</b>	<b>1,735,195</b>
<b>Creditors: amounts falling due within one year (13)</b>	<b>(868,230)</b>	<b>(868,330)</b>	<b>(921,244)</b>	<b>(921,344)</b>
<b>Net current assets</b>	<b>914,742</b>	<b>914,640</b>	<b>813,953</b>	<b>813,851</b>
Pension Provision (14)	(48,379)	(48,379)	(222,244)	(222,244)
<b>Net assets</b>	<b>5,835,210</b>	<b>5,835,210</b>	<b>5,270,816</b>	<b>5,270,816</b>
<b>Funds</b>				
Endowment (16a)	63,597	63,597	60,658	60,658
Restricted (16b)	892,222	892,222	854,160	854,160
Unrestricted:				
General Fund (16c)	4,879,391	4,879,391	4,355,998	4,355,998
<b>Funds at 31 March 2022 (17)</b>	<b>5,835,210</b>	<b>5,835,210</b>	<b>5,270,816</b>	<b>5,270,816</b>

As permitted by s408 Companies Act 2006, the company has not presented its own income and expenditure statement and related notes. The company's surplus for the year was £564,394 (20/21 FY: £657,118)

These financial statements have been prepared in accordance with the provisions applicable to the small companies regime.

These financial statements were approved by the Board of Trustees and authorised for issue on 8 September 2022 and signed on their behalf by:



Sean Hanson

## Consolidated Cash Flow Statement for Year Ended 31 March 2022

	Year to 31 March 2022 (£)	Year to 31 March 2021 (£)
<b>Reconciliation of net income/(expenditure) to net cash flow from operating activities</b>		
Net income/(expenditure) for the year as per the statement of financial activities	564,394	657,118
Adjustments for		
Depreciation and amortisation charges	14,635	13,630
Loss/(Gain) on investments	(230,201)	(477,415)
Dividends, interest and rents from investments	(93,439)	(85,415)
Loss/(profit) on the sale of fixed assets	-	-
(Increase)/Decrease in stocks	-	-
(Increase)/Decrease in debtors	(296,916)	175,211
Increase/(Decrease) in creditors	(227,411)	117,009
<b>Net cash provided by operating activities</b>	<b>(268,938)</b>	<b>400,138</b>
Net cash flow provided by operating activities	(268,938)	400,138
<b>Cash flows from investing activities</b>		
Dividends, interest and rent from investments	93,439	85,415
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	(8,610)	-
Proceeds from sale of investments	685,264	435,542
Purchase of investments	(503,063)	(387,162)
<b>Net cash provided by investing activities</b>	<b>267,030</b>	<b>133,795</b>
Change in cash and cash equivalents in the reporting period	(1,908)	533,933
Cash and cash equivalents at the beginning of the reporting period	1,487,507	953,574
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>1,485,599</b>	<b>1,487,507</b>
<b>Analysis of cash and cash equivalents</b>		
	<b>£</b>	<b>£</b>
Cash at bank and in hand	1,194,293	1,443,965
Cash held by broker	291,307	43,542
<b>Total cash and cash equivalents</b>	<b>1,485,600</b>	<b>1,487,507</b>

# Notes to the financial statements for the year ended 31 March 2022

## 1. Company Information

Education Support is a private limited company incorporated in the United Kingdom on 14 November 2014, under Company Number 9311354.

The company's registered office is 40A Drayton Park, London N5 1EW.

## 2. Basis of Preparation

The charitable Group is a public benefit group for the purposes of FRS102 and therefore the charity also prepared its financial statements in accordance with Statement of Recommended Practices applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2016, and the Charities Act 2011.

The group financial statements consolidate the financial statements of Education Support Partnership and its entire subsidiary undertakings drawn up to 31 March each year.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts are rounded to the nearest pound.

### Going Concern

Whilst there has inevitably been an impact on the activities of the charity as a result of Covid 19, the organisation continues to generate income and meet its liabilities as they fall due. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

Accounting policies

The following indicates the principal policies adopted:

#### (i) Income and expenditure

All items of income and expenditure are accounted for on an accruals basis. Where contracts are awarded in favour of the company for fixed terms, contract income and the direct costs associated with the contract are accrued evenly over the duration of the contract.

#### Income

The specific bases for accounting for income are described below.

Donations are included in full in the statement of financial activities when received.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made; or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified to the executor's intention to make a distribution.

Trusts and foundation grants are recognised when entitlement to the grant is confirmed.

Paid for services income is recognised when the services are delivered.

Investment income is included in the Statement of Financial Activities in the year in which it is receivable.

#### (ii) Tangible assets

Tangible fixed assets are measured at cost less accumulated depreciation to date and any accumulated impairment losses. Depreciation is calculated to write down the cost less residual value of all tangible fixed assets over their expected useful lives, using the straight line method. The rates applicable are:

Computer equipment	3 years
Furniture and fittings	5 years

Our Head office leasehold is depreciated over the period of the lease (155 years) on a straight line basis. Refurbishment costs associated with the property are depreciated over 50 years on a straight line basis.

#### (iii) Intangible assets

Intangible assets are measured at cost less accumulated amortisation to date and any accumulated impairment losses. Amortisation is calculated to write down the cost less residual value of all intangible assets over their expected useful lives, using the straight line method. The rate applicable is:

Software	3 years
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#### (iv) Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

#### (v) Investments

Listed investments are included in the financial statements

## Notes to the financial statements for the year ended 31 March 2022

at bid value at the balance sheet date. Gains/losses on disposal of investments and revaluation of investments are recognised in the year of gain or loss and are allocated to the funds to which the investments relate. Investments in subsidiaries are included in the financial statements at cost.

### (vi) Debtors

Short term debtors are measured at transaction price, less any impairment.

### (vii) Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

### (viii) Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the company. All other leases are classified as operating leases. Rentals payable under operating leases are charged on a straight line basis over the lease term, unless the rental payments are structured to increase in line with general inflation, in which case the company recognises annual rent expense equal to amounts owed to the lessor.

### (ix) Taxation

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied for its charitable purposes.

### (x) Turnover

Turnover arises from the company's principal activities of providing support, assistance and training and consists of amounts invoiced net of VAT. All turnover arises in the U.K.

### (xi) Expenditure allocation

Expenditure has been allocated to restricted and unrestricted funds by direct attribution where possible, or by the proportion of service usage reported and attributed to each fund.

### (xii) Employee benefits

Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred. In line with FRS 102 accrued holiday has been included as an expense in the period in which the entitlement arose.

### (xiii) Pensions

The Charity has two pension schemes: a defined contribution scheme for current employees and a closed defined benefit scheme. The latter is a multi-employer scheme and is currently in deficit. The charity is paying contributions to eliminate the deficit in accordance with the

deficit reduction plan.

The assets of the defined contribution scheme are held separately from those of the Charity in independently administered funds. The pension cost charge represents contributions payable to the scheme contributions payable to the scheme in the year. The Charity has no liability under the scheme other than the payment of those contributions.

### (xiv) Funds

General funds are those that are available for use at the Trustees' discretion in the furtherance of the Charity's objectives. Designated funds are unrestricted funds set aside for unrestricted purposes and which would otherwise form part of general funds. Details of the nature and purpose of each fund are set out in note 16c.

Restricted funds are funds that are subject to restrictions imposed by donors and are applied in accordance with these restrictions. Details of the nature and purpose of each restricted fund are set out in note 16b.

The Charity has one Endowment fund, the Cutler Trust. Income derives from the investment of the fund and is used to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

### (xv) Support Costs

Support costs cover those funds which assist the running of the charity and mainly comprise of staff costs and overheads. These costs have been allocated between costs of raising funds and charitable expenditure.

## 4. Significant judgements and estimates

In preparing these financial statements, the Trustees have made the following judgements:

Legacy income is based on proof of entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Investment Property is valued at open market value at the reporting date, less an adjustment to reflect the discount that would be applied to the sale value on the basis of an incumbent tenant.

The independent valuation survey was commissioned in 20/21FY and the adjusted value of investment property is reflected in the accounts.

Investments — Listed investments are valued at the quoted bid price at the reporting date.

Tangible Fixed Assets and Intangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually.

## 5. Expenditure for the year to 31 March 2022

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2022 Total (£)
Counselling and mental health advice service	-	141,315	948,969	63,209	1,153,493
Financial support	307,976	63,608	-	61,098	432,682
Communications, Policy and Research	-	166,875	159,579	90,192	416,646
Information and on-line services	-	82,838	3	67,195	150,036
Training and organisational development	-	-	43,902	-	43,902
Paid for services	-	303,241	35,723	204,619	543,583
Cost of generating voluntary income	-	235,775	116,511	137,468	489,754
<b>Total</b>	<b>307,976</b>	<b>993,652</b>	<b>1,304,687</b>	<b>623,781</b>	<b>3,230,096</b>

## 5. Expenditure for the year to 31 March 2021

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2021 Total (£)
Counselling and mental health advice service	-	57,668	856,028	29,256	942,952
Financial support	210,821	97,603	-	65,863	374,287
Communications, Policy and Research	-	132,211	110,990	99,802	343,003
Information and on-line services	-	57,144	-	51,814	108,958
Training and organisational development	-	-	33,414	-	33,414
Occupational Health Management	-	-	-	-	-
Paid for services	-	347,649	5,205	165,488	518,342
Cost of generating voluntary income	-	225,962	138,075	130,392	494,429
<b>Total</b>	<b>312,300</b>	<b>918,237</b>	<b>1,143,712</b>	<b>542,615</b>	<b>2,815,385</b>

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Counselling and mental health advice services represent the costs of delivering Employee Assistance Programme, Free Helpline and Occupational Health Services. In addition we also deliver a range of services including online peer to peer support and Telephone supervision through grants from English and Welsh governments.

Financial Support costs relate to grants awarded to help people with financial emergencies and the burden of short term debt, to pay for essential unaffordable items and to help them stay in or get back to work. All grants are paid to individuals.

Communications and Policy represents the expenditure associated with survey, research and statistical analysis in order to bring awareness of the challenges within the education sector.

Information and on-line service costs represent the expenditure associated with commissioning social media content, marketing and events to increase awareness and promote our services.

Training and organisational development costs represent the costs of delivering staff and leadership development programs, staff engagement surveys and wellbeing training.

Paid for services costs represent the costs of selling our commercial products and services.

Costs of generating voluntary income represent the costs of running and supporting our fundraising function.

## 5. Expenditure for the year to 31 March 2021 (continued)

	Support Costs March 2022	Support Costs March 2021
Support costs include:		
Office administration costs	102,721	80,946
Building administration costs	53,103	54,636
Organisational Management	82,673	97,746
Human Resources costs	109,143	110,550
Finance Costs	85,977	66,696
Professional fees	19,974	4,304
Marketing and communications costs	16,209	1,732
IT Costs	97,078	67,951
Governance costs	56,903	58,054
<b>Total overheads</b>	<b>623,781</b>	<b>542,615</b>

Increase in Office and Building administration costs is mainly due to increased office costs/ cleaning and maintenance to reflect a return to office work. Decrease in Organisational Management costs reflects the results of reduction in senior Leadership numbers.

Increase in Finance costs in the current year is a result of treatment of Pension deficit reduction.

### 5a. Strategy Development

Strategic development costs were paid to improve our infrastructure, knowledge and our income generation with funding provided by Trustees to make improvements to our IT infrastructure, develop our Research knowledge and review and test our donor program.

The main components of strategic development are:

	£
Website Development	77,768
Communication	24,366
Programme Development	13,003
Strategic Project	22,740
<b>Total</b>	<b>137,877</b>

Professional Fees costs increased due to more Associate work.

Increase in marketing and communication support costs is due to additional research and reporting on policy issues.

Increase in IT reflects additional costs in hybrid/home working equipment/support.

### 5b. Governance Costs

Costs classified as governance relate to the general running of the charity and included operation of the Board of Trustees and addressing constitutional, audit and other statutory matters, and are made up of the following:

	March 2022 (£)	March 2021 (£)
Financial Audit fees	18,780	19,543
Grants Audit fees		8,000
Governance Travel and Subsistence	552	606
Governance Meetings	-	-
Apportionment of staff costs	37,571	29,905
Professional and Legal Costs	-	-
<b>Total</b>	<b>56,903</b>	<b>58,054</b>

## 6. Investment Income

	General Funds (£)	Restricted Funds (£)	March 2022 Total (£)	General Funds (£)	Restricted Funds (£)	March 2021 Total (£)
Income from listed investments	75,366	18,036	93,402	66,008	18,837	84,845
Bank interest receivable	37	-	37	570	-	570
<b>Total</b>	<b>75,403</b>	<b>18,036</b>	<b>93,439</b>	<b>66,578</b>	<b>18,837</b>	<b>85,415</b>



## 7. Net outgoing resources for the year are stated after charging

	Year to March 2022 (£)	Year to March 2021 (£)
Depreciation	14,635	13,630
Auditor's remuneration: Audit fees (excluding VAT)	18,780	17,200

## 8. Employee information

	Year to March 2022 (£)	Year to March 2021 (£)
<b>Employee Costs</b>		
Wages and salaries	1,150,892	1,111,767
Social security costs	121,344	118,314
Pension costs	117,665	113,135
Redundancy payments within year	12,000	20,982
<b>Redundancy payments in 20/21 FY relate to 1 staff members</b>	<b>1,401,901</b>	<b>1,364,198</b>

The average number of employees during the period was:	Year to March 2022 (£)	Year to March 2021 (£)
Fundraising	4	4
Paid for Services	4	5
Financial Support	1	2
Information and on-line services	1	2
Counselling and Mental Health services	6	1
Communications, Policy and Research	7	4
Administration	8	8
<b>Total</b>	<b>31</b>	<b>26</b>

	Year to March 2022 (£)	Year to March 2021 (£)
<b>Key management personnel aggregate pay (including NI and pension)</b>	<b>361,335</b>	<b>311,453</b>

During the year key management personnel comprised of:

- CEO
- Director of Finance and Operations
- Director of Income Generation
- Director of Programmes

<b>Employee information</b>	Year to March 2022 (£)	Year to March 2021 (£)*
The number of employees earning in excess of £60,000 per annum (including taxable benefits) was:		
over £100,000	0	1
£90,001 to £100,000	0	1
£80,001 to £90,000	3	1
£70,001 to £80,000	0	1
£60,001 to £70,000	1	1

\*Note: 2021 figures include pension contributions

## 9. Trustees

	Year to March 2022 (£)	Year to March 2021 (£)
Trustees provide their services without remuneration		
Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accommodation and subsistence	-	126
<b>Number of trustees claiming expenses during the year</b>	<b>-</b>	<b>1</b>

## 10. Tangible (TFA) and intangible fixed assets (IFA)

Group & Charity	TFA	TFA	TFA	IFA
Cost	Leasehold property including refurbishment (£)	Furniture, equipment, fixtures & fittings (£)	Total (£)	Software (£)
At 1 April 2021	1,314,276	195,693	1,509,969	65,236
Additions	-	8,610	8,610	-
Disposals	-	-	-	-
<b>At 31 March 2022</b>	<b>1,314,276</b>	<b>204,303</b>	<b>1,518,579</b>	<b>65,236</b>
<b>Accumulated depreciation</b>				
At 1 April 2021	178,057	195,693	373,750	65,236
Charge for the year	13,630	1,005	14,635	-
Disposals	-	-	-	-
<b>At 31 March 2022</b>	<b>191,687</b>	<b>196,698</b>	<b>388,385</b>	<b>65,236</b>
<b>Net book value</b>				
At 31 March 2022	1,122,589	7,605	1,130,194	-
At 31 March 2021	1,136,219	-	1,136,219	-

## 11. Fixed asset investments

Summary	March 22 Group (£)	March 22 Charity (£)	March 21 Group (£)	March 21 Charity (£)
Listed investments (a)	3,318,653	3,318,653	3,022,888	3,022,888
Unlisted investment (b)	-	102	-	102
Investment Property (c)	520,000	520,000	520,000	520,000
	<b>3,838,653</b>	<b>3,838,755</b>	<b>3,542,888</b>	<b>3,542,990</b>

## (a) Listed Investments Group &amp; Charity

	Unrestricted				Total	
	Fixed Interest (£)	Equities (£)	Overseas Equities (£)	Alternative Investments (£)	Year to March 2022 (£)	Year to March 2021 (£)
At 1 April 2021	746,327	861,433	874,915	496,667	3,022,888	2,647,807
Additions	-	292,515	210,548	-	503,063	387,162
Disposals	(87,223)	(423,206)	(174,835)	-	(685,264)	(435,542)
Realised gain/(loss)	-	(142,351)	-	-	(142,351)	67,898
Unrealised gain/(loss)	95,291	190,774	29,000	57,487	372,552	312,017
	754,395	779,165	939,628	554,154	3,070,888	2,979,342
Cash held by broker					247,765	43,546
<b>At 31 March 2022</b>	<b>754,395</b>	<b>779,165</b>	<b>939,628</b>	<b>554,154</b>	<b>3,318,653</b>	<b>3,022,888</b>
<b>Historical cost</b>					<b>2,627,209</b>	<b>2,667,058</b>

**11. Fixed asset investments (continued)**

Unrestricted fund investments consist of a portfolio of listed investments managed on the Charity's behalf by professional fund managers. The following investments make up more than 5% of the total investment portfolio:

	% of total (%)	Market Value (£)
United Kingdom (Government of) 4.25% Gilt Snr Bds	5.98	196,141
JPMorgan American Investment Trust	7.90	262,140

<b>(b) Unlisted investments</b>	Group at 31 March 2022 (£)	Charity at 31 March 2022 (£)	Group at 31 March 2021 (£)	Charity at 31 March 2021 (£)
100% interest in TBF Holdings Limited (i) Incorporated in the United Kingdom, Company Number 4328710	-	100	-	100
100% interest in TBF Trading (No. 2) Limited (ii) Incorporated in the United Kingdom, Company Number 4162015	-	2	-	2
	-	102	-	102

(i) Education Support Partnership owns the entire share capital of TBF Holdings Limited, a company limited by shares and incorporated in England and Wales. TBF Holdings Limited was dormant during the year and the previous period.

(ii) Education Support Partnership owns the entire share capital of TBF Trading (No. 2) Limited, a company limited by shares and incorporated in England and Wales. The company was dormant during the year and the previous period.

<b>(c) investment property</b>	at 31 March 2022 (£)	at 31 March 2021 (£)
Market value at 1st April 2021	520,000	422,500
Unrealised gain on valuation	-	97,500
Market value at 31st March 2022	520,000	520,000

In 20/21 FY we commissioned an independent valuation survey to value the investment property. Based on that report, the market value of the freehold property was estimated to be £520,000.

The Directors, having reviewed market changes over the last 12 months do not believe there has been a material change to that valuation.

**12. Debtors**

	March 22 Group (£)	March 22 Charity (£)	March 21 Group (£)	March 21 Charity (£)
Trade debtors	137,262	137,262	119,525	119,525
Prepayments and accrued income	375,053	375,053	84,209	84,209
Legacy debtor	3,072	3,072	13,467	13,467
Other debtors	42,961	42,959	43,580	43,578
Welfare loans	30,331	30,331	30,451	30,451
	588,679	588,677	291,232	291,230

Legacy debtor relates to legacy income which was notified and Education Support was entitled to before 31 March 2022 and had been accrued as required by FRS 102.

**13. Creditors: amounts falling due within one year**

	March 22 Group (£)	March 22 Charity (£)	March 21 Group (£)	March 21 Charity (£)
Amount due to subsidiary undertakings	-	100	-	100
Trade creditors	116,808	116,808	179,837	179,837
Taxation and social security costs	53,733	53,733	45,755	45,755
Pensions including pension fund deficit contribution plan	47,965	47,965	91,791	91,791
Accruals and deferred income including holiday pay	636,815	636,815	594,035	594,035
Other creditors	12,909	12,909	9,826	9,826
	868,230	868,330	921,244	921,344

**13a. Deferred Income**

	March 22 (£)		March 21 (£)
Deferred Income b/f	477,768		412,409
Released in year	5,678,243	-	6,072,954
Deferred to next year	(5,690,785)		(6,007,595)
Deferred income c/f	465,226		477,768

Deferred income relates to paid for services that are expected to be delivered over several months. Employee Assistance Programmes and Positive Workplace Programmes are delivered over 12 month period from the start of the contract. Headspace/ Yourspace and training and development service deferrals based on the duration of the individual contracts.

**14. Pension Provision**

	March 22 Group (£)	March 22 Charity (£)	March 21 Group (£)	March 21 Charity (£)
Pensions including pension fund deficit contribution plan	47,847	47,847	222,244	222,244
	47,847	47,847	222,244	222,244

## 15. Pension Scheme

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme

### Present values of provision

	31 March 2022 (£)	31 March 2021 (£)	31 March 2020 (£)
Present value of provision	85,045	277,148	335,756

### Reconciliation of opening and closing provisions

	Period Ending 31 March 2022 (£)	Period Ending 31 March 2021 (£)
Provision at start of period	277,148	335,756
Unwinding of the discount factor (interest expense)	902	2,919
Deficit contribution paid	(66,736)	(64,792)
Remeasurements - impact of any change in assumptions	(1,400)	3,265
Remeasurements - amendments to the contribution schedule	(124,869)	-
<b>Provision at end of period</b>	<b>85,045</b>	<b>277,148</b>

### Income and expenditure impact

	Period Ending 31 March 2022 (£)	Period Ending 31 March 2021 (£)
Interest expense	902	2,919
Remeasurements — impact of any change in assumptions	(1,400)	3,265
Remeasurements — amendments to the contribution schedule	(124,869)	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

\*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

as follows:

#### Deficit contribution

From 1 April 2022 to 31 January 2025:  
**£3,312,000 per annum** (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

#### Deficit contributions

From 1 April 2019 to 30 September 2025:  
**£11,243,000** per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

## Assumptions

	31 March 2022 % per annum	31 March 2021 % per annum	31 March 2020 % per annum
Rate of discount	1.60	0.37	0.97

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

## Deficit contributions schedule

Year ending	31 March 2022 (£)	31 March 2021 (£)	31 March 2020 (£)
Year 1	33,441	66,736	64,792
Year 2	26,717	68,738	66,736
Year 3	26,717	70,800	68,738
Year 4	0	72,924	70,800
Year 5	-	-	72,924
Year 6	-	-	-
Year 7	-	-	-
Year 8	-	-	-
Year 9	-	-	-
Year 10	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

## Statement of Changes in Reserves

### 16a. Endowment Fund

	Balance as at 31 March 2021 (£)	Income (£)	Expenditure (£)	Gains/ (Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2022 (£)
Cutler Trust	60,658	1,193		2,939	(1,193)	63,597

The Cutler Trust is a permanent endowment to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

## 16b. Restricted funds for the year to 31 March 2022

	Balance as at 31 March 2021 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2022 (£)
DFE programme	-	235,539	(233,223)	-	(2,316)	-
Welsh Government programme	-	349,219	(255,450)	-	-	93,769
Cutler Trust	1,612	32	(300)	79	1,193	2,616
TeachWell grant	14,343	283	-	699	-	15,325
G Hollows	5,732	113	-	244	-	6,089
Kent NAHT	4,849	96	-	236	-	5,181
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	6,817	135	-	331	-	7,283
Widows Fund	5,792	114	-	281	-	6,187
Alan Naylor legacy	7,896	156	-	385	-	8,437
CSiS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
Recourse Funds	807,115	15,914	(114,831)	39,133	-	747,331
	854,160	601,601	(603,804)	41,388	(1,123)	892,222

## Restricted funds for the year to 31 March 2021

	Balance as at 31 March 2021 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2022 (£)
DFE programme	-	95,000	(95,000)	-	-	-
Welsh Government programme	-	206,857	(206,857)	-	-	-
Cutler Trust	4,314	88	(4,314)	391	1,133	1,612
TeachWell grant	12,910	263	-	1,170	-	14,343
G Hollows	5,159	105	-	468	-	5,732
Kent NAHT	4,364	89	-	396	-	4,849
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	6,136	125	-	556	-	6,817
Widows Fund	5,213	106	-	473	-	5,792
Alan Naylor legacy	7,107	145	-	644	-	7,896
CSiS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
Recourse Funds	823,506	16,783	(107,821)	74,647	-	807,115
	868,713	319,561	(413,992)	78,745	1,133	854,160

## 16b. Restricted funds (continued)

- a. Restricted funds arise from receipt of restricted grants, donations and legacies. Expenditure may only be charged against these funds provided it is in accordance with the restrictions imposed by various donors.
- b. DFE programme grant was received from DFE to deliver COVID-19 School Leader Wellbeing programme.
- c. Welsh Government programme grant received in 20/21 FY to deliver dedicated support to support the mental health and wellbeing education staff in Wales, with a particular focus on school leaders.
- d. Income arising from The Cutler Trust is applied to welfare grants towards the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.
- e. Teach Well grant was provided by NASUWT to undertake research and develop Teach Well tools
- f. Winter appeal donations derive from a campaign to supplement our welfare grants programme
- g. Wales WCVA project received a 3 year grant to promote and develop volunteering activities in Wales
- h. G Hollows fund was created as a memorial to Graham Hollows to develop an online wellbeing tool
- i. Kent NAHT Benevolent Fund was disbanded and residual funds transferred to distribute welfare grants to members, spouses and dependants of NAHT Kent and Kent Federation of Head Teachers Associations.
- j. Scottish Teachers and Lecturers fund was created on the dissolution of Teacher Support Scotland to fund services in Scotland.
- k. NUT Development Workers Fund is a grant provided by NUT to revive local operations and maintain the relationship with the NUT.
- l. Widows Fund was provided by the widow of a former teacher to support young widows with children.
- m. Alan Naylor legacy assists with residential care and housing support for our elderly beneficiaries
- n. CSiS provided a grant to extend our welfare grants programme
- o. Recourse funds transferred on merger to Education Support Partnership are restricted to the objects of Recourse.
- p. Teacher Support Network funds transferred on its merger to Education Support Partnership are restricted to the objects of Teacher Support Network. In 2019/20 Teacher Support Network restricted fund was fully spent

## 16c. Unrestricted funds

	Balance at 31 March 2021 (£)	Transfers (£)	Net movement in funds excl transfers (£)	Balance at 31 March 2022 (£)
Unrestricted Funds:	4,355,998	2,316	521,077	4,879,391
Comprise of:				
Designated Fund				
Fixed Asset	1,136,219		(6,025)	1,130,194
Development Fund	291,939		(137,877)	154,062
Grant Reserve	350,000			350,000
Free Reserves	2,577,840	2,316	664,979	3,245,135
	4,355,998	2,316	521,077	4,879,391

- a. The Tangible fixed asset fund represents the net book value of the charity's fixed assets.
- b. The Development Fund represents the fund designated for the strategic development and growth of the charity.
- c. The Grants Fund represents monies set aside to ensure that any short term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring funds are available should the need arise.



## 17. Analysis of Group and Charity net assets between funds

2022	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,130,194	1,130,194
Investments	2,882,924	63,597	892,222	-	3,838,743
Current assets	1,278,910	-	-	504,062	1,782,972
Current liabilities	(868,852)	-	-	-	(868,852)
Long term liabilities	(47,847)	-	-	-	(47,847)
Net assets at 31 March 2022	3,245,135	63,597	892,222	1,634,256	5,835,210

2021	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,136,219	1,136,219
Investments	2,628,070	60,658	854,160	-	3,542,888
Current assets	1,093,258	-	-	641,939	1,735,197
Current liabilities	(921,244)	-	-	-	(921,244)
Long term liabilities	(222,244)	-	-	-	(222,244)
Net assets at 31 March 2020	2,577,840	60,658	854,160	1,778,158	5,270,816

## Analysis of Charity net assets between funds

2022	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,130,194	1,130,194
Investments	2,883,026	63,597	892,222	-	3,838,845
Current assets	1,278,908	-	-	504,062	1,782,970
Current liabilities	(868,952)	-	-	-	(868,952)
Long term liabilities	(47,847)	-	-	-	(47,847)
Net assets at 31 March 2021	3,245,135	63,597	892,222	1,634,256	5,835,210

2021	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,136,219	821,105
Investments	2,628,172	60,658	854,160	-	3,542,990
Current assets	1,093,256	-	-	641,939	1,735,195
Current liabilities	(921,344)	-	-	-	(921,344)
Long term liabilities	(222,244)	-	-	-	(222,244)
Net assets at 31 March 2020	2,577,840	60,658	854,160	1,778,158	5,270,816

## 18. Operating lease commitments

At 31 March 2022 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

Plant and Machinery	March 22 (£)	March 21 (£)
Maturing within one year (equipment)	11,657	11,657
Maturing between one and five years (equipment)	971	12,628

## 19. Related party transactions

There were no identified related party transactions in 2021/22 (2020/21: none).

The total donations received from trustees in 2021/22 amounted to 0 (4 trustees in prior year donated £1,227)

## 20. Financial Instruments

	March 22 (£)	March 21 (£)
Financial asset measured at fair value	520,000	520,000
Financial assets measured at amortised cost	557,684	248,587
<b>Financial liabilities measured at amortised cost</b>	814,397	875,489





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