

Trustees' Annual Report and Accounts 2017-18

The charity for everyone
working in education

EDUCATION SUPPORT PARTNERSHIP
(Limited by Guarantee)
YEAR ENDED 31 MARCH 2018

Contents

Comments from the Chair.....	2
Legal and Administrative Information.....	3
Objectives and Activities.....	6
Structure, Governance and Management.....	9
Strategic Report.....	12
Achievements and Performance.....	12
Voluntary Income.....	16
Investment Policy.....	20
Financial Review.....	20
Reserves Policy.....	21
Risks and Uncertainties.....	22
Pension Liability.....	23
Plans for Future Periods.....	24
Statement of Trustees' Responsibilities.....	26
Independent Auditor's Report to the Members of Education Support Partnership.....	27
Consolidated Statement of Financial Activities.....	30
Group and Parent Charity Balance Sheets.....	32
Consolidated Cash Flow Statement.....	33
Notes to the Accounts.....	34

Comments from the Chair

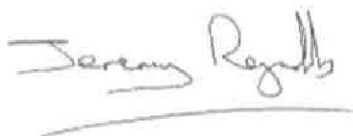
The past year has seen a dramatic increase in demand for our services, with a 35% increase in the number of people accessing our helpline and a similar rise in applications for grants. The unfortunate reality is that this demand is likely to continue to rise: nine percent of teachers left the workforce last year and our research suggests that more than half of teachers have considered doing so in the last two years as a result of health pressures. There is also a growing crisis as teachers and teaching assistants struggle with the cost of housing – a problem which we see increasingly reflected in applications for grants.

The need for our services has never been greater. We have therefore spent much of the last year developing a new strategy for the organisation that will raise awareness of what we do and enable us to reach and help more people. Crucially, we will have an increased emphasis on preventing problems by working more closely with schools, colleges and universities to improve workplace culture and wellbeing. We will provide increased support to those in crisis and we will do everything we can to prevent those crises arising in the first place.

To support this rise in demand, we have set ambitious targets for increasing our income, we have put in place a new leadership structure and are undertaking a comprehensive review of our governance so that we can be confident that we are entering this exciting new phase of our development in as strong a position as possible. We are also in the process of reviewing the front-line services we offer and are developing relationships with new partners who are equally passionate about what we do.

We also know that we need to do more to demonstrate the results of our work at many levels: increasing the wellbeing of individual employees, making educational institutions more effective and, ultimately, helping produce better outcomes for students. To that end, our new strategy includes a considerable element of research, which will tease out the extent and consequences of wellbeing challenges and help us to develop even more effective ways of meeting them.

At the end of this year of intense and detailed development work, my thanks are due to my fellow trustees and our excellent staff, ably led by Julian Stanley. My thanks also go to the many individual and organisational donors who make our work possible. Ultimately, we could not help as many people as we do without their continuing support. These donations have never been needed more, but I am sure that the next year will show that they have been used more effectively than ever.



Dr Jeremy Reynolds
Chair of Trustees

Legal and Administrative Information

The trustees are pleased to present their report and accounts for Education Support Partnership and its subsidiaries (the group) for the year ended 31 March 2018.

Constitution

Education Support Partnership 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 Partnership 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. The Charity is a Charitable Company Limited by Guarantee.

Trustees and management	
<p>Board of Trustees <i>who were in place during the financial year 2017 - 2018</i></p>	<p>11 trustees of which seven are male and four are female, with a male Chair</p> <p>Jeremy Reynolds (Chair) Edward Sallis Darren Franklin (Treasurer) Julie Davis Lynne Tweed (Vice Chair) Harry James Keven Bartle Jean Kelly Christopher Day Rod Ruffle Gwendolyn Williams</p>
<p>Elected officers of the Board</p>	<p>Trustee Board Chair: Jeremy Reynolds Trustee Board Vice Chair: Lynne Tweed Finance Committee Chair: Darren Franklin Finance Committee Vice Chair: Julie Davis Risk & Compliance Committee Chair: Edward Sallis Trustee Board Vice Chair: Christopher Day</p>

	Advisory Forum Chair: Keven Bartle
Leadership team during the financial year 2016-2017	
Chief Executive Officer	Julian Stanley
Interim COO/Finance Director	John Whiterow
Director of Commercial Services	Mark Saunders
Head of Governance and Operations	Charlotte Orsborn
Head of Fundraising	Lynn Percival
Director of Resources	Paul Lismore (from October 2017)
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. The Board of Directors of WLS Ltd were: Julian Stanley (Director and Group CEO) Rodney Ruffle (Director) Malcolm Lever- Chair (Director)

PROFESSIONAL ADVISORS	
Bank:	National Westminster Bank plc Chancery Lane and Holborn branch 332 High Holborn London WC1V 7PS
Solicitors:	Farrer & Co 66 Lincoln's Inn Fields London WC2A 3LH <i>General queries and advice</i>
Solicitors:	Clive Day: Legal Director Gateley Plc Park View House 58 The Ropewalk Nottingham NG1 5DW
Auditor:	BDO LLP 55 Baker Street London W1U 7EU
Human Resources:	Belvoir Human Resources LTD White Rose Lodge High Street Waltham-on-Wolds Leicestershire LE14 4AH
Strategic projects and process improvements	Mazars LLP Tower Bridge House St Katharine's Way London E1W 1DD
Clinical auditor services	Ben Amponsah Apartment 39 Islington Wharf Great Ancoats Street Manchester, M4 6DH
Investment advisors	Holden & Partners (to December 2017) The Piano Works 117 Farringdon Road London, EC1R 3BX
Investment Manager	Quilter Cheviot One Kingsway London WC2B 6AN
Education Support Partnership's registered office	Education Support Partnership 40a Drayton Park London N5 1EW

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

Vision

That everyone working in education is respected, supported, resilient and committed.

Mission:

We give all educators, present and past, access to support services in their workplace and outside. We champion their health and wellbeing, because that is how our education sector will thrive. We recognise each individual as a person as well as a professional.

How we deliver public benefit

Everything we do is aimed at supporting and improving the mental, emotional and psychological health of those working in, and retired from education, and to assist them in managing their finances and going some way to relieving the associated stress 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. We are now able to serve even more people following the merger of our predecessor organisations. This enabled us to work with the entire education workforce. Our grants programme supports the households of those in need and in some instances we are able to offer emotional support to the families of those working in education as well via our Helpline and Employee Assistance Programme services.

In setting the business plan each year the trustees of Education Support Partnership 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”. A key focus for us both in 2016-2017 and in 2017-2018 was to help even more people via our services. We want everyone who might need to use us to know who we are and what we do.

Education Support Partnership works in close partnership with many external organisations in order to support the entire education profession and those retired from it. The formation of

the Advisory Forum has brought us closer to the work of other organisations whose work touches the lives of those we exist to support.

Summary of our principal activities

Our main activities carried out during the financial year for the provision of public benefit concerned the provision of emotional and practical support to improve the mental health, financial health, wellbeing and subsequently the effectiveness, of those working in or retired from the education sector.

These can be broadly categorised into the following areas:

- **Mental health and wellbeing** - delivered via the free 24/7 Helpline and website and via our paid for, Employee Assistance Programme (EAP).
- **Non-clinical information and signposting** - delivered via the free 24/7 Helpline and website and via our paid for EAP.
- **Welfare grants** – delivered from our head office by our grants casework team.
- **Training and development grants** - delivered from our head office by our grants casework team.
- **Coaching, training and organisation development** – delivered directly via our team of associates.

Mental health and wellbeing: delivered via the Helpline and website. We offer mental health and wellbeing support and services and we aim to increase understanding about the positive impact that preventative and crisis intervention services have on improving the effectiveness of the education workforce. These services include counselling, coaching and in-the-moment support delivered by our free and confidential 24/7 Helpline and online resources available via our website. Whilst there is a lot of focus on the mental health and wellbeing of pupils and students, we believe that those teaching and assisting pupils and students also need support to cope with the struggles of personal and professional life.

Non-clinical information and signposting: the practical support we offered via our Helpline included information and signposting to organisations who could assist users with non-clinical enquiries commonly related to financial, legal, employment and care questions and issues.

Paid for clinical and non-clinical services for organisations and their employees – delivered via the EAP and directly delivered coaching and training services: as part of our paid for services offer, we supplied services to schools and other charitable organisations. These included services designed to offer **clinical support:** mental health and wellbeing services as well as non-clinical information services via the provision of the EAPs.

The EAP service is both a responsive and preventative one, accessed via a dedicated telephone support number, email and instant message service and delivered over the phone and in person by the service centre's affiliate network of counsellors. The available clinical services include face-to-face counselling, coaching, telephone counselling and in the

moment support. The non-clinical services include legal information, financial information, and care information (for elder-care, childcare and disabled care queries).

We also offered **coaching, training and organisational development services**. These included staff wellbeing and engagement tools such as the Positive Workplace Survey, as well as leadership development via our Headspace and Yourspace programme and professional development via our various workshops dealing with topics such as change, transition, resilience, communication, relationships, time management and coaching as well as union caseworker support workshops. We also continued to offer occupational health services.

Financial assistance and grant making welfare grants and training and development grants

We continued to offer a confidential welfare grants service to help those working in or retired from the education sector manage their financial and money worries. The core aim of the programme is to get applicants back on track when they are struggling financially often as the result of un-employment, ill-health, sudden life events and in-work poverty. We make grants towards costs to keep applicants in their jobs and in their homes. More information can be found on the programme in the “Achievements and Performance” section.

We continued to run the **Training and Development Fund** in partnership with the CSIS (Civil Service Insurance Society) Charity Fund, specifically to assist:

- staff in education with the cost of education-related training;
- former education staff to re-enter the education sector or to transition to a new career.

Volunteers

Education Support Partnership did not run a volunteer programme in 2017 - 2018

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.

Trustee selection methods

The financial year in question was the second full year of the three-year term for the current Board of Trustees all of whom were elected co-opted / appointed prior to the start of the financial year via a combination of elections from the Advisory Forum and appointments via the appointments committee. The composition of the Board is 60% elected, 40% appointed.

Advisory Forum

During the period 2017 – 2018 the Advisory Forum met once.

The Advisory Forum has, as the name suggests, primarily an advisory role. The group is not a decision making body.

As a member of the forum one can:

- *tell us what is happening on the front line;*
- *influence and help inform us at policy level;*
- *advise us on the delivery of services and products to help colleagues who need support;*
- *share expertise, learning and connections with each other and with education support partnership (and vice versa);*
- *help us raise awareness of the work we do;*
- *help us fundraise so we can continue delivering services to those in need of support.*

Advisory Forum composition and selection methods

Member Organisations

A number of organisations sit within the member organisation group of the forum. This group includes education organisations, education unions, as well as service related organisations and charities. The maximum number of organisations allowed to sit within each of these three groups is seven so up to a total of 21 member organisations may sit on the forum at any one time. The organisations in this group are invited to be members of the forum and they choose or elect representatives to sit on the forum. The organisation itself is the member, not the individual it sends to attend. The member organisations remain in place indefinitely although the representatives the organisations send will likely vary.

In 2018/19 we are reviewing how to get the best from our stakeholders in the Forum and work has begun on both the constitutional link and the ways in which members of the Forum can support us in delivering on our strategic goals.

Individuals in the sector

As well as a group of invited member organisations the forum is also formed of three groups of elected individuals working or retired from the sector. The groups are: teachers, lecturers and staff in the sector.

Following a call for nominations in the national and education press interested persons nominated themselves via an online nominations portal to run for election onto the forum. Candidates were then elected on the basis of their anonymous candidate statement by the member organisations. The member organisations voted for their preferred candidates in each of the three groups via the elections site using a single transferable vote to select those who were to join them on the forum.

Board elections and appointments

In addition to advising the organisation, the Advisory Forum as a whole also elects 60 percent of the Trustee Board from within its number. The maximum number of trustees the forum can elect is eight members. In addition to this 40 percent of the Board are appointed. The maximum number of appointed trustees is five. The two formal routes onto the Board of Trustees are intended to balance the voice of those working in the sector alongside trustees appointed on the basis of particular business and commercial skills required to guide an ambitious organisation.

All trustees are taken through an induction programme in the first three months of being appointed.

Remuneration Policy

We commission an extensive piece of work by a salary consultant in March each year to benchmark our salaries (including those of key management personnel) against the market for not-for-profit organisations. Recommended salary increases for individuals are made based on this review, performance against objectives and financial considerations. These recommendations are then reviewed by the Remuneration Committee before being applied to salaries in June/July.

How we make decisions

The Board of Trustees meets on a quarterly basis to review and agree strategy. Written reports from each department are submitted prior to the meetings and the Chief Executive and Leadership Team present on particular areas of interest to the organisation. This ensures that all trustees are kept fully updated on the work of the charity.

The Board of Trustees makes all top-level decisions and delegates responsibility for the operational management and leadership of the charity to the Chief Executive 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. Trustees are heavily involved in strategic business planning with the annual business plan requiring Board approval. Internal business plans are reviewed on a regular basis. In addition to this 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.

During 2017 -2018 the Board committees were as follows:

- Finance - this committee will take on the oversight of the statutory audit from 2017/18;
- Audit, Policy, Risk and Compliance – this committee changed its name to the Risk and Compliance Committee post year-end;
- Remuneration;
- Appointments.

Strategic Report

Achievements and Performance

2017/18 was a key year in the organisations development. Two years post-merger we began detailed work on developing our strategy (2018-2022) and maintained the business as usual activities in relation to increasing usage of services, increasing awareness, growing income and making Ed support a great place to work. Below are the individual highlights in these areas.

We undertook awareness raising activities to reach more of those who might benefit from our services:

- In September 2017, we conducted our most comprehensive ever *Health Survey* of education staff in the UK. This demonstrated the high need for our services and resulted in a media reach of over **8 million** (including through *BBC News*)
- In January 2018, we featured on the front page of *The Independent* having announced a sharp rise in financial grant applications. The article was published in print and online, resulting in it being widely shared and debated
- Sessions on the Education Support Partnership website increased from 314,302 in 2016/17 to **356,571** in 2017/18 (+**13.4%**). The duration of each user visit also increased from 0.45 minutes to **1.24** minutes (+**175%**)
- Social media channels continued to grow, with a focus on relevant content, engaging with influencers, and partnering with new organisations. This resulted in the following 2017/18 outcomes (compared to 2016/17):
 - **34%** increase in Facebook followers (3,975 to **5,331**)
 - **20%** increase in Twitter followers (15,000 to **17,909**)
 - **21%** increase in Twitter impressions (2,812,700 to **3,396,400**)
 - **2,796%** increase in Facebook engagement (4,356 to **126,177**)
- A new campaign was launched called *The Funny Thing About Teaching*, which included a microsite, digital content and a sold out comedy night (raising over **£21k**). The campaign was supported by a range of high profile comedians, including Jack Dee and Stewart Lee. Further events are now planned for 2018 and 2019 under the sub-brand, with regular content being produced to drive awareness and visibility through social media.

Who used and benefitted from our services in 2017-2018

We assisted training, serving and retired people including teachers, lecturers and support staff in all parts of the education sector. We continued to supply fee-paid services to schools and third sector organisations.

Throughout 2017 - 2018 we continued our work with trade unions representing teachers, lecturers and staff in the sector. We also maintained close links with other education, staff welfare, governmental and charitable organisations throughout the UK particularly in the area of grant giving. These included similar charities and/or benevolent funds both in and outside of the education sector to reach beneficiaries and their families. These organisations included the Civil Service Benevolent Fund, Elizabeth Finn Care, Turn to Us, Step Change, Health through Warmth, BT Benevolent Fund, Macmillan, Teaching Staff Trust and the Civil Service Insurance Society.

The Advisory Forum continues to bring us closer to the work of other organisations (an example being Teacher's Housing Association) whose work touches the lives of those we exist to support.

The main areas of our charitable activity as noted in the Objectives and Activities section, included counselling, action plan support (coaching), and information, signposting delivered via our Helpline and grants to individuals.

Charitable Service

Helpline services:

In 2017 – 2018 the Helpline assisted with 8775 cases¹. This is an average of 731 cases per month. 4784 individuals accessed services. 3991 people used the service more than once.

The busiest months of the year were November, January and March in that order. Most users call us during the working day. We find that outside of term-time we receive fewer calls.

Feedback from Helpline service users revealed that they believe us to be doing a good job. Noting that the majority felt we provided a good or excellent service delivered in an empathetic and understanding manner.

Good to excellent:	96.62%
Empathetic and understanding:	98.07%
Better equipped to deal with the problems:	91.30%
Using service had a positive impact on their situation:	89.96%

Money advice and grants

We continued to offer a confidential grants service to help those working in or retired from the education sector to manage their financial and money worries. The overall aim of the programme is to get applicants back on track when they are struggling; we prioritise interventions which keep applicants in their homes and in their jobs. We awarded £335,785 in grants during the year.

¹Figure taken from raw data

We made grants to help those suffering financial problems, most commonly caused by unemployment, ill-health, or a sudden life event, and provided assistance with short-term financial difficulties that were affecting the health and wellbeing of our applicants. We also helped improve the long-term financial situations of our applicants through our charity partners who helped our applicants to:

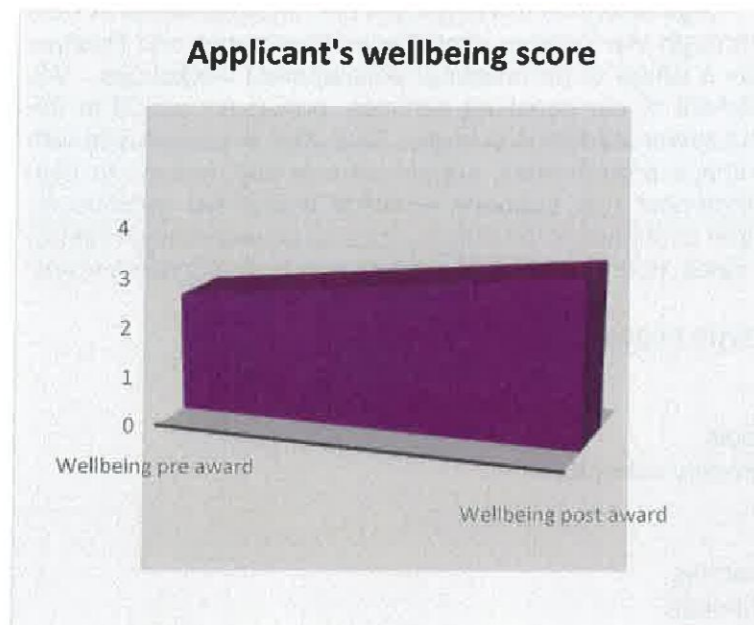
- budget effectively;
- reduce monthly debt commitments;
- investigate their possible benefit entitlement.

We are pleased to report that we significantly increased the number of applications and awards compared with 2016-2017 and 99.48% of the applicants who responded to our feedback survey in the financial year 2017-2018 rated the service as good or excellent. Everyone who completes an application and for whom we make a decision to award or decline is sent a feedback survey.

Grant giving programme	2016-2017	2017-2018
Individual applications:	495	702
People awarded:	347	337
Percentage of applicants who answer on the feedback survey that using the grants service has had a positive impact upon their situation	100%	100%

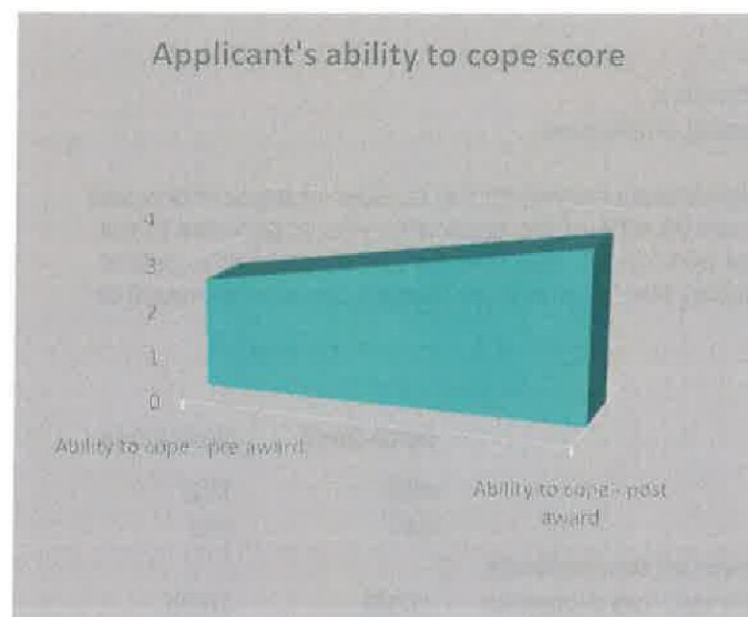
We ask our applicants to rate on a scale of 1-5 (1 being the most negative and 5 being the most positive) how their current situation affects their wellbeing. We ask them this pre and post award.

Pre award the average score was 2.4 and post award this was 3.4.



We ask our applicants to rate on a scale of 1-5 (1 being the most negative and 5 being the most positive) how they are coping with their current situation. We ask them this pre and post award.

Pre award the average score was 2.4 and post award this was 3.75



Paid-for services

Health, wellbeing, staff engagement, leadership & staff development courses:

In 2017-18 we continued to deliver programmes of support to individuals and organisations through the Paid-for Services offer. Organisational development and improvements in best practice to schools was delivered through the Positive Workplace Programme and Positive Workplace Survey and supported by a range of professional development workshops. We experienced an increase in engagement of our coaching services, principally aimed at the development of the role of middle and senior leaders in schools. This offer, in conjunction with our bespoke Headspace and Yourspace programmes, supply schools with access to high quality facilitated professional development that supports effective leadership behaviours. The Employee Assistance Programme continues to provide support to an increasing number of service users with clear growth in sales, both to individual schools and multi-academy trusts.

New service user organisational type engaged in our services:

- 363 Primary schools
- 59 Secondary/high schools
- 27 Junior, middle and nursery schools
- 14 Special schools
- 26 Infant/first schools
- 14 Trade unions and charities
- 9 Local education authorities
- 7 Independent schools
- 10 Other education organisations

Pupil Referral Units, Colleges & Universities:

- 12 Sixth-form colleges
- 1 Pupil referral units
- 2 Universities

Key services/programmes delivered included:

- Our **Professional Development Programmes** were delivered to 64 different schools and organisations and included single delivery workshops and multiple sessions of coaching and supervision to individual members of staff.
- **'Headspace'** and **'Yourspace'** programmes that provide a highly confidential, facilitated and supportive environment for school senior leaders to work with their peers by exploring issues that preoccupy and challenge senior leaders in often highly pressured environments that are undergoing major change, continued to be successful in this period. Over 30 new and continuation programmes were delivered.
- The **Positive Workplace Survey (PWS)** was engaged in by 59 schools as a means of driving best practice improvements and organisational development.
- Our **Employee Assistance Programme (EAP)** grew with the addition of 142 new schools, academies, multi-academy trusts and charities joining the programme in this period. We now offer the EAP to 52,708 individuals in schools and charities in England and Wales, allowing 24/7 access to the complete range of support services available – work/life support, counselling and manager assist.

Voluntary Income

Total fundraised income for 2017/18 was £1,647,660, made up as follows:

Donations -	£1,389,892
Legacies -	£ 182,768
Trusts & Foundations -	£ 75,000

Voluntary income has decreased by 29% overall from the previous financial year, due to legacy income. (In 2016/17, the charity received a significant gift which took total legacy income to £903,000). However, donations excluding legacies increased by £44,270 – a 3% increase on the previous financial year. Ed Support was also successful in growing funding via Trusts & Foundations, increasing from £60,000 in 2016/17 to £75,000 in 2017/18 (+25%).

The charity will continue to focus on increasing donations from individuals, as well as funding from Trusts & Foundations, in 2018/19 and beyond.

Whilst difficult to predict, legacy giving remains an important source of income for Ed Support and the charity will continue to promote gifts in Wills to existing donors and to the wider education community in 2018/19.

	2015/16	2016/17	2017/18
Total voluntary income:	£1,909,303	£2,308,622	£1,647,660
<i>Donations</i>	<i>£1,350,653</i>	<i>£1,345,622</i>	<i>£1,389,892</i>
<i>Legacies</i>	<i>£528,400</i>	<i>£903,000</i>	<i>£182,768</i>
<i>Trust & Foundations</i>	<i>£30,250</i>	<i>£60,000</i>	<i>£75,000</i>
Cost of generating voluntary income:	£519,453	£467,466	£642,836*

*The total cost includes the allocation of support costs which in 17/19 were based on a different allocation method which more accurately reflected the support required by individual areas of the business.

Donors / Partners:

Over 32,000 supporters kindly continued to give regularly to Ed Support via their pension, union membership or via direct debit in 2017/18. We are hugely grateful to these donors – many of whom are retired education professionals – for their continued support.

We gained over 2,000 new donors in 2017/18, mainly as a result of our ongoing close relationship with UCU (University & Colleges Union), our Christmas appeal and our first Comedy Night – ‘The Funny Thing About Teaching’.

We continued to work with the CSIS (Civil Servants Insurance Society) Charitable Fund, who generously agreed to donate £75,000 to our growing welfare grants programme.

We have an ongoing partnership with Teachers Building Society, who donate proceeds from a bespoke savings product to Ed Support. We also gained new partners in 2017/18 as a result of our new supporter magazine and comedy night.

We are extremely thankful to all of our partners for their continued support.

Fundraising Activity 2017/18:

The fundraising team continued to focus on supporter care and retention in 2017/18, producing the first magazine for donors - *The Education Supporter*. The magazine went to all donors who are happy to receive mail and included a satisfaction survey. 574 (2.2%) donors responded and scores were extremely high (with overall scores of 4.19 out of 5), showing that they are proud to support the charity and feel their wishes are respected around communication type and frequency. Donors gave almost £12,000 as a result of this magazine mailing.

Our Christmas appeal – ‘Hometime’ – was a huge success with £28,270 received in donations (almost £37,000 total income if regular gifts and Gift Aid are included). The average cash gift was £27 (compared to £20.47 for the 2016/17 campaign) and supporters responded well to the theme of rising homelessness amongst teachers. The campaign was also featured online and in publications, including The Guardian.

In February 2018, we held our first ever comedy night – at London’s Union Chapel. *The Funny Thing About Teaching* attracted an audience of 900 (selling out the venue) and raised over £21,000 for Ed Support. The line-up included Jack Dee, Stewart Lee and Kerry

Godliman, who all have a close connection to the cause. Due to the success of the event, the team is planning 2018/19's event in London, as well as other events around the country.

Cost of Fundraising:

The direct cost of generating voluntary income increased by £12,502 (6%) in 2017-18 compared to the previous financial year. We changed our method of allocating support costs this year which increased total fundraising costs to £642,836 (2016/17: £467,466). Net Fundraising income was therefore over £1m.

Preparing for Future Growth:

New initiatives launched in 2017/18 (such as the Comedy Night) are preparing Ed Support for future fundraising growth, as these new activities can be grown and developed.

Further changes were made to the team and to fundraising processes, bringing in more fundraising experience and automation, meaning the team has more skills and time to focus on engaging with partners, supporters and generating income.

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities:

- A significant proportion of Education Support Partnership's funding is voluntary income from those working in, or retired from, the education sector. This funding comes mainly via contributions through pensions or union memberships, as well as fundraising appeals and campaigns conducted with existing supporters. We do not currently undertake widespread fundraising from the general public. The voluntary income presented in our accounts represents all fundraising activity, including legacies and grants.

- All fundraising activity is managed by Education Support Partnership staff, without involvement of commercial participators or third party professional fundraisers. The day-to-day management of all income generation is delegated to the executive team, who are accountable to the trustees.

The charity is not bound to any regulatory scheme. However, the charity's fundraising employees are members of the Institute of Fundraising, the Institute of Legacy Management. Ed Support complies with the relevant codes of practice, now held by the Fundraising Regulator.

We received no complaints in relation to fundraising activities in 2017/18 and we registered with the Fundraising Preference Service. We received no requests to update mailing preferences through this service and no complaints with regards to fundraising in 2017/18. Our terms of employment require staff to behave reasonably at all times and, as we do not approach members of the public for funds, we do not particularise this to fundraising activities. We developed a Donor Promise, available on our website, which outlines our dedication to treating all supporters with respect and fairness.

Making Ed Support a great place to work

Several policies were updated or brought in to reflect this goal. These included:

- A core working hours' policy to allow people flexibility and improve work life balance.
- A compassionate/dependants leave policy has been introduced to allow employees to deal with an unexpected or sudden problem/illness or death and make necessary medium to long-term arrangements to deal with it.
- The sick leave policy was introduced to allow paid sick leave during probation and stagger sick leave entitlement which increases with length of service.
- A redundancy and job security policy was introduced to provide a fairer redundancy process and allow 6 months' pay protection if an employee is offered and accepts a role which has a lower base salary than they are on currently instead of being made redundant

A new performance appraisal process was introduced to set clear expectations to help individuals/ teams achieve the charities approved objectives. So far feedback has been positive and these will be completed early in quarter 1 of 2018

The office environment was improved (at a very low cost), creating more space and comfort for London-based staff.

Investment Policy

Quilter Cheviot acts as Investment Manager to the Education Support Partnership group. The investment objective is to invest holdings on a long-term basis to achieve capital appreciation and minimum income of 3% 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 million was invested in the fund in 2014 and a further £300k added during 2015-16. We parted company with our investment advisors, Holden and Partners in December 2017 and are currently seeking new investment advisors.

The investment portfolio lost £138k of its overall value during the financial year. The balanced approach adopted by Quilter Cheviot has benefited the charity in outperforming benchmarked indices such as FTSE All Share. In the context of upturn in market conditions the market value of the fund has decreased from £4.9 million at 31 March 2017 to £4.7 million at 31 March 2018. The decrease reflected the volatile market conditions in the early part of 2017.

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

Financial Review

2017/18 was a significant year for investment as mentioned above. Trustees agreed a budget deficit of £230k as well as designating £1m for investment in the organisation to deliver on the strategic objectives set out in the business plan and to develop a strategy to take Ed support through to 2022.

The figures therefore in comparison to 2016/17 do show a significant change. In addition to the strategy development spend there was also a one-off legacy in 2016/17 which was not replicated this year with legacy income being £183k compared to 2016/17 £903k.

Education Support Partnership in 2017-18 generated a deficit of £906k before investment gains/Losses (2016/17: Surplus of £286k).

Voluntary income from donations and legacies continues to be the highest proportion of incoming resources within Education Support Partnership. In 2017-18 financial year voluntary income was £1,648k down £662k on 16/17, mainly due to the reduction in Legacy income mentioned above.

Income generated from paid for services increased on 16/17 by 18.5% to £1,055k. This follows a recovery plan being implemented in the latter part of 16/17 which has improved figures considerably.

Education Support Partnership continued to provide high quality service at a competitive price. We are also undertaking a number of service improvement initiatives and commercial products portfolio review.

Education Support Partnership continues its focus on improving cost efficiency. Total resources expended in Education Support Partnership, excluding strategy development amounted to £3,288 (2016/17: £3,076k).

The main changes were as follows:

- Increases to our charitable activity of £216k, delivering more counselling and financial support services to beneficiaries
- Increase in recruitment costs to bring skills and experience into the organisation
- Increase in costs in developing our IT infrastructure

Investment losses in Education Support Partnership were £138k largely due to a downturn in financial market conditions in the financial year 2017/18.

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 the Education Support Partnership'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 2017-18 this equates to £1,700k. At March 2018 the value of unrestricted reserves is slightly below this during this time of investment.

Unrestricted reserves of the Group at 31 March 2018 are £2,824k after deduction of fixed assets of £1,203k not readily available for spending the Group has free reserves of £1,621k.

The underlying assets of the organisation have sufficient liquidity to enable the organisation to meet all of its commitments as they fall due.

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 Partnership.

On a quarterly basis the trustees review the level of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations on a quarterly basis at their Finance Committee meeting. Trustees have the ability to re-designate reserves as they wish to meet the business needs of the organisation.

In 2016/17 the Board of Trustees set up a designated development fund of £390k towards 'investment' activities to grow the charity. At the end of 2016/17 the balance of this fund was £140k. For 17/18 the Board of Trustees designated a further £1m of free reserves into a new development fund for the strategic development and growth of the charity. £494k was spent in 17/18 and the organisation will be reviewing its investment requirements in 18/19 and any funds no longer required will be undesignated.

Risks and Uncertainties

Purpose and scope of the risk management policy

In the process of delivering its services, Education Support Partnership 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. This policy was updated and approved by the Board in April 2017.

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

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. Within Education Support Partnership, risks are divided into three categories:

1. **Strategic risks:** these risks are strategic in nature, external and largely outside of the charity's control. Normally these risks cannot be managed by one team but need co-ordinated action across the charity; the strategic risks are reviewed monthly by the leadership team and the Risk and Compliance Committee at each of their meetings.

The most significant strategic risks are:

- 1) the charity's commercial income decreases due to the financial pressures on education budgets;
- 2) voluntary income declines due to general economic conditions;
- 3) the charity's IT systems are compromised;
- 4) the charity suffers reputational damage as a consequence of a delivery of one of its supports services.

2. **Operational risks:** these risks are managed by individual line managers through a mixture of controls, policies, procedures and staff training. Periodically either the Senior Leadership Team will commission a review to ensure that these risks are being captured and managed.

- 3. Project risks:** these risks uniquely relate to a particular project. The project manager is responsible for maintaining the risk register for the project. The relevant Project Board will review the project risk register at each project review meeting.

The risk management policy, along with the strategic risks and an overview of the total risks facing the charity, is reviewed annually by the Board of Trustees.

Third Party operational risk management

We continued to operate a robust quarterly audit program with our clinical auditor at our service centre in Ealing. These audits involved listening to calls as well as examining processes in place and exploring how improvements might be made. These audit meetings operate to ISO 9001:2008 standards and monitor contract performance, clinical and non-clinical standards as well as examining processes and procedures in place. These are supported by regular account management meetings.

These 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 service and the organisation and ultimately the users of our services. Mitigating actions are put in place to address any areas of potential concern. 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.

Pension Liability

The charity participates in a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the charity 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 2014. This actuarial valuation showed assets of £780m, liabilities of £928m and a deficit of £148m. 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 2016/17 the charity contributed £60k as part of its obligations to fund this pension deficit. As at March 2017, the charity's liability for this deficit is £476k.
- 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.

Plans for Future Periods

A large part of 2017/18 was spent developing our strategy for 2018 to 2022. The process involved staff, Trustees, Advisory Forum and a wide selection of stakeholders. The resulting strategy has led to the five strategic pillars being developed, which lead on from the objectives set in 2017/18. These pillars are as follows:



Within each area key deliverables have been set out for year 1 (2018/19)

1. Deliver more and better Services
 - a. Establish the Services Division
 - b. Improve quality of existing products and services
 - c. Agree strategies for growth
2. Awareness
 - a. Increase awareness of the charity and what it does
 - b. Establish a voice on issues affecting the charity and its beneficiaries
 - c. Increase the number of users of our services
 - d. Increase use of digital technology
3. Income Growth
 - a. Develop income generation strategy
 - b. Agree fundraising strategy
 - c. Expand more into HE/Fe

4. Leadership
 - a. Embed a leadership structure that will deliver the charity's strategy
 - b. Development activities for staff and Trustees
 - c. Review our Governance arrangements

5. Operational Performance
 - a. Establish Resources function
 - b. Ensure governance, policies and controls are fit for purpose
 - c. Invest in technology to improve service delivery and organisational efficiency
 - d. Streamline processes and procedures

6. To manage the charity's finances within the budget parameters approved by the trustees

The strategy is an ambitious one and one which we will deliver over a period of time. With the new Senior Leadership in place we will set clear performance reports to ensure Trustees have clear oversight of progress.

A set of performance metrics have been set for each of the above objectives which will be reviewed by the Board at each of its meetings.

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 or 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.

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 5/12 2018
and signed on their behalf by:


.....
Dr Jeremy Reynolds, Chair of Trustees

Independent Auditor's Report to the Members of Education Support Partnership

Opinion

We have audited the financial statements of Education Support Partnership (the 'company') for the year ended 31 March 2018 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 2018 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
- trustees' annual report have 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 26, 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.

Kingston Smith LLP

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

Date *10th December 2018*

Devonshire House
60 Goswell Road
London
EC1M 7AD

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

EDUCATION SUPPORT PARTNERSHIP

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2018

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	Total Year to 31 March 2018 £	Total Year to 31 March 2017 £
Income						
Donations and legacies		1,572,660	-	-	1,572,660	2,248,622
Trusts and Foundations		75,000	-	-	75,000	60,000
Paid for services		1,055,169	-	-	1,055,169	890,301
Investment Income	6	50,405	122,364	-	172,769	163,568
Total income		2,753,234	122,364	-	2,875,598	3,362,491
Expenditure						
Raising Funds						
Cost of generating voluntary income	5	642,836	-	-	642,836	467,466
Paid for services	5	1,145,277	-	-	1,145,277	1,331,072
Investment management costs		36,477	-	-	36,477	36,953
Total expenditure		1,824,590	-	-	1,824,590	1,835,491
Charitable expenditure						
Counselling service	5	49,608	446,476	-	496,084	426,612
Financial support services	5	145,138	428,900	-	574,038	423,614
Information and on-line services	5	39,290	353,613	-	392,903	390,731
Strategy Development	5a	494,221	-	-	494,221	-
Total Expenditure		728,257	1,228,989	-	1,957,246	1,240,957
		2,552,847	1,228,989	-	3,781,836	3,076,448
Realised gains/(losses) on investments	11	(1,788)	(4,093)	-	(5,881)	45,766
Unrealised gains/(losses) on investments	11	(38,450)	(91,727)	(1,615)	(131,792)	491,690
Transfers between funds		-	1,521	(1,521)	-	-
Net gains/(losses) on investments		(40,238)	(94,299)	(3,136)	(137,673)	537,456
		160,149	(1,200,924)	(3,136)	(1,043,911)	823,499
Net income/(expenditure) for the year		160,149	(1,200,924)	(3,136)	(1,043,911)	823,499
Net movement in funds		160,149	(1,200,924)	(3,136)	(1,043,911)	823,499
Funds at 1 April 2017	16	2,664,219	4,240,934	60,494	6,965,647	6,142,148
Funds at 31 March 2018	17	2,824,368	3,040,010	57,358	5,921,736	6,965,647

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

EDUCATION SUPPORT PARTNERSHIP

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2017

	Notes	Unrestricted funds	Restricted funds	Endowment funds	Total Year to 31 March 2017
		£	£	£	£
Income					
Donations and legacies		1,345,345	903,277	-	2,248,622
Trusts and Foundations		60,000	-	-	60,000
Paid for services		890,301	-	-	890,301
Investment Income	6	63,496	98,551	1,521	163,568
Total income		2,359,142	1,001,828	1,521	3,362,491
Expenditure					
Raising Funds					
Cost of generating voluntary income	5	467,466	-	-	467,466
Paid for services	5	1,331,072	-	-	1,331,072
Investment management costs		36,953	-	-	36,953
Charitable expenditure					
Counselling service	5	45,628	380,984	-	426,612
Financial support services	5	42,361	381,253	-	423,614
Information and on-line services	5	39,073	351,658	-	390,731
Total Expenditure		1,962,553	1,113,895	-	3,076,448
Share premium write off		-	-	-	-
Realised gains/(losses) on investments		16,806	28,646	314	45,766
Unrealised gains/(losses) on investments		190,847	297,585	3,257	491,690
Net gains/(losses) on investments		207,653	326,231	3,571	537,456
		604,242	214,164	5,092	823,499
Net income/(expenditure) for the year		604,242	214,164	5,092	823,499
Transfers between funds		1,264,515	(1,264,515)	-	-
Actuarial gains/(losses) on defined benefit pension schemes		1,868,757	(1,050,350)	5,092	823,499
Funds at 1 April 2016		795,462	5,291,284	55,402	6,142,148
Funds at 31 March 2017		2,664,219	4,240,934	60,494	6,965,647

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

EDUCATION SUPPORT PARTNERSHIP

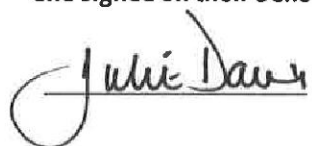
Balance sheets as at 31 March 2018

Company registration number: 9311354

	Notes	at 31 March 2018 Group £	at 31 March 2018 Charity £	at 31 March 2017 Group £	at 31 March 2017 Charity £
Fixed assets					
Tangible fixed assets	10	1,185,783	1,185,783	1,207,952	1,207,952
Intangible Fixed Assets	10	17,206	17,206	27,358	27,358
Investments	11	5,126,595	5,126,697	5,359,222	5,359,324
		<u>6,329,584</u>	<u>6,329,686</u>	<u>6,594,532</u>	<u>6,594,634</u>
Current assets					
Debtors	12	516,868	516,866	948,609	948,605
Cash at bank and in hand		239,949	239,949	576,840	576,800
		<u>756,817</u>	<u>756,815</u>	<u>1,525,449</u>	<u>1,525,405</u>
Creditors: amounts falling due within one year	13	(750,035)	(750,135)	(677,915)	(690,744)
Net current assets		<u>6,782</u>	<u>6,680</u>	<u>847,534</u>	<u>834,661</u>
Pension Provision	14	(414,630)	(414,630)	(476,419)	(476,419)
Net assets		<u>5,921,736</u>	<u>5,921,736</u>	<u>6,965,647</u>	<u>6,952,876</u>
Funds					
Endowment	16 (a)	57,358	57,358	60,494	60,494
Restricted	16 (b)	3,040,010	3,040,010	4,240,934	4,240,934
Unrestricted:					
General Fund	16 (c)	2,824,368	2,824,368	2,664,219	2,651,448
		<u>2,824,368</u>	<u>2,824,368</u>	<u>2,664,219</u>	<u>2,651,448</u>
Funds at 31 March 2018	17	<u>5,921,736</u>	<u>5,921,736</u>	<u>6,965,647</u>	<u>6,952,876</u>

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 _____ and signed on their behalf by:

 (Trustee)

EDUCATION SUPPORT PARTNERSHIP

CONSOLIDATED CASH FLOW STATEMENT
YEAR ENDED 31 MARCH 2018

	Year to 31 March 2018	Year to 31 March 2017
Reconciliation of net income/(expenditure) to net cash flow from operating activities	£	£
Net income/(expenditure) for the year as per the statement of financial activities	(1,043,911)	823,499
Adjustments for		
Depreciation charges	32,321	44,589
Loss/(Gain) on investments	137,673	(537,456)
Dividends, interest and rents from investments	(172,769)	(163,568)
(Increase)/Decrease in debtors	431,741	(143,532)
Increase/(Decrease) in creditors	10,331	(35,057)
Net cash provided by operating activities	<u>(604,614)</u>	<u>(11,525)</u>
Net cash flow provided by operating activities	(604,614)	(11,525)
Cash flows from investing activities		
Dividends, interest and rent from investments	172,769	163,568
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	-	(15,384)
Proceeds from sale of investments	510,959	782,532
Purchase of investments	(545,249)	(914,403)
Net cash provided by investing activities	<u>138,479</u>	<u>16,313</u>
Change in cash and cash equivalents in the reporting period	(466,135)	4,788
Cash and cash equivalents at the beginning of the reporting period	759,697	754,909
Cash and cash equivalents at the end of the reporting period	<u>293,562</u>	<u>759,697</u>
Analysis of cash and cash equivalents	£	£
Cash at bank and in hand	239,949	576,840
Cash held by broker	53,613	182,857
Total cash and cash equivalents	<u>293,562</u>	<u>759,697</u>

Notes to the financial statements For the year ended 31 March 2018

1 Company Information

Education Support Partnership 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

After reviewing the group's forecasts and projections, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

3 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.

Notes to the financial statements For the year ended 31 March 2018

Trusts and foundation grants is a 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 and software	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) **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.

(iv) **Investments**

Listed investments are included in the financial statements 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.

(v) **Debtors**

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

Notes to the financial statements

For the year ended 31 March 2018

3 Accounting policies (continued)

(vi) 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.

(vii) 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.

(viii) 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.

(ix) 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.

(x) 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.

(xi) 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.

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.

(xii)

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.

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 18.

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.

(xiii)

The Charity has one Endowment fund, the Cutler Trust (see page 44). 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 where teachers in the London area.

Notes to the financial statements
For the year ended 31 March 2018

(xiv) Support Costs

Support costs are those functions that assist the work 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.

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

Tangible Fixed 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.

EDUCATION SUPPORT PARTNERSHIP

Notes to the financial statements
For the year ended 31 March 2018

5 Allocation of Support Costs	Grants	Direct Staff costs	Other Direct costs	Support Costs	Year to March 2018 Total	Year to March 2017 Total
	£	£	£	£	£	£
Counselling service	-	-	374,000	122,083.5	496,084	426,612
Financial support	341,828	49,085	-	183,125.2	574,038	423,614
Information and on-line services	-	10,736	31,177	350,990.0	392,903	390,731
Paid for services	-	331,635	438,469	375,172.8	1,145,277	1,331,072
Cost of generating vol income	-	153,571	61,973	427,292.2	642,836	467,466
Total	341,828	545,027	905,619	1,458,664	3,251,138	3,039,495

Grants awarded help people with the burden of short term debt, financial emergencies, pay for essential unaffordable items to improve health and wellbeing, and stay in or get back to work. All grants are paid to individuals
Information and on-line service costs represent the expenditure associated with survey, research and statistical analysis in order to bring awareness of the challenges within the education sector.

	Support Costs March 2018 £	Year to March 2017 Total £
Support costs include:		
Office administration costs	302,873	145,825
Building administration costs	58,636	45,241
Organisational Management	244,460	319,058
Human Resources costs	149,376	31,653
Finance Costs	126,794	131,802
Professional fees	232,722	201,466
Marketing and communications costs	239,849	201,466
IT Costs	103,954	82,138
Total overheads	1,458,664	1,259,163

Office administration costs in the current financial year include additional hotel and travel costs that were previously included in other areas as a result of change in methodology.

Increase in Human Resources costs in the current financial year is due to recruitment expenses incurred in a year and employment of HR advisor half way through the year.

Increase in IT costs in the current financial year is due to IT hardware and software upgrades committed in 17/18 to improve the organisational IT security and IT infrastructure.

5a Strategy Development

In 2016/17 the Board of Trustees set up a designated development fund of £390k towards 'investment' activities to grow the charity. At the end of 2016/17 the balance of this fund was £140k. For 17/18 the Board of Trustees designated a further £1m of free reserves into a new development fund for the strategic development and growth of the charity. £494k was spent in 17/18 and the organisation will be reviewing its investment requirements in 18/19 and any funds no longer required will be undesignated

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 2018 £	March 2017 £
Audit fees	14,705	37,027
Governance Travel and Subsistence	3,015	6,001
Governance Meetings	600	1,750
Apportionment of staff costs	24,499	23,145
Trustee Recruitment	-	32
Total	42,819	67,955

EDUCATION SUPPORT PARTNERSHIP

Notes to the financial statements
For the year ended 31 March 2018

6	Investment Income	General Funds £	Restricted Funds £	Year to	Year to
				March 2018 Total £	March 2017 Total £
	Income from listed investments	46,934	122,364	169,298	157,454
	Bank interest receivable	3,471	-	3,471	6,114
		<u>50,405</u>	<u>122,364</u>	<u>172,769</u>	<u>163,568</u>
7	Net outgoing resources for the year is stated after charging			Year to March 2018 £	Year to March 2017 £
	Depreciation			32,321	44,589
	Auditor's remuneration:				
	Audit fees (excluding VAT)			15,200	21,400
	Accrual for 16/17			(495)	
	Audit fee overrun for 16/17				10,527
	Other services			-	5,100
				<u>-</u>	<u>15,905</u>
					<u>Memo restated</u>
8	Employee information			Year to March 2018 £	Year to March 2017 £
	Employee Costs				
	Wages and salaries			902,643	856,080
	Social security costs			95,775	90,042
	Pension costs			70,375	79,064
				<u>1,068,793</u>	<u>1,025,186</u>
				No.	No.
	The average number of employees during the period was:				
	Fundraising			3	3
	Paid for Services			5	7
	Financial Support			1	1
	Information and on-line services			1	2
	Administration			12	8
	Total			<u>22</u>	<u>21</u>
				Year to March 2018	Year to March 2017
	Key management personnel aggregate pay (including NI and pension)			<u>389,507</u>	<u>354,343</u>
	During the year key management personnel comprised of:				
	CEO				
	Director of Commercial Services				
	Head of Fundraising				
	Head of Programmes and Services				
	Director of Resources			joint October 2017	
	Head of Communications and Marketing			left September 2017	
	Employee information				
	The number of employees earning in excess of £60,000 per annum (including taxable benefits but excluding pension contributions) was:			Year to March 2018	Year to March 2017
	£90,001 to £100,000			1	1
	£60,000 to £70,000			2	1
				£	£
	Redundancy payments within year			-	12,550
9	Trustees			Year to March 2018 £	Year to March 2017 £
	Trustees provide their services without remuneration				
	Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accomodation and subsistence			7,832	6,506
	Number of trustees claiming expenses during the year			8	12

EDUCATION SUPPORT PARTNERSHIP

Notes to the financial statements
For the year ended 31 March 2018

10	Tangible fixed assets			Intangible fixed assets
Group & Charity	Leasehold property including refurbishment £	Furniture, equipment fixtures & fittings £	Total £	Software £
Cost				
At 1 April 2017	1,314,276	195,693	1,509,969	65,236
Additions			-	
Disposals			-	
At 31 March 2018	1,314,276	195,693	1,509,969	65,236
Accumulated depreciation				
At 1 April 2017	123,537	178,480	302,017	37,878
Charge for the year	13,630	8,539	22,169	10,152
Disposals	-	-	-	-
At 31 March 2018	137,167	187,019	324,186	48,030
Net book value				
At 31 March 2018	1,177,109	8,674	1,185,783	17,206
At 31 March 2017	1,190,739	17,213	1,207,952	27,358

EDUCATION SUPPORT PARTNERSHIP

Notes to the financial statements
For the year ended 31 March 2018

11 Fixed asset investments

Summary	March 18 Group £	March 18 Charity £	March 17 Group £	March 17 Charity £
Listed investments (a)	4,704,095	4,704,095	4,936,722	4,936,722
Unlisted investment (b)	-	102	-	102
Investment Property (c)	422,500	422,500	422,500	422,500
	<u>5,126,595</u>	<u>5,126,697</u>	<u>5,359,222</u>	<u>5,359,324</u>

(a) Listed Investments
Group & Charity

	Unrestricted				Endowment	Total	
	Fixed Interest £	Equities £	Overseas Equities £	Alternative Investments £	Equities £	Year to March 2018 £	Year to March 2017 £
At 1 April 2017	1,501,060	1,506,077	861,633	885,091	-	4,753,861	4,100,784
Additions	7,473	266,433	122,784	148,559	-	545,249	914,403
Disposals	(142,575)	(172,515)	(132,675)	(63,194)	-	(510,959)	(782,532)
Realised gain/(loss)	-	(5,881)	-	-	-	(5,881)	45,766
Unrealised gain/(loss)	(397,073)	(4,213)	231,032	38,462	-	(131,792)	475,440
Share premium w/off	-	-	-	-	-	-	-
	<u>968,885</u>	<u>1,589,901</u>	<u>1,082,774</u>	<u>1,008,918</u>	<u>-</u>	<u>4,650,478</u>	<u>4,753,861</u>
Cash held by broker	-	-	-	-	-	53,617	182,861
At 31 March 2018	<u>968,885</u>	<u>1,589,901</u>	<u>1,082,774</u>	<u>1,008,918</u>	<u>-</u>	<u>4,704,095</u>	<u>4,936,722</u>
Historical cost	-	-	-	-	-	<u>4,240,265</u>	<u>4,211,865</u>

Unrestricted fund investments consist of a portfolio of listed investment managed on the Charity's behalf by professional fund managers.

EDUCATION SUPPORT PARTNERSHIP

Notes to the financial statements For the year ended 31 March 2018

11 Fixed asset investments (continued) (b) Unlisted investments

	Group at 31 March 2018	Charity at 31 March 2018	Group at 31 March 2017	Charity at 31 March 2017
	£	£	£	£
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
100% interest in Worklife Support Limited through TBF Holdings Limited Incorporated in the United Kingdom, Company Number 03840751	-	-	-	-
	<u>-</u>	<u>102</u>	<u>-</u>	<u>102</u>

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

Extracts of the results of TBF Holdings Limited are shown below:

	Year to 31 March 2018	Year to 31 March 2017
	£	£
Turnover	-	-
Administration expenses	-	951
Provision for asset impairment	-	(70,396)
Taxation	-	-
Retained profit/(loss) for the year	<u>-</u>	<u>(69,445)</u>
Net assets	<u>-</u>	<u>12,865</u>

(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.

	at 31 March 2018	at 31 March 2017
	£	£
(c) Investment Property		
Market value at 1st April 2017	422,500	406,250
Unrealised gain on valuation	-	16,250
Market value at 31st March 2018	<u>422,500</u>	<u>422,500</u>

The value of the property been kept at the same value as the previous set of accounts (£650,000) and therefore there is no gain or loss for this year. Advice was taken from an estate agent local to the property indicating that a discount 35% should be applied to the market value of the property.

EDUCATION SUPPORT PARTNERSHIP

Notes to the financial statements
For the year ended 31 March 2018

12 Debtors

	Mar-18 Group £	Mar-18 Charity £	Mar-17 Group £	Mar-17 Charity £
Trade debtors	137,849	137,849	123,703	123,701
Prepayments and accrued income	145,382	145,382	103,388	103,388
Legacy debtor	81,953	81,953	604,991	604,991
Other debtors	122,543	122,541	94,300	94,298
Welfare loans	29,141	29,141	22,227	22,227
	<u>516,868</u>	<u>516,866</u>	<u>948,609</u>	<u>948,605</u>

Legacy debtor relates to legacy income which was awarded before 31 March 2018 and 2017 and had been accrued as required by FRS 102.

13 Creditors: amounts falling due within one year

	Mar-18 Group £	Mar-18 Charity £	Mar-17 Group £	Mar-17 Charity £
Amount due to subsidiary undertakings	-	100	-	12,826
Trade creditors	184,997	184,997	189,395	189,395
Taxation and social security costs	31,453	31,453	23,763	23,763
Pensions including pension fund deficit contribution plan	73,430	73,430	70,306	70,306
Accruals and deferred income including holiday pay	454,961	454,961	386,830	387,850
Other creditors	5,194	5,194	7,621	6,604
	<u>750,035</u>	<u>750,135</u>	<u>677,915</u>	<u>690,744</u>

13a Deferred Income

	Mar-18 £
Deferred Income b/f	252,512
Released in year	(4,059,207)
Deferred to next year	4,140,515
Deferred income c/f	<u>333,819</u>

Deferred income relates to paid for services that are expected to be delivered over several month. EAP and PWP services 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

	Mar-18 Group £	Mar-18 Charity £	Mar-17 Group £	Mar-17 Charity £
Pensions including pension fund deficit contribution plan	414,630	414,630	476,419	476,419
	<u>414,630</u>	<u>414,630</u>	<u>476,419</u>	<u>476,419</u>

EDUCATION SUPPORT PARTNERSHIP

Notes to the financial statements For the year ended 31 March 2018

15 Pension Scheme

The company participates in the scheme, a multi-employer scheme which provides benefits to some 1,300 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 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions		
From 1 April 2016 to 30 September 2025:	£12,945,440 per annum	(payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum	(payable monthly and increasing by 3% each on 1st April)

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions	
From 1 April 2016 to 30 September 2025:	£12,945,440 per annum (payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum (payable monthly and increasing by 3% each on 1st April)

Unless a concession has been agreed with the Trustee the term to 30 September 2025 applies.

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.

PRESENT VALUES OF PROVISION

	31 March 2018 (£000s)	31 March 2017 (£000s)	31 March 2016 (£000s)
Present value of provision	476	536	542

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2018 (£000s)	Period Ending 31 March 2017 (£000s)
Provision at start of period	536	542
Unwinding of the discount factor (interest expense)	7	11
Deficit contribution paid	(60)	(34)
Remeasurements - impact of any change in	(7)	17
Remeasurements - amendments to the	-	-
Provision at end of period	476	536

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2018 (£000s)	Period Ending 31 March 2017 (£000s)
Interest expense	7	11
Remeasurements - impact of any change in assumptions	(7)	17
Remeasurements - amendments to the contribution schedule	-	-
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

EDUCATION SUPPORT PARTNERSHIP

**Notes to the financial statements
For the year ended 31 March 2018**

ASSUMPTIONS

	31 March 2018	31 March 2017	31 March 2016
	% per annum	% per annum	% per annum
Rate of discount	1.71	1.32	2.07

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 2018	31 March 2017	31 March 2016
	(£000s)	(£000s)	(£000s)
Year 1	61	60	34
Year 2	63	61	60
Year 3	65	63	61
Year 4	67	65	63
Year 5	69	67	65
Year 6	71	69	67
Year 7	73	71	69
Year 8	38	73	71
Year 9	-	38	73
Year 10	-	-	38

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.

EDUCATION SUPPORT PARTNERSHIP

**Notes to the financial statements
For the year ended 31 March 2018**

Statement of Changes in Reserves

16a Endowment fund

	Balance as at 31 March 2017	Income	Expenditure	Gains/ (Losses) on Investments	Transfers	Balance as at 31 March 2018
	£	£	£	£	£	£
Cutler Trust	60,494			(1,615)	(1,521)	57,358

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	Balance as at 31 March 2017	Income	Expenditure	Gains/ (Losses) on Investments	Transfers	Balance as at 31 March 2018
	£	£	£	£	£	£
Cutler Trust	3,637	2,220	(3,000)	(82)	1,521	4,296
TeachWell grant	12,373	351	-	(280)	-	12,444
G Hollows	4,945	140	-	(112)	-	4,973
Kent NAHT	5,434	154	-	(123)	-	5,465
Scottish Teachers & Lecturers	5,991	170	(1,599)	(135)	-	4,427
NUT Development Workers Fund	5,881	167	-	(133)	-	5,915
Widows Fund	6,020	171	(400)	(136)	-	5,655
Alan Naylor legacy	24,944	707	(4,384)	(564)	-	20,703
CSiS Grant	10,735	304	(10,735)	(243)	-	61
Teacher Support Network Funds	2,814,777	79,810	(1,106,605)	(63,597)	-	1,724,385
Recourse Funds	1,346,197	38,170	(102,266)	(30,415)	-	1,251,686
	4,240,934	122,364	(1,228,989)	(95,820)	1,521	3,040,010

- (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) 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.
- (c) Teach Well grant was provided by NASUWT to undertake research and develop Teach Well tools
- (d) Winter appeal donations derive from a campaign to supplement our welfare grants programme
- (e) Wales WCVA project received a 3 year grant to promote and develop volunteering activities in Wales
- (f) G Hollows fund was created as a memorial to Graham Hollows to develop an online wellbeing tool
- (g) 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.
- (h) Scottish Teachers and Lecturers fund was created on the dissolution of Teacher Support Scotland to fund services in Scotland.
- (i) NUT Development Workers Fund is a grant provided by NUT to revive local operations and maintain the relationship with the NUT.
- (j) Widows Fund was provided by the widow of a former teacher to support young widows with children.
- (k) Alan Naylor legacy assists with residential care and housing support for our elderly beneficiaries
- (l) CSiS provided a grant to extend our welfare grants programme
- (m) Recourse funds transferred on merger to Education Support Partnership are restricted to the objects of Recourse.
- (n) Teacher Support Network funds transferred on its merger to Education Support Partnership are restricted to the objects of Teacher Support Network.

EDUCATION SUPPORT PARTNERSHIP

**Notes to the financial statements
For the year ended 31 March 2018**

Statement of Changes in Reserves (continued)

16c Unrestricted funds	Balance at 1 April 2017	Transfers	Net movement in funds excl transfers	Balance at 31 March 2018
Group	£	£	£	£
Unrestricted Funds:	2,664,219		160,149	2,824,368
Comprise of:				
Designated Fund				
Fixed Asset	1,235,309		(32,320)	1,202,989
Development Fund	140,125	1,000,000	(494,221)	645,904
Free Reserves	1,288,785	(1,000,000)	686,690	975,475
	<u>2,664,219</u>	<u>-</u>	<u>160,149</u>	<u>2,824,368</u>

(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. In 2016/17 the Board of Trustees set up a designated development fund of £390k towards 'investment' activities to grow the charity. At the end of 2016/17 the balance of this fund was £140k. For 17/18 the Board of Trustees designated a further £1m of free into a new development fund for the strategic development and growth of the charity. £494k was spent in 17/18 and the charity will be reviewing its investment requirements in 18/19 and any funds no longer required will be undesignated.

EDUCATION SUPPORT PARTNERSHIP

Notes to the financial statements

For the year ended 31 March 2018

17 Analysis of Group and Charity net assets between funds

2018	General fund £	Endowment fund	Restricted funds £	Designated funds	Total funds £
Tangible fixed assets	-	-	-	1,202,989	1,202,989
Investments	2,029,227	57,358	3,040,010	-	5,126,595
Current assets	110,913	-	-	645,904	756,817
Current liabilities	(750,035)	-	-	-	(750,035)
Long term liabilities	(414,630)	-	-	-	(414,630)
Net assets at 31 March 2018	975,475	57,358	3,040,010	1,848,893	5,921,736

Analysis of Group and Charity net assets between funds

2017	General fund £	Endowment fund	Restricted funds £	Designated funds	Total funds £
Tangible fixed assets	-	-	-	1,235,310.00	1,235,310
Investments	2,062,716	60,494	3,436,012	-	5,559,222
Current assets	380,402	-	804,922	140,125	1,325,449
Current liabilities	(677,915)	-	-	-	(677,915)
Long term liabilities	(476,419)	-	-	-	(476,419)
Net assets at 31 March 2017	1,288,784	60,494	4,240,934	1,375,435	6,965,647

Analysis of Charity net assets between funds

2018	General fund £	Endowment fund	Restricted funds £	Designated funds	Total funds £
Tangible fixed assets	-	-	-	1,202,989	1,202,989
Investments	2,029,329	57,358	3,040,010	-	5,126,697
Current assets	110,911	-	-	645,904	756,815
Current liabilities	(750,135)	-	-	-	(750,135)
Long term liabilities	(414,630)	-	-	-	(414,630)
Net assets at 31 March 2018	975,475	57,358	3,040,010	1,848,893	5,921,736

Analysis of Charity net assets between funds

2017	General fund £	Endowment fund	Restricted funds £	Designated funds	Total funds £
Tangible fixed assets	-	-	-	1,235,310.00	1,235,310
Investments	2,062,818	60,494	3,436,012	-	5,559,324
Current assets	380,358	-	804,922	140,125	1,325,405
Current liabilities	(690,744)	-	-	-	(690,744)
Long term liabilities	(476,419)	-	-	-	(476,419)
Net assets at 31 March 2017	1,278,013	60,494	4,240,934	1,375,435	6,952,876

EDUCATION SUPPORT PARTNERSHIP

**Notes to the financial statements
For the year ended 31 March 2018**

18 Operating lease commitments

At 31 March 2018 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

	Plant and Machinery	
	Mar 18	Mar 17
	£	£
Maturing within one year (equipment)	2,424	2,424
Maturing between one and five years (equipment)	1,212	3,636

EDUCATION SUPPORT PARTNERSHIP
Notes to the financial statements
For the year ended 31 March 2018

19 **Related party transactions**

There were no identified related party transactions in 17/18 FY
The total donations received from trustees in 17/18 FY amounted to £1,451

EDUCATION SUPPORT PARTNERSHIP
Notes to the financial statements
For the year ended 31 March 2018

20 Financial Instruments

	Mar 18	Mar 17
	£	£
Financial asset measured at fair value	422,500	422,500
Financial assets measured at amortised cost	471,329	923,052
Financial liabilities measured at amortised cost	718,582	654,155

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