

Education Support Partnership

# Trustees' Annual Report & Accounts

For the year ending 31 March 2021



The charity for everyone  
working in education

# About Education Support

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

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

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

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





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# Chair and CEO report

It has been an honour to work alongside teachers and all types of education staff over the past year. Their commitment, ingenuity and selflessness have kept the lights on in schools, colleges and universities across the country. This is not to deny that the Covid-19 pandemic has taken a great toll on the learning and development of children and young people. Much of that has been the result of long-standing inequalities in our society that have become so visible through the pandemic.

Across the sector, teachers, leaders and staff have done everything possible to keep learning alive. For millions of children and young people, the staff at their school, college or university have played a critical role in helping them feel safe and able to cope through difficult months of isolation and uncertainty. They have helped children to feel part of a wider school community and supported young people to do the best work they could in the circumstances.

The pandemic has brought mental health into sharp focus. This was a year in which we all recognised that wellbeing and mental health are central to our capability to overcome difficulty and loss, to perform well professionally and to enjoy the good things in our lives. Much of the stigma around mental ill health and poor wellbeing softened as we all experienced low points over the year.

Alongside other key workers, the education workforce has managed significant personal anxiety and challenges. Many continued to work at physical sites, supporting vulnerable children and young people and the families of key workers. Most educators, across all settings, managed a generational shift to online teaching in a matter of days. The workforce made extensive operational and cultural changes overnight. People solved problems and pulled together to make new technologies and routines work for students. They picked up social care and mental health issues in their



→ Teacher at Bristnall Hall Academy © Brian Benson

“  
**Children who don't have enough to eat are not well placed to learn. Better-resourced children get better-resourced outcomes. There's nothing new in that.**

communities and went to extraordinary lengths to ensure that families had enough food to get through the lockdown weeks. As we adapt to living alongside Covid-19, they continue to do all of this and more.

Through all this, we have seen the steely core that runs through the education profession: the absolute commitment to children and young people.

The arrival of the pandemic found Education Support part way through an organisational restructure, working to reshape and improve the organisation.



→ Staff at Bristnall Hall Academy © Brian Benson

We are proud to have maintained our core services with no disruption. We have dedicated our year to being a reliable and supportive presence for anyone in education who needs us, innovating to provide new services and to move established services online.

We have taken the mass migration to on-screen life as an opportunity to provide quality digital content, producing regular reminders of the importance of wellbeing and self-care during these difficult times. In addition, we have worked with Department for Education in England and with Welsh Government to deliver professional support to senior leaders and schools during the pandemic.

Alongside the support we provided to individuals, schools and colleges, we have continued to research the wellbeing

of education staff and use our insight to advocate for policy change. We are pleased to have contributed to the development of the *Education Staff Wellbeing Charter* recently published by DfE and to participate in the Mental Health in Education Action Group, jointly chaired by the Minister for Children and Families and the Universities Minister.

The value of our approach is clear to see. We have increased our reach across the education sector, supported higher numbers of beneficiaries, improved our organisational profile and developed and launched new services in a financially sustainable way. Importantly, we have strengthened our team and have established the capacity to develop our work significantly over the coming years.

We have all been changed by this year, although it can be hard to know how. Change brings opportunity, for which we have bold ambitions. We will continue to grow our capacity and reach so we can be there for the individuals and institutions who need us. We will highlight the issues and challenges that drive poor health among teachers and educators. We will also look for opportunities to amplify best practice and spread good news. And where the strain and pressure falls too heavily on individuals, we will continue to be here to listen, validate, reassure and support.

**Sean Hanson & Sinéad Mc Brearty**

“

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





# Strategic Review

During the first lockdown in 2020, we took the opportunity to review our strategy and to explicitly focus our work on the areas that we believe can best support teachers and education staff. Through our work, we have come to see that the wellbeing and mental health of education staff exists at the level of the individual, workplace and the wider education policy environment within which we work.

We can generate the greatest impact by providing a unique set of services and support that continues to evolve and address the sector's unmet needs. This ambition to innovate, and develop new forms of support, will underpin the next phase of the charity's development.

We know that our stakeholders value how we consider and engage each level of the education sector:

- Teachers — and all education staff - must be able to prioritise their own mental health and wellbeing. We provide practical tips and tools to encourage this.
- We provide guidance and resources so that schools and education institutions can prioritise the mental health of their staff.
- Our advocacy activity is underpinned by our belief that the Government must prioritise the mental health and wellbeing of teachers and education staff. This is essential if they are to support this generation of children and young people to recover from the consequences of the pandemic.

This approach enables us to support our beneficiaries directly as individuals, locally through their workplaces, and nationally by contributing to the policy agenda.

**Through the revision of our strategy, we established five new objectives that now shape our work. During 2020-21, we made greater than expected progress against them.**



# Our Objectives

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

We have pursued a content-led strategy to building awareness of our work over the past year. Pre-pandemic, we did not regularly develop content around mental health and wellbeing. During the first lockdown, we recognised that we need to package support in digestible formats that people can access in their own time.

As a result of this strategy, we experienced an **86 per cent annual increase in the number of web sessions** on our site (to over 760,000) and a 16 per cent increase in social media followers (to over 47,000).

Behind the scenes, we are halfway through a project to develop a new website. The functionality of our current site is poor and old-fashioned: the new site will enable us to better support those looking for help.

In addition, we have continued to build relationships with stakeholders across the sector, in particular with policymakers in England and Wales, education unions, and sector bodies in post-compulsory education.

→ Teacher and pupils at Drayton Park Primary © Simon Ellis

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

The wellbeing of teachers has become a more direct focus of policy over the past twelve months. We are actively contributing to the evidence base and vocally making the case for workforce wellbeing.

We continue to develop our relationships with policymakers. Our CEO was part of the drafting committee for the *DfE's Wellbeing Charter* and is part of the *Mental Health in Education Action Group*.

## Our research

has added to the evidence base this year, notably through our *2020 Teacher Wellbeing Index* and our September 2020 report, *Covid-19 and the Classroom: working in education during the coronavirus pandemic*.



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

During the year, we saw some decline in our long-standing core services. Grant applications dropped significantly after the introduction of furlough and the tenancy protection introduced by government during the pandemic. Calls to the helpline were slightly lower than the previous year. There are more helpline and text support services available now, so it may be that individuals are accessing support from a broader range of providers. In parallel, we saw great take up of our support services for school leaders and a new cohort of people accessing support through our new video and online content.



### Our year in numbers:



**9,570**

people were supported by our counselling helpline

3% ↓ on the previous year



**342**

support grants were awarded to applicants

↓ almost 25% on the previous year



**5,351**

staff helped via our Employee Assistance Programme (EAP)

2% ↓ on the previous year



**80,000+**

people working in schools and colleges are now supported by our EAP services

↑ 32% from the previous year



**277**

school leaders received telephone supervision or facilitated peer support through services developed and launched during 2020

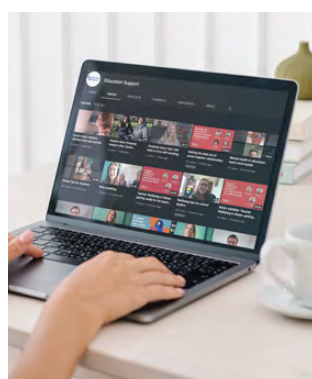


**8.5%**

of the English school workforce use our EAP services

## New wellbeing resources

Individuals and schools were supported with high-quality mental health and wellbeing resources.



**145,000**

people accessed our new schools-focused wellbeing video content (covering topics including anxiety and bereavement).

We launched

### Taking Care of Teachers

A mental health and wellbeing resource hub for education staff. Through this we have produced **more than 20 new resources** as well as signposting to resources and support provided elsewhere in the sector.







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

One of the most significant innovations for us this year was the establishment of a Programmes Directorate. We secured £400k in grant income from English and Welsh governments to deliver services in both countries.

### Over the past year we have:

- **Evolved our face-to-face peer support model** to make it work remotely. We have piloted the service through government-funded programmes in England and Wales and are now looking at how we can scale up the offer. The evaluation findings from the pilot were extremely positive, with participants reporting improved wellbeing as a result of the support.
- **Piloted a new individual supervision service** in England and Wales. Subject to funding, we will look to iterate and improve the service before testing it again.
- **Piloted a Wellbeing Advisor role in Wales.** Our workplace wellbeing advisor is supporting schools in a hands-on way and helping them to design and implement wellbeing strategies for their schools. This pilot will be evaluated over the summer.

We have also deepened our relationships within the Further and Higher Education sectors, putting in place the foundations to develop services for the FE sector over the coming year.

“

*We are very grateful to Education Support and the part you are playing during the pandemic.*

*Headteacher, Wales*





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

Income grew by:



Income grew by 8.5 per cent to £2.965 million (excluding income from investments), with a year-end surplus of £180k generated through higher than anticipated donations during the year.

57% through Fundraising



Fundraising comprised 57 per cent of our total income, with commercial services generating 30 per cent. Our new Programmes activity generated 10 per cent with a further 3 per cent coming from investment income.

Consonant sounds

f	l	m	n
h	ll	mm	nn

... because this is what he sees!

Timothy does what he knows he must - he shouts,

**"SHARK IN THE PARK!"**

till he's fit to rest!

Timothy Pope, Timothy Pope has one last look through his telescope.

The wind blows his scarf, the wind blows his hair, he's blown this way and that way.

but Tim doesn't care...



# 2020-21 Delivery Highlights

→ Teacher at Bristnall Hall Academy © Brian Benson



# Counselling services

## Our free and confidential 24/7 helpline

Our helpline is staffed by qualified counsellors. We offer immediate support, signposting, and counselling or coaching. The helpline is available to all current and former teachers and education staff.

**9,570** people helped (-3 per cent compared to last year)

**32** per cent of calls dealt with work-related stress

**741** people had ongoing counselling

**602** people were at risk of suicide when they called



## Employee Assistance Programme (EAP)

Our confidential EAP continues to help education staff manage their stresses, worries and anxieties.

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

**5,351** staff helped (-2 per cent compared to last year)

**26** per cent of callers were given ongoing counselling

**Over 80,000 people** working in schools are supported by an Education Support EAP (8.5 per cent of total English schools workforce)



# Financial grants

We provide financial support to current and former teachers and education staff.

## Financial problems may be caused by:

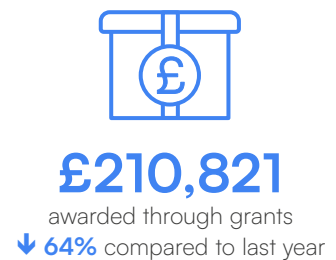
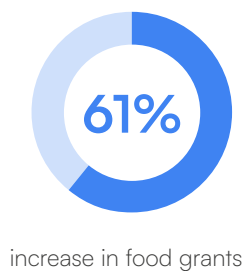
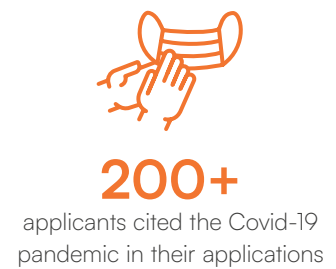
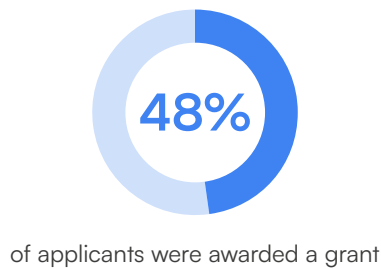
- > Unemployment
- > Ill-health
- > Sudden life events
- > Bereavement
- > Personal injury

## Our assistance covers:

- > Short-term financial emergencies
- > Essential but unaffordable items
- > Living costs
- > Help to stay in or get back to work



We improve the financial and emotional wellbeing of the people who receive our grants.



## Before receiving a support grant:

“My financial situation causes me to have severe anxiety, which affects my ability to conduct daily tasks. I struggle to perform normally at work.”



## After receiving a grant:

“I feel much better - I appreciate the help so much and I am forever grateful.”

“I worry daily about how we can cope. I am trying to home school my children, teach online classes and care for my shielding husband. In truth, it has never been harder than this for me, and worrying that house repossession could start at any moment is incredibly stressful.”



“The Education Support grant has given me the financial lifeline I needed. They have been extremely caring & helpful.”



# FEATURES RECALL

to ensure that you are providing a language based eventuality?

## Definition

list which contain multiple conjunction

comparison of like or (as)

petition at the clause and the another

comparative

comparative

## Financial Grants Impact



93% believe the grant had a positive impact on their financial circumstances



The reduced level of applications over the year reflect in some part the furlough scheme which was available and the speeding up of universal credit.

## BHA Literacy Marking Codes

Meaning
Spelling mistake
Missing/incorrect punctuation
Poor/dumsy expression
New paragraph
Full sentence should be used
Missing/incorrect use of capital letter
Grammatical error
Homophone error
I don't understand this -

# School Leader Wellbeing Pilot in England

The pandemic triggered a rapid change in school leaders' roles.

We are grateful to the Department for Education (DfE) for awarding us a grant to deliver our School Leader Wellbeing Pilot. It ran from July 2020 to March 2021.

The pilot consisted of two services:

1. Online facilitated peer support groups for school leaders
2. One-to-one telephone supervision for school leaders, delivered by BACP accredited counsellors



**225**

school leaders supported



**168**

received online facilitated peer support



**57**

received telephone supervision

## Participants Survey:



- > **100 per cent** agreed they felt more supported
- > **95 per cent** said they felt less anxious
- > **92 per cent** said they felt less stressed
- > **97 per cent** said they had more ideas about how to manage their school during the pandemic
- > **92 per cent** said they felt able to support other school leaders

➔ Staff at Bristnall Hall Academy © Brian Benson

**“**  
*I've gained improved self-confidence and self-esteem. Practical strategies for changing habits moving forward.*

Telephone supervision participant

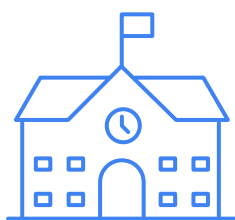
# School Wellbeing in Wales Programme



We are grateful to Welsh Government for funding a programme of mental health and wellbeing support to schools across Wales, from September 2020 — June 2021.

## The support consisted of six packages:

1. Online facilitated peer support groups for school leaders
2. One-to-one telephone supervision for school leaders, delivered by BACP accredited counsellors
3. A school wellbeing service: a dedicated wellbeing advisor works directly with schools providing tailored advice, support and resources
4. Taking Care of Teachers Mental Health and Wellbeing Hub — the first stop website for school staff mental health in Wales
5. An e-learning module to equip learners with the information and practical tools they need to practice personal reflection and to have a reflective conversation with a peer
6. An online webinar programme, which **reached 1,250 people**



74

schools engaged in the wellbeing service



24

school leaders engaged in peer support



7

school leaders engaged in supervision

## Programmes Impact:

This programme will continue to grow throughout 2021, and evaluation data will be available from September. In the meantime, feedback strongly indicates that we are making a positive impact.

**“The workshop was great;** the wellbeing tips will help me when I return to school after Christmas.”  
*Teacher, Wales*

**“I found the wellbeing session that you led for to be extremely helpful.** It gave me the space and time to think and gain a better perspective on the challenges I was facing.

It also gave me some excellent, practical strategies to help me manage my own wellbeing, enabling me to look out for the emotional needs of others.”  
*Headteacher, Wales*



# Increasing **our** reach



When the pandemic hit we knew that teachers and education staff would need access to digital information and resources to help them protect their mental health and wellbeing.

We dedicated our communications activity to reaching teachers and education staff with quality mental health content when and where they needed it most.



**764k**

visitors to the website  
an increase of 85%



**1,250**

people reached via our  
online events



**45k+**

followers across our  
social media profiles



**179**

pieces in national and  
sector media



**145,000**

people reached via **new** digital  
resources

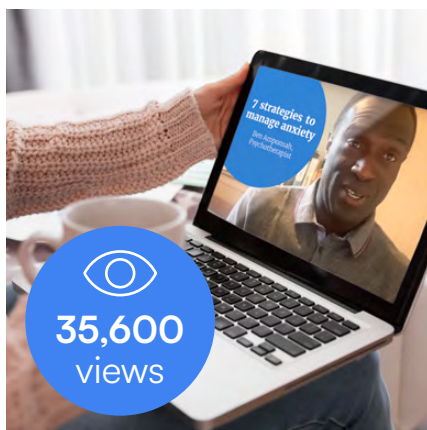


**3,500**

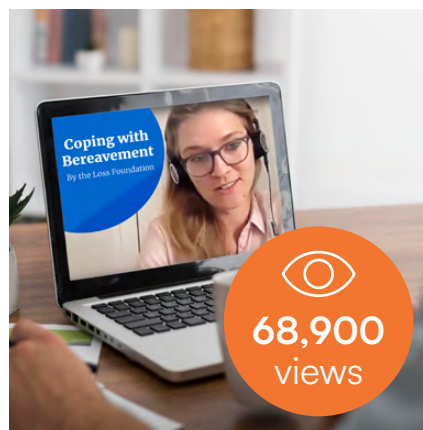
people were addressed by our  
CEO at other organisations' events

## New digital resources

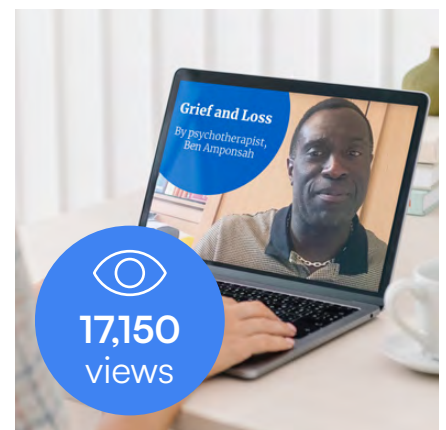
We launched 20 digital support resources in 2020-21. The following videos were extremely popular and we plan to build on our suite of digital resources in 2021-22:



**Seven Strategies to Manage Anxiety**  
By psychotherapist Ben Amponsah



**Coping with Bereavement**  
By The Loss Foundation



**Grief and Loss**  
By psychotherapist Ben Amponsah

# Our Research



➔ *Headteacher and pupils at Bristnall Hall Academy © Brian Benson*

# Covid-19 and the Classroom: working in education during the pandemic



We looked at the practical and emotional reality of teachers and education staff working in schools and colleges through the pandemic. You can read the full report [here](#).

## Research impact

Research was carried out at the height of the first lockdown, when schools were closed and many staff were working from home.

Due to the timing and content of the report, it received a huge amount of attention, including a significant interview with Sinéad McBrearty on BBC News.



### The good news:

People reported that they felt appreciated by important groups:

**81 per cent** felt appreciated by their colleagues

**72 per cent** felt appreciated by their Senior Management Team

**61 per cent** felt appreciated by parents

### The challenges:

**52 per cent** cited a decline in their mental health

**Getting pupils to complete their work** was the most challenging aspect for the 58 per cent who worked from home

**Maintaining social distancing** was the biggest challenge for the 32 per cent who remained in their usual place of work, and

**Uncertainty about the future** was the key concern of the 3 per cent who were furloughed

“

*The pandemic has crystallised issues which for a long time have impacted the working lives of teachers and education professionals.*

*Sinéad Mc Brearty, Chief Executive, Education Support*

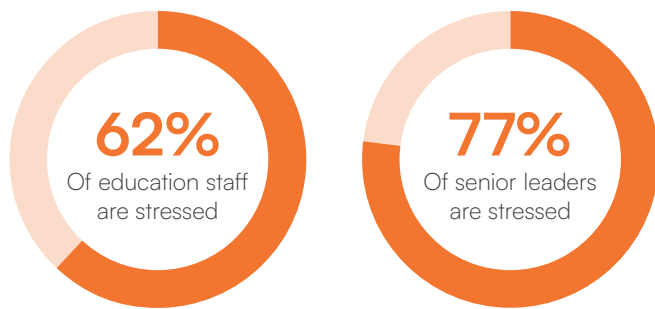
Feeling appreciated is an important contributor to work place wellbeing. We explored this topic in more depth in an online discussion which can be viewed [here](#).



# Teacher Wellbeing Index 2020

Our fourth **Teacher Wellbeing Index** provided a reliable annual snapshot of the mental health and wellbeing of teachers and education staff in UK.

Our key findings for the 2020 Index:



The overall wellbeing of teachers and education staff is consistently lower than that of the general population.

There are still barriers to reaching out for help, including stigma.



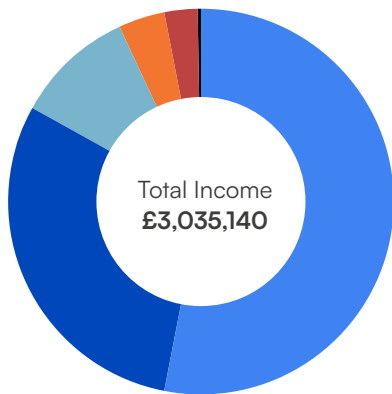
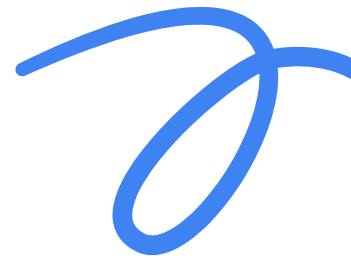
The full findings of the report and its recommendations can be read [here](#).



“ This year has shown us that we are operating at the limit of what is possible within the available resources.

Sinéad Mc Brearty, CEO, Education Support

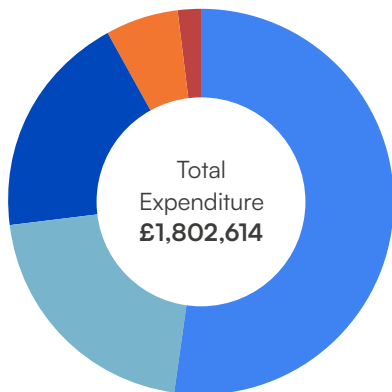
# How we raised and spent our money



## How we raised our money

During 2020-21 more than 25,000 individual supporters donated regularly, responded to appeals, or left us a gift in their Will. We are also fortunate to have the support of charitable foundations, government and corporate partners. We generate income from the workplace services that we provide to schools and colleges, as well as through returns from our investments. We couldn't do what we do without our supporters, partners and customers. **Thanks to them, we raised £3,035,140** in 2020-21.

<b>Donations and Legacies</b> <b>£1,612,227</b>	<b>Government programmes</b> <b>£301,857</b>	<b>Investment Income</b> <b>£85,415</b>
<b>Workplace Services</b> <b>£916,964</b>	<b>Trusts and Foundations</b> <b>£111,469</b>	<b>Corporate Donations</b> <b>£7,208</b>



## How we spent our money

**£1,802,614** was spent in total in the year on charitable services. The cost of raising funds was £1,038,448 (see page 34). Following this, the Surplus (excluding investment gains) was £179,703.

<b>Counselling and mental health advice services</b> <b>£942,952</b>	<b>Communications, policy and research</b> <b>£343,003</b>	<b>Training and organisational development</b> <b>£33,414</b>
<b>Financial support services</b> <b>£374,287</b>	<b>Information and online advice services</b> <b>£108,958</b>	



Teacher and pupils at Bristnall Hall Academy © Brian Benson

# Quality Assurance and Impact

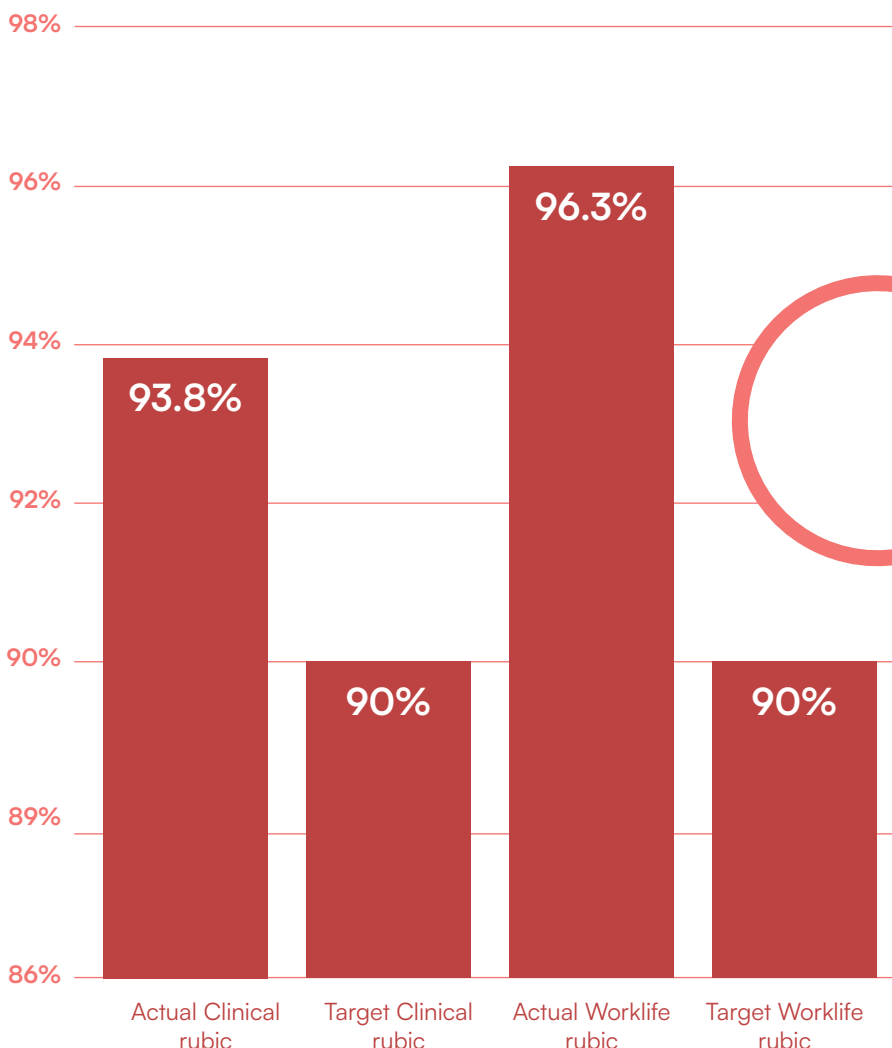
Education Support operates a bi-annual audit programme with an independent clinical assessor. The aim of the audit is to ensure the highest possible standards are upheld in our mental health services.

Auditors listen to calls and examine our processes to identify where improvements might be made. Each audit meeting operates to ISO 9001:2008 standards and monitors the performance of counsellors (based on clinical and non-clinical standards).

We also invite every service user to complete an online evaluation form.

## Independent Audit Results: February 2021

### Counselling Services Audit Score 2021



## Service User Feedback:

Percentage of helpline users who answered yes to the following statements:

**91%** of helpline users agreed that using our service helped them feel better equipped to deal with their problem or query.

↑ FROM 88% last year.



90% agreed that the service had a positive impact on their situation.

↑ FROM 85% last year.

**98%** agreed that we are empathetic and understanding




, I'm just

Promethan



# Legal and Administrative Information

 Pupils in class at Drayton Park Primary © Simon Ellis

The Trustees are pleased to present their report and accounts for Education Support and its subsidiaries (the group) for the year ended 31 March 2021.

## Constitution

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

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

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

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

## Governing document

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

## Trustees and Management

Board of Trustees who were in place during the financial year 2020 - 21

<b>Jeremy Reynolds</b>	Chair, Resigned 14 May 2020
<b>Edward Sallis</b>	
<b>Lynne Tweed</b>	Resigned 24 May 2021
<b>Harry James</b>	
<b>Christopher Day</b>	Vice Chair
<b>Rod Ruffle</b>	
<b>Sean Hanson</b>	Chair from 14 May 2020
<b>Emma Hollis</b>	
<b>Gareth Conyard</b>	
<b>Rachelle Headland</b>	
<b>Sridhar Athreya</b>	Honorary Treasurer

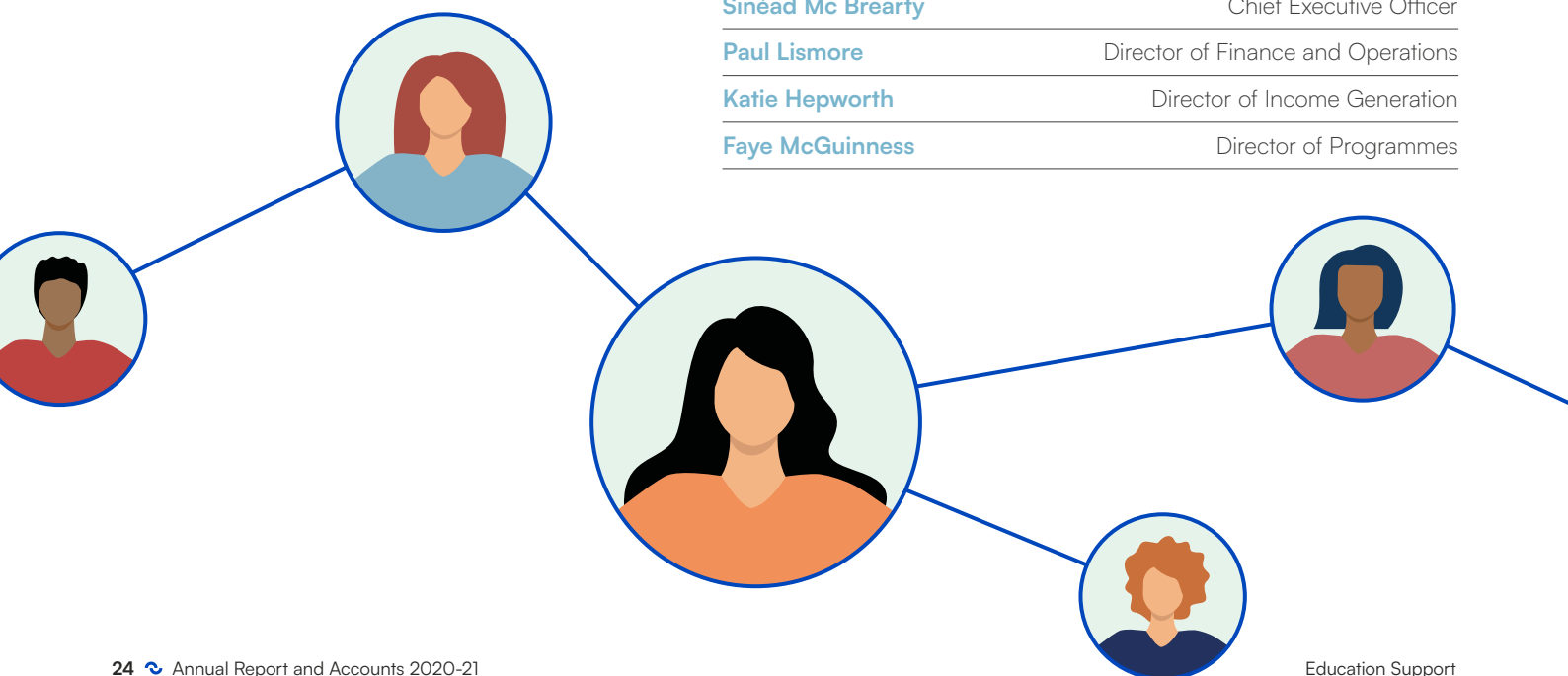
## Elected Officers of the Board

<b>Sean Hanson</b>	Trustee Board Chair
<b>Lynne Tweed</b>	Trustee Board Vice Chair
<b>Christopher Day</b>	Trustee Board Vice Chair
<b>Sridhar Athreya</b>	Honorary Treasurer
<b>Harry James</b>	Governance, Delivery & People Committee Chair

## Leadership team

During the financial year 2020-2021

<b>Sinéad Mc Brearty</b>	Chief Executive Officer
<b>Paul Lismore</b>	Director of Finance and Operations
<b>Katie Hepworth</b>	Director of Income Generation
<b>Faye McGuinness</b>	Director of Programmes





## 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 Ltd was held by TBF Holdings Limited, a subsidiary of Education Support Partnership. Its activities merged with Education Support Partnership on 1 April 2016.

## Professional Advisors

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

**Auditor:** Moore Kingston Smith, Devonshire House, 60 Goswell Road, London, EC1M 7AD

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

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

**Investment Manage:** Quilter Cheviot, One Kingsway, London, WC2B 6AN

**Education Support's registered office:**  
Education Support, 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

### Mission

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

### How we deliver public benefit

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

### Summary of our principal activities

See pages 11-22.

### Volunteers

Education Support did not run a volunteer programme in 2020-2021.

## Structure, Governance and Management

### Governance structure

#### The Board of Trustees

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

#### Governance Review

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

As well as the Board of Trustees there are two sub-committees:

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

#### Trustee selection methods

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

#### Remuneration policy

Staff salaries are agreed when the Board signs off the budget for the year.

#### How we make decisions

The Board of Trustees meets on a quarterly basis to review progress against key objectives.

The Board of Trustees makes all strategic decisions and delegates responsibility for the operational management and leadership of the charity to the Chief Executive (under the terms of the CEO delegated authority) who is supported by the Leadership Team.

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

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

#### Induction and Training

A new induction process was implemented in 2019 and five new trustees took part. Feedback on the process was positive. Trustees have developed a training matrix and we use this to identify any specific needs/gaps. We aim to fill these gaps with training and guidance where necessary. We will review the induction pack as part of the recruitment of new trustees in 2021-22.

#### Fundraising Review

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

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

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

There were no complaints registered relating to fundraising activities in 2020-21.

#### Investment policy

Quilter Cheviot acts as Investment Manager to Education Support. The investment objective is to invest holdings on a long-term basis to achieve capital appreciation and minimum income of 3 per cent 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. To support the trustees in decision-making we employed an independent Investment Advisor (Ethical Investments) at the end of 2018-19. Due to the disruption and uncertainty in the last year additional work in this area has been put back.

The investment portfolio gained £380k of its overall value during the financial year. The balanced approach adopted by Quilter Cheviot has benefited the charity by outperforming benchmarked indices such as *FTSE All Share*.

Due to improved financial performance there was no need to draw down any funds from the portfolio in 2020-21.

Since March 2020, markets have improved and the market value of the investments at 31 March 2021 is £3 million compared to £2.7 million as at 31 March 2020.

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.



→ Teacher at Drayton Park Primary © Simon Ellis

## Financial Review

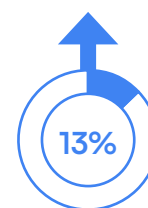
2020-21 began with a large amount of uncertainty due to the Covid-19 pandemic and we revised our financial targets in light of what we knew at the time and looked to manage the risks our income faced.

We revised income targets and looked to our supporters for donations as well restructuring our commercial team. We also managed to secure additional grant funding from DfE and the Welsh Government for projects to support those in need.

The response from supporters, the refocusing of our commercial team and the additional grant funding meant we had a positive year financially. This also reflected our commitment to manage costs effectively.

Total incoming resources for the year were £3.035 million (2019-20: £2.715 million) and total expenditure was £2.855 million, (2019-20: £2.997 million) giving an operating surplus of £180k (2019-20: deficit £262k) before gains/losses on investments. Education Support in 2020-21 generated a net surplus of £657k (2019-20: Deficit of £520k). The surplus this year shows good progress in our aim to make the organisation more financially stable.

**Overall, income (excluding that from investments) was 13 per cent higher this year at £2.950 million.**



In the 2020-21 financial year our voluntary income was £1.731 million, up £278k (19 per cent) - on 2019-20, mainly due to an increase in legacy income and individual donations. Our Christmas appeal and Covid-19 pandemic appeal combined raised £104k. Voluntary income made up 57 per cent of our total income. In 2021-22 we will continue to monitor and manage potential volatility in our voluntary income as we come out of the pandemic. We will continue our long-term strategy to diversify voluntary income sources.

Despite this being a very challenging year for our commercial team, income generated from paid-for services was £917k (2019-20: £1.118 million) and has finished the year strongly following the restructure. We hope to continue the strong performance into 2021-22.

In 2020-21 Education Support was approached by the English and Welsh governments to deliver new services

to support education staff during the pandemic. Income in this area was £302k and additional funding is already secured for 2021-22.

Education Support continues its focus on improving cost efficiency. Total resources expended by Education Support for the year amounted to £2.855 million, a reduction of £122k on 2019-20 (£2.977 million).

## Reserves Policy

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

- The reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future;
- Reserves are maintained at a level which ensures that Education Support's core activity can continue during a period of unforeseen difficulty;
- A proportion of reserves is maintained in readily realisable form.

The policy states that free reserves should be maintained at a level which is at least equivalent to six months' operational expenditure, having regard to its future business plan and likely funding streams. Based on the organisation's budget for 2021-22 this equates to £1.553 million. At 31 March 2021, the value of free reserves is £2.578 million.

Unrestricted reserves of the Group at 31 March 2021 are £4.356 million, which include fixed assets and designated funds of £1.778 million.

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

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

## Free Reserves

It is recognised that the level of free reserves at 31 March 2021 is in excess of our policy minimum, however trustees recognised that the level of uncertainty around both voluntary and commercial income, the uncertainties that will remain throughout this year and beyond, and the increased levels of need for our services, require us to be able to react positively in the coming years.

## Designated funds

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

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

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

## Risks and Uncertainties

### Purpose and scope of the risk management policy

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

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

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

3. To minimise the risk that new initiatives adversely affect existing services;

4. To accept a higher level of uncertainty, if appropriate, when taking advantage of new opportunities.

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

Within Education Support, risks are categorised as follows:

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

The most significant strategic risks are:

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

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



## Third party operational risk management

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

We continue to operate a robust quarterly audit program with our clinical auditor at our service centre in Ealing. You can read more about our audit process on page 22.

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

### Pension Liability

The charity participates in a multi-employer scheme, which provides benefits to some 950 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 2017. This actuarial valuation showed assets of £795 million, liabilities of £926 million and a deficit of £132 million. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid to the scheme as follows:

- In 2020-21 the charity contributed £73k as part of its obligations to fund this pension deficit. As at March 2021, the charity's liability for this deficit is £297k.
- This pension scheme is now closed to employees. The charity currently offers a Defined Contribution scheme to employees. The charity introduced auto-enrolment during 2017-18.

### Statement of Trustees' Responsibilities

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

Company and charity law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the group, the incoming resources and application of resources, including its income and expenditure, for the period. In preparing, those financial statements the trustees are required to:

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

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

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

information included in annual reports may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

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

### Going Concern

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

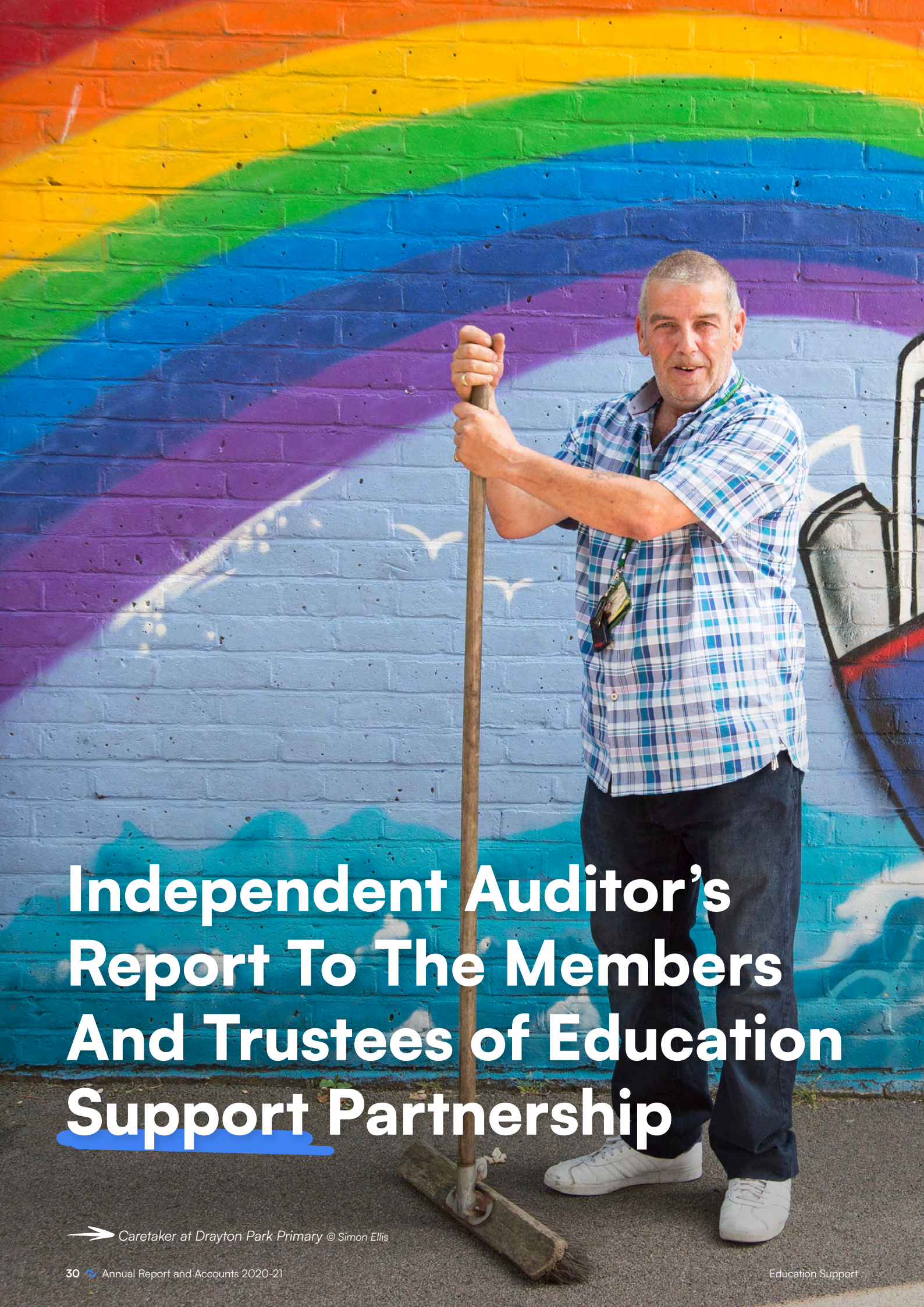
### Small Company Provisions

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

Approved by the Board of Trustees on: 07-09-2021 and signed on their behalf by:



Sean Hanson (Chair)



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

→ Caretaker at Drayton Park Primary © Simon Ellis

## Our Opinion

We have audited the financial statements of Education Support Partnership (the 'company') for the year ended 31 March 2021 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 Republic of 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 2021 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 our 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 the 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## 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, 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

## Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.



Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements through discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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.
- 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.

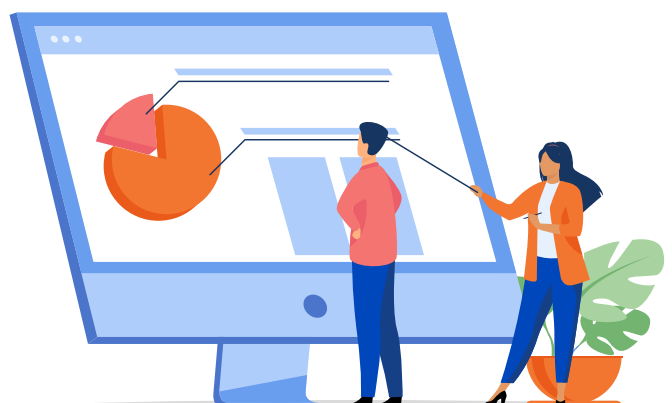
*Moore Kingston Smith LLP*

09-09-2021

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

Devonshire House, 60 Goswell Road, London, EC1M 7AD

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



## Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2021

	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total Year to 31 March 2021 (£)	Total Year to 31 March 2020 (£)
<b>Income (Notes)</b>					
Donations and legacies	1,619,435	-	-	<b>1,619,435</b>	1,421,608
Trusts and foundations	111,469	-	-	<b>111,469</b>	31,000
Government programmes	-	301,857	-	<b>301,857</b>	-
Paid for services	916,964	-	-	<b>916,964</b>	1,118,495
Policy and research	-	-	-	-	31,953
Investment income (6)	66,578	17,704	1,133	<b>85,415</b>	111,760
<b>Total Income</b>	<b>2,714,446</b>	<b>319,561</b>	<b>1,133</b>	<b>3,035,140</b>	<b>2,714,816</b>
<b>Expenditure</b>					
<b>Raising Funds</b>					
Cost of generating voluntary income (5)	494,429	-	-	<b>494,429</b>	427,491
Paid for services (5)	518,342	-	-	<b>518,342</b>	661,707
Investment management costs	25,677	-	-	<b>25,677</b>	32,606
	1,038,448	-	-	<b>1,038,448</b>	1,121,804
<b>Charitable expenditure</b>					
Counselling and mental health advice service (5)	602,629	340,323	-	<b>942,952</b>	558,034
Financial support services (5)	329,740	44,547	-	<b>374,287</b>	502,479
Communications, policy and research (5)	322,423	20,580	-	<b>343,003</b>	343,480
Information and online services (5)	102,421	6,537	-	<b>108,958</b>	136,134
Training and organisational development (5)	31,409	2,005	-	<b>33,414</b>	176,186
Strategy development (5a)	14,375	-	-	<b>14,375</b>	138,733
	1,402,997	413,992	-	<b>1,816,989</b>	1,855,046
<b>Total Expenditure</b>	<b>2,441,445</b>	<b>413,992</b>	-	<b>2,855,437</b>	<b>2,976,850</b>
<b>Net Income/ (Expenditure)</b>	273,001	(94,431)	1,133	<b>179,703</b>	(262,034)
Realised gains/(losses) on investments (11)	52,924	14,073	901	<b>67,898</b>	173,570
Unrealised gains/(losses) on investments (11)	243,205	64,672	4,140	<b>312,017</b>	(432,027)
Unrealised gains/(losses) on investment property (11)	97,500	-	-	<b>97,500</b>	-
Transfers between funds	-	1,133	(1,133)	-	-
<b>Net gains/(losses) on investments</b>	393,629	79,878	3,908	477,415	(258,457)
	<b>666,630</b>	<b>(14,553)</b>	<b>5,041</b>	<b>657,118</b>	<b>(520,491)</b>
<b>Net income/(expenditure) for the year</b>	666,630	(14,553)	5,041	<b>657,118</b>	(520,491)
Transfers between funds	-	0	-	-	-
<b>Net movement in funds</b>	666,630	(14,553)	5,041	<b>657,118</b>	(520,491)
Funds at 1 April 2020 (16)	3,689,368	868,713	55,617	<b>4,613,698</b>	5,134,189
<b>Funds at 31 March 2021 (17)</b>	<b>4,355,998</b>	<b>854,160</b>	<b>60,658</b>	<b>5,270,816</b>	<b>4,613,698</b>

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

Balance sheets as at 31 March 2021  
Company registration number: 9311354

	at 31 March 2021 Group (£)	at 31 March 2021 Charity (£)	at 31 March 2020 Group (£)	at 31 March 2020 Charity (£)
<b>Fixed assets (Notes)</b>				
Tangible fixed assets (10)	1,136,219	1,136,219	1,149,849	1,149,849
Intangible fixed Assets (10)	-	-	-	-
Investments (11)	3,542,888	3,542,990	3,096,716	3,096,818
	<u>4,679,107</u>	<u>4,679,209</u>	<u>4,246,565</u>	<u>4,246,667</u>
<b>Current assets</b>				
Debtors (12)	291,232	291,230	466,443	466,441
Cash at bank and in hand	1,443,965	1,443,965	927,169	927,169
	<u>1,735,197</u>	<u>1,735,195</u>	<u>1,393,612</u>	<u>1,393,610</u>
<b>Creditors: amounts falling due within one year (13)</b>	(921,244)	(921,344)	(747,463)	(747,563)
Net current assets	<u>813,953</u>	<u>813,851</u>	<u>646,149</u>	<u>646,047</u>
Pension provision (14)	(222,244)	(222,244)	(279,016)	(279,016)
<b>Net assets</b>	<u>5,270,816</u>	<u>5,270,816</u>	<u>4,613,698</u>	<u>4,613,698</u>
<b>Funds</b>				
Endowment (16a)	60,658	60,658	55,617	55,617
Restricted (16b)	854,160	854,160	868,713	868,713
Unrestricted:				
General Fund (16c)	4,355,998	4,355,998	3,689,368	3,689,368
	<u>4,355,998</u>	<u>4,355,998</u>	<u>3,689,368</u>	<u>3,689,368</u>
<b>Funds at 31 March 2021 (17)</b>	<u>5,270,816</u>	<u>5,270,816</u>	<u>4,613,698</u>	<u>4,613,698</u>

As permitted by s408 Companies Act 2006, the company has not presented its own income and expenditure statement and related notes. The company's surplus for the year was £657,118 (19/20 FY: loss £520,491)

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 07-09-2021 and signed on their behalf by:



Sean Hanson

## Consolidated Cash Flow Statement for Year Ended 31 March 2021

	Year to 31 March 2021 (£)	Year to 31 March 2020 (£)
<b>Reconciliation of net income/(expenditure) to net cash flow from operating activities</b>		
Net income/(expenditure) for the year as per the statement of financial activities	657,118	(520,491)
Adjustments for		
Depreciation and amortisation charges	13,630	16,556
Loss/(gain) on investments	(477,415)	258,457
Dividends, interest and rents from investments	(85,415)	(111,760)
(Increase)/decrease in debtors	175,211	(53,593)
Increase/(decrease) in creditors	117,009	(167,141)
Net cash provided by operating activities	<u>400,138</u>	<u>(577,972)</u>
Net cash flow provided by operating activities	400,138	(577,972)
<b>Cash flows from investing activities</b>		
Dividends, interest and rent from investments	85,415	111,760
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	-	-
Proceeds from sale of investments	435,542	994,880
Purchase of investments	(387,162)	(121,630)
Net cash provided by investing activities	<u>133,795</u>	<u>985,010</u>
Change in cash and cash equivalents in the reporting period	533,933	407,038
Cash and cash equivalents at the beginning of the reporting period	<u>953,574</u>	<u>546,536</u>
Cash and cash equivalents at the end of the reporting period	<u>1,487,507</u>	<u>953,574</u>
<b>Analysis of cash and cash equivalents</b>		
	<b>£</b>	<b>£</b>
Cash at bank and in hand	1,443,965	927,169
Cash held by broker	<u>43,542</u>	<u>26,405</u>
<b>Total cash and cash equivalents</b>	<b><u>1,487,507</u></b>	<b><u>953,574</u></b>

# Notes to the financial statements for the year ended 31 March 2021

## 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

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

## 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.

- Trusts and foundation grants are recognised when entitlement to the grant is confirmed.
- Paid for services income is recognised when the services are delivered.
- Investment income is included in the Statement of Financial Activities in the year in which it is receivable.

### (ii) Tangible assets

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

Computer equipment — 3 years

Furniture and fittings — 5 years

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

### (iii) Intangible assets

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

Software — 3 years

### (iv) Impairment of assets

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

### (v) Investments

Listed investments are included in the financial statements at bid value at the balance sheet date. Gains/losses on

## Notes to the financial statements for the year ended 31 March 2021

disposal of investments and revaluation of investments are recognised in the year of gain or loss and are allocated to the funds to which the investments relate. Investments in subsidiaries are included in the financial statements at cost.

### (vi) Debtors

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

### (vii) Creditors

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

### (viii) Leases

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

### (ix) Taxation

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

### (x) Turnover

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

### (xi) Expenditure allocation

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

### (xii) Employee benefits

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

### (xiii) Pensions

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

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

### (xiv) Funds

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

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

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

### (xv) Support Costs

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

## 4. Significant judgements and estimates

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

- Legacy income is based on proof of entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.
- Investment Property is valued at open market value at the reporting date, less an adjustment to reflect the discount that would be applied to the sale value on the basis of an incumbent tenant.

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

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

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

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

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

## 5. Expenditure for the year to 31 March 2020

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2020 (£)
Counselling and mental health advice service	-	30,703	518,565	8,766	558,034
Financial support	312,300	103,423	-	86,756	502,479
Communications, policy and research	-	135,228	116,661	91,591	343,480
Information and on-line services	-	59,443	-	76,691	136,134
Training and organisational development	-	-	176,186	-	176,186
Paid-for services	-	398,067	25,907	237,733	661,707
Cost of generating voluntary income	-	234,970	53,395	139,126	427,491
<b>Total</b>	<b>312,300</b>	<b>961,834</b>	<b>890,714</b>	<b>640,663</b>	<b>2,805,511</b>

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

Counselling and mental health advice services represent the costs of delivering Employee Assistance Programme, Free Helpline and Occupational Health Services. In addition we also deliver a range of services including online peer to peer support and telephone supervision through grants from English and Welsh governments. Financial Support costs relate to grants awarded to help people with financial emergencies and the burden of short term debt, to pay for essential unaffordable items and to help them stay in or get back to work. All grants are paid to individuals.

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

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

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

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

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

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

### Support costs include:

	Support Costs March 2021 (£)	Support Costs March 2020 (£)
Office administration costs	80,946	122,096
Building administration costs	54,636	71,869
Organisational management	97,746	126,004
Human resources costs	110,550	67,289
Finance costs	66,696	75,892
Professional fees	4,304	12,783
Marketing and communications costs	1,732	34,064
IT costs	67,951	69,210
Governance costs	58,054	61,456
<b>Total overheads</b>	<b>542,615</b>	<b>640,663</b>

The decrease in office and building administration costs is mainly due to reduced office use during the year and reduction in office administration staff costs.

The decrease in Organisational management costs reflects the results of Senior Leadership reorganisation in 18/19 FY, which continued to 20/21 FY.

The increase in Human resources costs in the current year is due to recruitment costs incurred during the year.

The decrease in Finance costs in the current year is a result of lower investment management costs in the year.

Professional fees costs decline reflects less use of external professional advice during the year.

The decrease in marketing and communication costs is due to more costs being allocated directly to Communications, policy and research direct costs above.

### 5a. Strategy Development

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

The main components of strategic development are:

	£
Premises Review	5,828
Covid Response	3,087
Website Development	5,460
<b>Total</b>	<b>14,375</b>

### 5b. Governance Costs

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

	March 2021 (£)	March 2020 (£)
Financial audit fees	19,543	20,364
Grants audit fees	8,000	-
Governance travel and subsistence	606	6,504
Governance meetings	-	48
Apportionment of staff costs	29,905	33,280
Professional and legal costs	-	1,260
<b>Total</b>	<b>58,054</b>	<b>61,456</b>

## 6. Investment Income

	General Funds (£)	Restricted Funds (£)	Year to March 2021 Total (£)	General Funds (£)	Restricted Funds (£)	Year to March 2020 Total (£)
Income from listed investments	66,008	18,837	84,845	65,440	44,587	110,027
Bank interest receivable	570	-	570	1,733	-	1,733
<b>Total</b>	<b>66,578</b>	<b>18,837</b>	<b>85,415</b>	<b>67,173</b>	<b>44,587</b>	<b>111,760</b>



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

	Year to March 2021 (£)	Year to March 2020 (£)
Depreciation	13,630	16,556
Auditor's remuneration: Audit fees (excluding VAT)	17,200	16,850

**8. Employee information****Employee Costs**

	Year to March 2021 (£)	Year to March 2020 (£)
Wages and salaries	1,111,767	1,098,332
Social security costs	118,314	116,123
Pension costs	113,135	110,607
Redundancy payments within year	20,982	7,077
	<b>1,364,198</b>	<b>1,332,139</b>

Redundancy payments in 20/21 FY relate to 3 staff members

**The average number of employees during the period was:**

	Year to March 2021	Year to March 2020
Fundraising	4	4
Paid-for services	5	8
Financial support	2	2
Information and on-line services	2	1
Counselling and mental health services	1	-
Communications, policy and research	4	3
Administration	8	9
<b>Total</b>	<b>26</b>	<b>27</b>

Key management personnel aggregate pay (including NI and pension)

During the year key management personnel comprised of:

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

**Employee information**

The number of employees earning in excess of £60,000 per annum (including taxable benefits and pension contributions) was:

	Year to March 2021	Year to March 2020
Over £100,000	1	1
£90,001 to £100,000	1	1
£80,000 to £90,000	1	-
£70,000 to £80,000	1	1

**9. Trustees**

Trustees provide their services without remuneration.

Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accommodation and subsistence

Number of trustees claiming expenses during the year

	Year to March 2021 (£)	Year to March 2020 (£)
Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accommodation and subsistence	126	5,979
Number of trustees claiming expenses during the year	1	8

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

Group & Charity	TFA - Leasehold property inc. refurbishment (£)	TFA - Furniture, equipment fixtures and fittings (£)	TFA - Total (£)	IFA - Software (£)
<b>Cost</b>				
At 1 April 2020	1,314,276	195,693	1,509,969	65,236
Additions	-	-	-	-
Disposals	-	-	-	-
<b>At 31 March 2021</b>	<b>1,314,276</b>	<b>195,693</b>	<b>1,509,969</b>	<b>65,236</b>
<b>Accumulated depreciation</b>				
At 1 April 2020	164,427	195,693	360,120	65,236
Charge for the year	13,630	-	13,630	-
Disposals	-	-	-	-
<b>At 31 March 2021</b>	<b>178,057</b>	<b>195,693</b>	<b>373,750</b>	<b>65,236</b>
<b>Net book value</b>				
At 31 March 2021	1,136,219	-	1,136,219	-
At 31 March 2020	1,149,849	-	1,149,849	-

**11. Fixed asset investments**

Summary	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
Listed investments (a)	3,022,888	3,022,888	2,674,216	2,674,216
Unlisted investment (b)	-	102	-	102
Investment Property (c)	520,000	520,000	422,500	422,500
	<b>3,542,888</b>	<b>3,542,990</b>	<b>3,096,716</b>	<b>3,096,818</b>

**(a) Listed Investments Group & Charity**

	Unrestricted				Total	
	Fixed Interest (£)	Equities (£)	Overseas Equities (£)	Alternative Investments (£)	Year to March 2021 (£)	Year to March 2020 (£)
At 1 April 2020	693,779	742,007	655,229	556,792	2,647,807	3,779,514
Additions	57,040	58,566	213,233	58,323	387,162	121,630
Disposals	-	(58,186)	(262,931)	(114,425)	(435,542)	(994,880)
Realised gain/(loss)	-	67,898	-	-	67,898	173,570
Unrealised gain/(loss)	(4,492)	51,148	269,384	(4,023)	312,017	(432,027)
	<b>746,327</b>	<b>861,433</b>	<b>874,915</b>	<b>496,667</b>	<b>2,979,342</b>	<b>2,647,807</b>
Cash held by broker					43,546	26,409
<b>At 31 March 2021</b>	<b>746,327</b>	<b>861,433</b>	<b>874,915</b>	<b>496,667</b>	<b>3,022,888</b>	<b>2,674,216</b>
<b>Historical cost</b>					<b>2,667,058</b>	<b>2,647,539</b>

## 11. Fixed asset investments (continued)

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

	% of total	Market Value (£)
United Kingdom (Government of) 4.25% Gilt Snr Bds	7.08	211,790
JPMorgan American Investment Trust	9.22	278,760

### (b) Unlisted investments

	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
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
	<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. TBF Holdings Limited was dormant during the year and the previous period.

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

### (c) Investment Property

	at 31 March 2021 (£)	at 31 March 2020 (£)
Market value at 1st April 2020	422,500	422,500
Unrealised gain on valuation	97,500	-
Market value at 31st March 2021	<u>520,000</u>	<u>422,500</u>

In 20/21 FY we have commissioned independent valuation survey to value the investment property. Based on the report, the market value of the freehold property as at 24 May 2021 is £520,000.

In light of the valuation, we have adjusted the accounts for 20/21 FY.

This valuation reflects the current condition of the property, which is assumed to be poor. It also takes in to account the Life Tenancy and an adjustment has been made of -9%.

## 12. Debtors

	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
Trade debtors	119,525	119,525	142,480	142,480
Prepayments and accrued income	84,209	84,209	186,873	186,873
Legacy debtors	13,467	13,467	37,304	37,304
Other debtors	43,580	43,578	69,785	69,783
Welfare loans	30,451	30,451	30,001	30,001
	<u>291,232</u>	<u>291,230</u>	<u>466,443</u>	<u>466,441</u>

Legacy debtors relates to legacy income which was awarded before 31 March 2021 and had been accrued as required by FRS 102.

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

	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
Amount due to subsidiary undertakings	-	100	-	100
Trade creditors	179,837	179,837	99,514	99,514
Taxation and social security costs	45,755	45,755	59,580	59,580
Pensions including pension fund deficit contribution plan	91,791	91,791	88,236	88,236
Accruals and deferred income including holiday pay	594,035	594,035	493,459	493,459
Other creditors	9,826	9,826	6,674	6,674
	<u>921,244</u>	<u>921,344</u>	<u>747,463</u>	<u>747,563</u>

## 13a. Deferred Income

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

	March 21 (£)	March 20 (£)
Deferred Income b/f	412,409	381,628
Released in year	6,072,954	(4,639,769)
Deferred to next year	(6,007,595)	4,670,550
Deferred income c/f	<u>477,768</u>	<u>412,409</u>

## 14. Pension Provision

	March 21 Group (£)	March 21 Charity (£)	March 20 Group (£)	March 20 Charity (£)
Pensions including pension fund deficit contribution plan	222,244	222,244	279,016	279,016
	<u>222,244</u>	<u>222,244</u>	<u>279,016</u>	<u>279,016</u>

## 15. Pension Scheme

The company participates in a multi-employer scheme which provides benefits to some 950 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 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

### Deficit contributions

From 1 April 2019 to 31 January 2025:  
£11,243,000 per annum  
(payable monthly and increasing by 3% each on 1st April)

### Present values of provision

Present value of provision

### Reconciliation of opening and closing provisions

Provision at start of period  
Unwinding of the discount factor (interest expense)  
Deficit contribution paid  
Remeasurements - impact of any change in assumptions  
Remeasurements - amendments to the contribution

### Provision at end of period

### Reconciliation of opening and closing provisions

Interest expense  
Remeasurements — impact of any change in assumptions  
Remeasurements — amendments to the contribution  
Contributions paid in respect of future service\*  
Costs recognised in income and expenditure account

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

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustees have 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)

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.

	31 March 2021 (£)	31 March 2020 (£)	31 March 2019 (£)
Present value of provision	297,060	351,976	426,978

	Period Ending 31 March 21 (£)	Period Ending 31 March 20 (£)
Provision at start of period	351,976	426,978
Unwinding of the discount factor (interest expense)	7,909	5,402
Deficit contribution paid	(72,984)	(70,858)
Remeasurements - impact of any change in assumptions	10,159	(9,546)
Remeasurements - amendments to the contribution	-	-
<b>Provision at end of period</b>	<b>297,060</b>	<b>351,976</b>

	Period Ending 31 March 21 (£)	Period Ending 31 March 20 (£)
Interest expense	7,909	5,402
Remeasurements — impact of any change in assumptions	10,159	(9,546)
Remeasurements — amendments to the contribution	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

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

**15. Pension Scheme (continued)****Assumptions**

	31 March 2021 % per annum	31 March 2020 % per annum	31 March 2019 % per annum
Rate of discount	0.66	2.53	1.39

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 2021 (£)	31 March 2020 (£)	31 March 2019 (£)
Year 1	75,174	72,984	70,858
Year 2	77,429	75,174	72,984
Year 3	79,752	77,429	75,174
Year 4	68,453	79,752	77,429
Year 5	-	68,453	79,752
Year 6	-	-	68,453
Year 7	-	-	-
Year 8	-	-	-
Year 9	-	-	-
Year 10	-	-	-

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

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

**Statement of Changes in Reserves****16a. Endowment fund**

	Balance as at March 2020 (£)	Income (£)	Expenditure (£)	Gains/(loses) on Investments (£)	Transfers (£)	Balance as at March 2021 (£)
Cutler Trust	55,617	1,133		5,041	(1,133)	60,658

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

## 16b. Restricted funds for the year to 31 March 2021

	Balance as at March 2020 (£)	Income (£)	Expenditure (£)	Gains/(loses) on Investments (£)	Transfers (£)	Balance as at March 2021 (£)
DFE programme	-	95,000	(95,000)	-	-	-
Welsh Government programme	-	206,857	(206,857)	-	-	-
Cutler Trust	4,314	88	(4,314)	391	1,133	1,612
Teach Well grant	12,910	263	-	1,170	-	14,343
G Hollows	5,159	105	-	468	-	5,732
Kent NAHT	4,364	89	-	396	-	4,849
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	6,136	125	-	556	-	6,817
Widows Fund	5,213	106	-	473	-	5,792
Alan Naylor legacy	7,107	145	-	644	-	7,896
CSIS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
Recourse Funds	823,506	16,783	(107,821)	74,647	-	807,115
	<u>868,713</u>	<u>319,561</u>	<u>(413,992)</u>	<u>78,745</u>	<u>1,133</u>	<u>854,160</u>

## Restricted funds for the year to 31 March 2020

	Balance as at March 2020 (£)	Income (£)	Expenditure (£)	Gains/(loses) on Investments (£)	Transfers (£)	Balance as at March 2021 (£)
Cutler Trust	4,616	1,878	(1,868)	(312)	-	4,314
Teach Well grant	13,425	392	-	(907)	-	12,910
G Hollows	5,365	157	-	(363)	-	5,159
Kent NAHT	5,896	172	(1,306)	(398)	-	4,364
Scottish Teachers & Lecturers	2,744	80	(2,639)	(185)	-	-
NUT Development Workers Fund	6,381	186	-	(431)	-	6,136
Widows Fund	5,421	158	-	(366)	-	5,213
Alan Naylor legacy	7,244	212	141	(490)	-	7,107
CSIS Grant	4	-	-	-	-	4
Teacher Support Network Funds	296,362	8,661	(1,232,974)	(20,029)	947,980	-
Recourse Funds	1,118,654	32,691	(252,238)	(75,601)	-	823,506
	<u>1,466,112</u>	<u>44,587</u>	<u>(1,490,884)</u>	<u>(99,082)</u>	<u>947,980</u>	<u>868,713</u>

## 16b. Restricted funds (continued)

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

## 16c. Unrestricted funds

Group	Balance at 31 March 20 (£)	Transfers (£)	Net movement in funds* (£)	Balance at 31 March 21 (£)
Unrestricted Funds	3,689,368	-	666,630	4,355,998
Comprise of: Designated Fund				
Fixed Assets	1,149,849	-	(13,630)	1,136,219
Development Fund	306,314	-	(14,375)	291,939
Grant Reserve	350,000	-	-	350,000
Free Reserves	1,883,205	-	694,635	2,577,840
	<u>3,689,368</u>	<u>-</u>	<u>666,630</u>	<u>4,355,998</u>

\*excl funds

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



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

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

<b>2020</b>	General Funds (£)	Endowment Funds (£)	Restricted Funds (£)	Designated Funds (£)	Total Funds (£)
Fixed assets	-	-	-	1,149,849	1,149,849
Investments	2,172,386	55,617	868,713	-	3,096,716
Current assets	737,298	-	-	656,314	1,393,612
Current liabilities	(747,463)	-	-	-	(747,463)
Long-term liabilities	(279,016)	-	-	-	(279,016)
Net assets at 31 March 2020	<u>1,883,205</u>	<u>55,617</u>	<u>868,713</u>	<u>1,806,163</u>	<u>4,613,698</u>

**Analysis of Charity net assets between funds**

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

<b>2020</b>	General Funds (£)	Endowment Funds (£)	Restricted Funds (£)	Designated Funds (£)	Total Funds (£)
Fixed assets	-	-	-	1,149,849	1,149,849
Investments	2,172,488	55,617	868,713	-	3,096,818
Current assets	737,296	-	-	656,314	1,393,610
Current liabilities	(747,563)	-	-	-	(747,563)
Long-term liabilities	(279,016)	-	-	-	(279,016)
Net assets at 31 March 2020	<u>1,883,205</u>	<u>55,617</u>	<u>868,713</u>	<u>1,806,163</u>	<u>4,613,698</u>

## 18. Operating lease commitments

At 31 March 2021 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

### Plant and Machinery

	31 March 2021 (£)	31 March 2020 (£)
Maturing within one year (equipment)	11,657	11,657
Maturing between one and five years (equipment)	12,628	24,285

## 19. Related party transactions


There were no identified related party transactions in 2020/21 (2019/20: none)

The total donations received from trustees in 2020/21 amounted to £1,226.70 from 4 trustees (3 trustees in prior year donated £990)

## 20. Financial Instruments

	31 March 2021 (£)	31 March 2020 (£)
Financial asset measured at fair value	520,000	422,500
Financial assets measured at amortised cost	248,587	431,626
<b>Financial liabilities measured at amortised cost</b>	<b>875,489</b>	<b>687,883</b>



 *Front Cover Image:  
Headteacher and pupils at  
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