

Education Support

Trustees' Annual Report & Accounts

For the year ending 31 March 2023



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

In a year of turmoil, Education Support has remained wholly focused on its core aim to improve the wellbeing and mental health of everyone working in education. The context is more than a little challenging.

For many, the decision to take industrial action has weighed heavily. Throughout the year, we heard from teachers who were concerned about the impact of strike action, but who also felt that they needed to act to draw attention to the difficulties facing schools and the staff who work in them.

The tragic death of Ruth Perry galvanised school leaders across the country to challenge the status quo and to demand reform of the accountability system. And all the while, educators in all settings tell us that children and young people are struggling with their emotional and mental health. This generation of young people has not recovered from the experience of the pandemic.

If that weren't enough, the financial pressure on families has been intense and we now have over two million children eligible for free schools meals in England alone.

The education workforce was trained to help children and young people to learn. It has neither the skill nor necessary support structures to act as a social and emotional shock absorber, buffering the complex outcomes of our social challenges.

In the face of all this, our efforts to make a positive difference can sometimes feel quite marginal. That's why we have turned more of our attention to research and policy work this year. By shining a light on under-researched areas in the sector, we hope to create a strong evidence base for change.

We continue to produce annual workforce insight through our Teacher Wellbeing Index. We have gone further this year with specialist reports on the challenges facing middle leaders and school business managers. Supported by Pears Foundation, we began work on the Teacher Retention Commission, hearing evidence from teachers, school leaders and sector experts. We are also pleased to have published baseline research on the wellbeing of minoritised ethnic teachers.



We continue to take a systemic approach to our work. Alongside our policy and research projects, we are building the quality and scale of the support that we offer directly to schools. With the support of Welsh government, we are delivering a holistic programme of mental health and wellbeing support directly to schools across Wales. In England, we are funded by DfE to deliver professional supervision to school leaders and through this work are building strong evidence on the efficacy of this intervention. In time, we hope to see significant growth of supervision across the UK.

Whilst influencing policymakers and working with schools are important aspects of our work, we continue to also support individual educators directly. Through our counselling helpline we offer clinical support to education staff in all roles, in all settings. Similarly, our financial support is available to anyone working in education in the UK. Unsurprisingly, we have seen a significant rise in demand for financial support this year

and we have invested some of our reserves to meet this acute need.

As we look to the future, we expect the challenges for schools and colleges to be greater still. Recruitment to the sector has slowed at the same time that attrition rates, and staff sickness levels, have increased. We will continue to focus on staff retention as a critical indicator of the health of the workforce, and by extension the health of our schools and colleges. We also hope to increase awareness of our services in Northern Ireland and Scotland as well as across further and higher education nationally.

Better wellbeing leads to better outcomes for children and young people and for the adults who work with them. We will continue to make this case with policymakers whilst we work on the ground to provide practical support to schools and individuals.

Sean Hanson & Sinéad Mc Brearty

“

We are hugely grateful to everyone who has donated to us this year, making our work possible. This includes our regular givers and everyone who has responded to an urgent appeal, collected sponsorship for a challenge, donated proceeds from the sale of products or left us a gift in their Will. We are also thankful to the organisations who have supported us, including the Pears Foundation, Teachers Building Society and Wesleyan.

”



Our Objectives



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

We continue to focus on building the credibility of our brand across the sector. We do this through collaboration, speaking engagements and contributions to working groups where our wellbeing and mental health expertise can add value. We also continue to commission, write and curate mental health resources for the workforce and for school leaders. Press coverage remains healthy with good coverage in sector media and occasional articles in the national media.

As a result, our brand awareness has crept up slowly, rising to 16% this year, up from 12% in 2019. This remains a key goal for us: ensuring that educators know that Education Support is here for them. Improvements to our website mean that visitors are staying for longer and engaging with relevant content. We also continue to grow our social media followers and mailing list subscribers.

We have developed **over 55** new content pieces and our resources have been viewed over **238,000** times across the year. We continue to invest time and energy in a range of important partner and stakeholder relationships. Over this period we are delighted to have collaborated with organisations across the sector including Anna Freud, ASCL, Association of Colleges, Chartered College of Teaching, the Department for Education, Education Policy Institute, NAHT, NASBTT, NASUWT, NEU, Public First, Twinkl, Universities UK and Welsh Government.

For more information, see [page 18](#).

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

We increased our research and public affairs work during 2022/23, bringing insight and attention to aspects of workforce wellbeing that are under-researched. In partnership with Public First, we published work on the distinct pressures facing middle leaders in schools. We are particularly pleased to have published *Mental Health and Wellbeing of Ethnic Minority Teachers*, generously supported by Wesleyan.

The 2022 edition of the Teacher Wellbeing Index was well received within the sector and continues to offer a valuable reflection of the mental health and wellbeing of the workforce.

During the year we began a parliamentary contact programme. We met with education ministers in England and Wales and built relationships with key officials in both nations.

With the support of Pears Foundation, we began work on the Commission on Teacher Retention gathering evidence directly from teachers and school leaders, as well as from expert witnesses.

For more information, see [page 23](#).



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

We continue to deliver our ‘safety net’ services to those working in education. Our 24/7 helpline continues to handle a consistent volume of emotional support calls from the workforce. This year we supported 4,178 people of which 9.5% were identified as at risk of suicide.

To respond to an increasing demand in grant applications across 2022/23, we made a strategic decision to invest additional funds into our grants programme. We awarded **£375,374** in small grants, supporting **564** current, and retired, education staff — the highest number awarded in recent times.

With funding from Welsh Government and the English Department for Education, we provided professional supervision to over 300 school leaders during the year. The independent evaluation¹ of this work has confirmed that the service offers significant value to leaders and we will continue to invest in developing this offer as widely as we can.

Our Employee Assistance Programme continues to deliver high quality emotional and mental health support to schools across the country. Over the course of the year over 107,000 people working in education had access to this support.

For more information, see [page 12](#).



1. Publication forthcoming in September 2023

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

During 2022/23 we renewed delivery contracts with both the Welsh and English governments. Each of these programmes includes an element of innovation.

In England, we are delivering professional supervision to school leaders. This is an evolution of the counselling-based one-to-one offer that we have run since 2020. Whilst the difference is nuanced, professional supervision is based on approaches used in health, social care and psychotherapy sectors. Through the programme we are building an evidence base of efficacy that we hope can be used across the whole sector. Early evaluation findings are extremely positive.

In Wales, we expanded our Wellbeing Advisory Service, with regional advisors working directly with schools to support the development and implementation of workplace improvement strategies. To the best of our knowledge, this delivery model is unique to Wales and has been warmly received by school leaders and staff as a positive and practical intervention.

We are pleased to have run a series of smaller pilot projects with partners, including an action learning pilot with the National Association of Special Schools and a professional supervision pilot with college leaders in partnership with the Association of Colleges.

Finally, we were delighted to run a small pilot of professional supervision for school leaders in Northern Ireland. The work was incredibly well received and positively evaluated. We believe that significant support is required on the ground in Northern Ireland and we hope to attract funding to support another round of work in 2023/24.

For more information, see [page 12](#).

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

These are difficult days for charity fundraisers. We are lucky to have a diversified set of revenue streams including income from our generous individual donors, trusts and foundations, commercial income from EAP sales and programmatic funding contracts from governments.

We have chosen to utilise reserves this year to cover the unusually high demand for financial assistance and to provide investment in an expanded sales team to drive growth in our commercial business.

For more information, see [page 26](#).



2022-23 Delivering our Services



How we report our service use

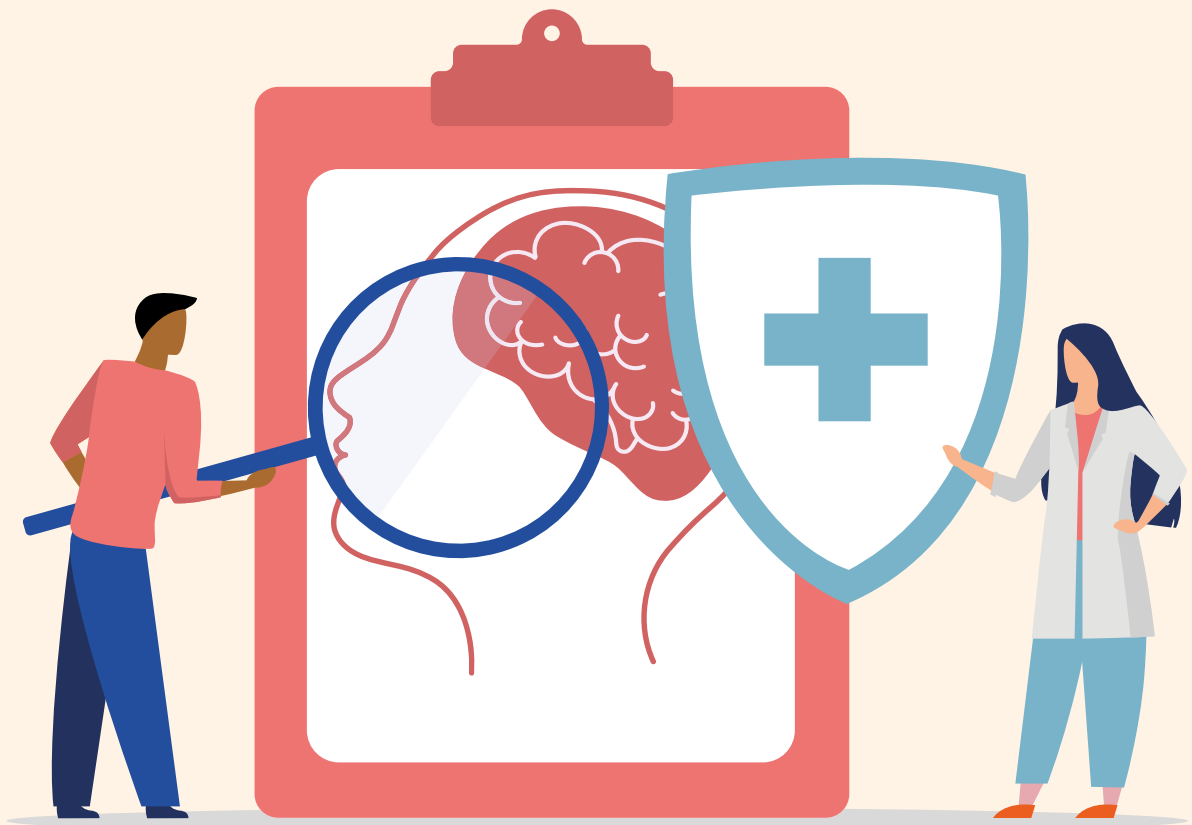
We are delighted to have made improvements to our data systems. This means we report the use of our core services slightly differently.

Previously we reported annually on the number of specific issues that our helpline and Employee Assistance Programme services provided support for.

We can now be more accurate and specific in our reporting and will share data in three categories. Each year we will report the number of:

- **People supported**
- **Calls answered**
- **Specific issues dealt with**

Going forward we will show each measure against the prior year.



Counselling



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

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

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

Our helpline in 22-23:

People supported



Calls answered



Specific issues dealt with



■ 2022-23 ■ 2021-22



9.5%

of the people we supported by our helpline were clinically assessed as at risk of suicide compared to **9.08%** the previous year

“
Thank you so much for your support. Your counsellor was honestly wonderful - very compassionate and validating and never once minimising my situation or feelings.
”

Teacher



Employee Assistance Programme

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



107,007

people working in schools are supported by an Education Support EAP, up from **95,300** in March 2022



1166 out of **1332**

organisations renewed their EAP service



12%

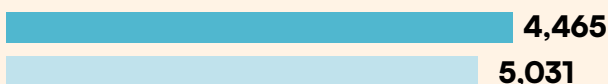
increase in the number of schools we served (from **1335** to **1506**)

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

People supported



Calls answered



Specific issues dealt with



■ 2022-23 ■ 2021-22



12.4%

of the people supported by counselling via our EAP were clinically assessed as at risk of suicide compared to **11.9%** the previous year

Financial grants

The purpose of our financial support is to help education staff stay in their jobs and in their homes. The economic implications for education staff amid the rising cost of living can be seen in the high number of grant applications we received in 2022/23. Our financial support has never been more in demand.

To respond to the increasing demand, we took the strategic decision to invest additional funds into our financial grants programme. This enabled us to provide grants to 564 current, and retired, education staff — the highest number of awards we have made in the past six years.



1119

applications received in 22/23



564

grants awarded in 22/23



338

applications from Jan 23-March 23



£375,374

awarded



“

I had no money for petrol or food at the time. When I opened the email informing me that I was going to get help I cried with relief. I honestly cannot thank you enough.

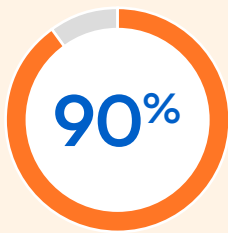
”

Awarded £550 in March 2022 for food and travel to work costs — a teacher of over 12 years but now working as a TA.

We provided grants to support people with a range of needs, including:

- Grants for food
- Travel to work costs
- Housing costs, such as rent arrears and deposits
- Essential white goods
- Being out of work due to ill health, loss of employment and bereavement

Service feedback



90% believe the grant had a positive impact on their financial circumstances



99% rated the service as good or excellent



100% of people would recommend us to a colleague



School Leader Wellbeing Services in England

Across 2022/23 we continued to deliver our School Leaders' Service, funded by the Department for Education. We were delighted to be able to extend the service to assistant heads.

The service continued to offer two strands of support: group based peer support and one-to-one support, with both professional supervision and support from BACP accredited counsellors available.



376 leaders accessed the service, during what remained a difficult period for those in leadership roles



76% of these 376 leaders opted for 1:1 professional supervision. (87 peer support / 289 one-to-one professional supervision)

From January 2023-March 2023, we saw a significant increase in the number of school leaders signing up to the one-to-one professional supervision strand of the service, with a total of 348 new applications.

Supervision continues to be a developing area in the sector and those who participate report multiple impacts, including:

- ▶ the way they lead
- ▶ their work with children and young people and
- ▶ the positive impact it is having on their own personal mental health and wellbeing

In September 2022, the Department for Education commissioned York Consulting to carry out a full evaluation of the service. The final evaluation report will be published by September 2023.

“Concepts I worked on with my supervisor really helped me to understand myself and my reactions and where they were coming from. This has been absolutely beneficial in my work.”

Supervision participant

“I would love to continue with my sessions with my supervisor. As a DSL I have had supervision before but this is the first time I’ve found it useful.”

Supervision participant

“It helped me to stay in the career that I love.”

School Leader

School Wellbeing in Wales Programme

By the end of March 2023 we had supported over 300 schools in Wales to create, and sustain, more mentally healthy cultures. We continue to see excellent results from this work.



of schools reported improved knowledge about staff mental health and wellbeing



of schools described themselves as more motivated to implement wellbeing activity



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

We were delighted to be awarded additional funding to significantly scale up our programme of support in Wales from January 2023. This additional funding allowed us to:

- **Recruit four new regional Staff Wellbeing Advisors, enabling us to reach more schools across Welsh regions**
- **Launch bespoke wellbeing and development services including workshops for teaching assistants, professional supervision for leaders and safeguarding leads, peer support for supply staff, action learning for wellbeing leaders**
- **Develop and deliver a range of masterclasses on a range of mental health and wellbeing topics**

“Our initial meeting was one of the most useful hours I have spent in a meeting in years!”
School Leader

“[The advisor] really recognised what we were doing with staff wellbeing in school and she reassures me that I'm doing lots of stuff, so we should feel really good about that, which I think sometimes people forget to do. So I felt like that was a really nice touch, to reassure me and say, you're doing well, great, but let's see what else we can do.”
Wellbeing Lead

“He listened carefully to me and where I felt our school was at, all the while making notes and asking thoughtful and provoking questions which helped me to gather my thoughts. He then helped me to form our school's commitment plan, he supported me with what would be in this plan and how to share this plan with stakeholders.”
School Leader

Increasing **our** reach

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



428,857

visitors to the website



Over

56.4k

social media followers



141,115

people reached via new digital resources



2,211

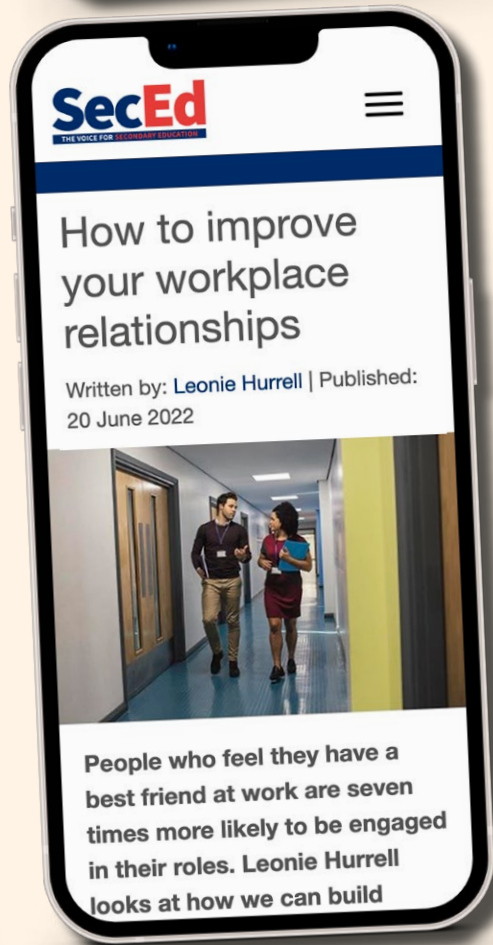
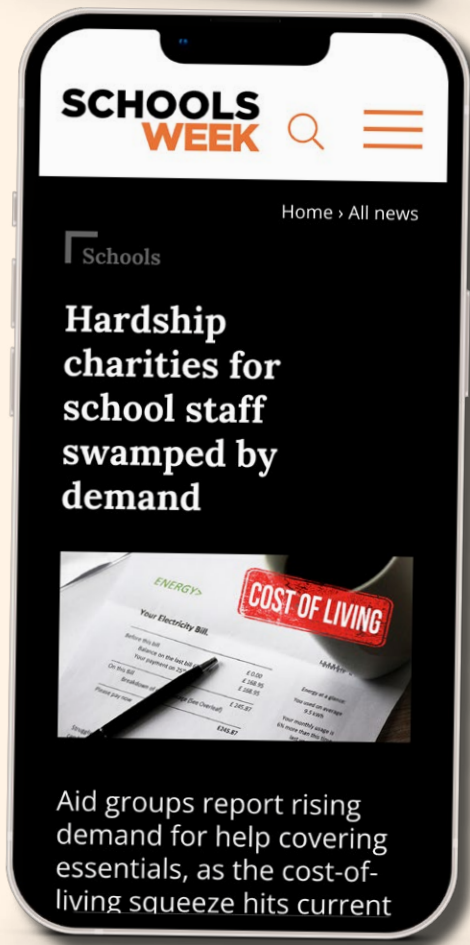
people reached via our online events



56

pieces in national and sector media

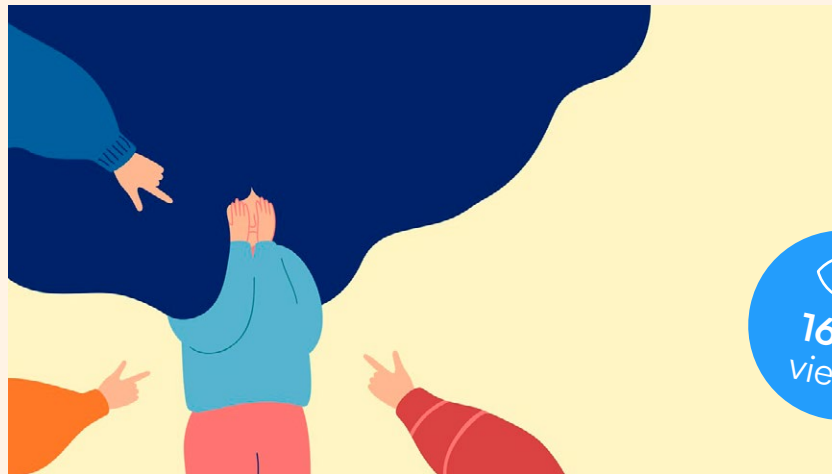




Our content and resources

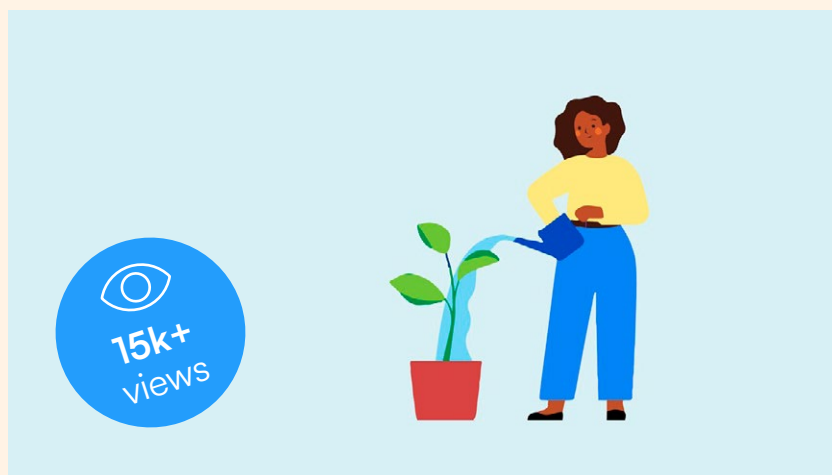
We continue to improve our website and have published over 55 high quality resources to help keep teachers and education staff mentally healthy including topics ranging from bereavement and loneliness to motivation theory and managing the menopause in a school setting.

Our top three free resources in 2022-23 were:



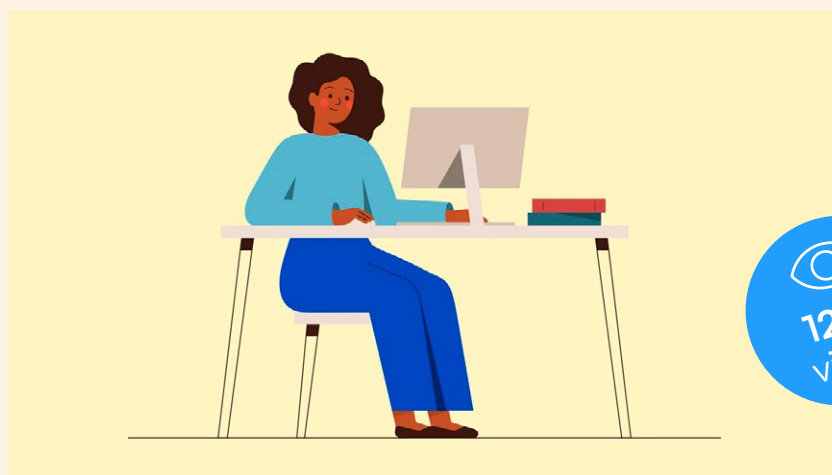
Bullying and harassment

16k+ views



Teacher burnout and how to avoid it

15k+ views



Time Management and wellbeing at work

12k+ views

Online events



80
attendees
91
views

The Power of Conversations

How a great conversation can open the door to recovery and transformation

Monday 23 May – 4pm



84
attendees
188
views

Boundaries, Rest and Letting Go

How to give yourself permission

Tuesday 5 July – 4pm



51
attendees
48
views

Staying Well in Behaviour Hell

Behaviour management and your mental health

Tuesday 20 September – 4-5pm



Supporting schools' unsung heroes:

Teaching assistants and learning support assistants

Tuesday 22 November, 4-5pm

158
attendees
26
views



Sinéad Mc Brearty
CEO of
Education Support

68 attendees
9 views



Thank you for being you! The power of appreciation

Wednesday 1 February, 4-4.30pm

1790 views



Gemma Scotcher
Director of Communications & Public Affairs, Education Support



Hayley Winter
Early years leader and teacher



Stress-busting tips: how to stay calm and in control

Tuesday 28 March, 4-5pm



Natalie Cole
Lead Teacher of English and Drama, Creator of The Happy Teacher Hub

Our events raised over £700 in donations — thank you to everyone who attended and donated!

Being a voice for the sector on staff wellbeing

We were delighted to partner with the Education Policy Institute to run stakeholder roundtable events that centred the importance of staff wellbeing in education policy conversation.

We hosted a roundtable on teacher wellbeing and the education recovery agenda in March 2022 and held events at the Conservative and Labour party conferences in 2022.



Our Research

In 2022-23 we continued to publish comprehensive and robust research about the mental health and wellbeing of teachers and all education staff. We published:

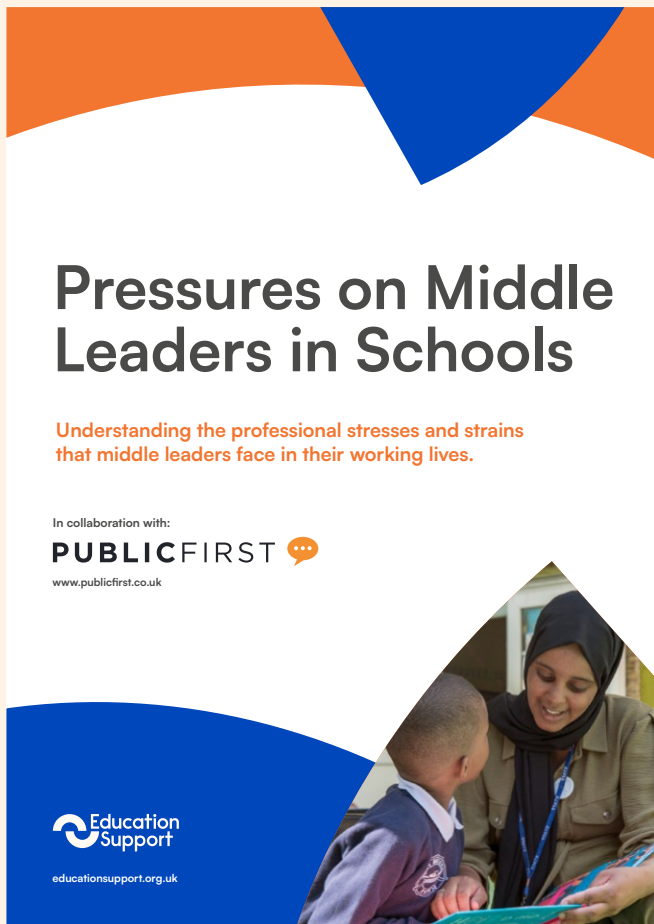


Mental Health and Wellbeing of Ethnic Minority Teachers

In January we published the findings of a study which sought to understand the issues and challenges experienced by ethnic minority teachers working in English schools and how these impacted on their wellbeing. The report amplifies the voices and experiences of Black, Asian and other ethnic minority teachers and leaders. The full findings can be found on our [website](#).

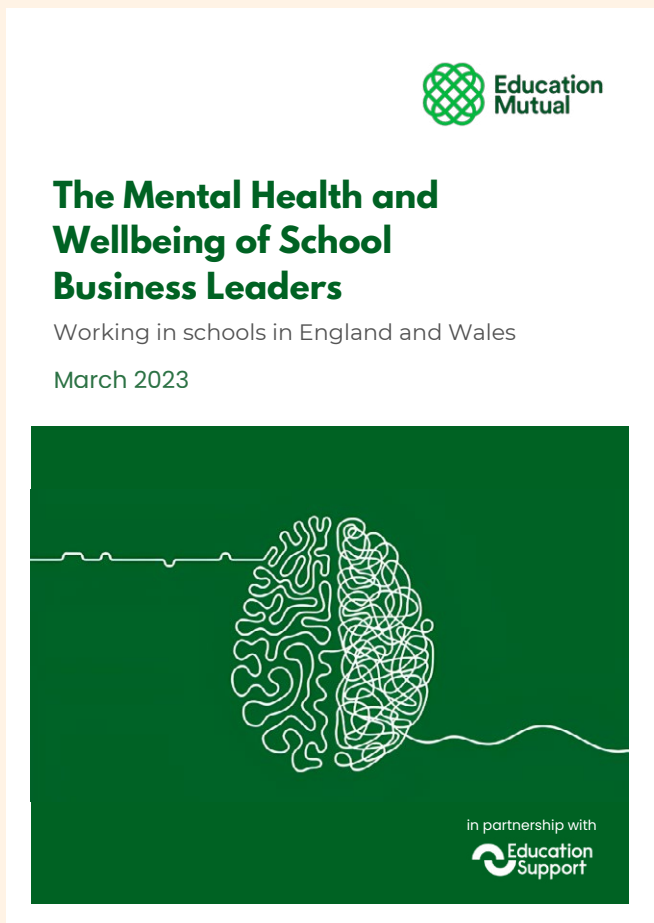
To maximise the impact of this report, we worked with our friends at the Chartered College of Teaching to host a webinar on the experiences of ethnic minority teachers.

This report would not have been possible without the generous financial assistance provided by Wesleyan Financial Services Limited, and the insightful advice and guidance provided by the BAMEed Network and Black Teachers Connect.



Pressures on Middle Leaders in Schools

In June 2022 we partnered with Public First to develop a report into the experiences of Middle Leaders. You can read more about the findings of the research [here](#). You can also read Sinéad’s comment piece in Schools Week [here](#). To continue our work on issues affecting Middle Leaders, we worked with our friends at Twinkl to develop a podcast series called ‘Leading from the Middle’, which can be accessed [here](#).



The Mental Health and Wellbeing of School Business Leaders

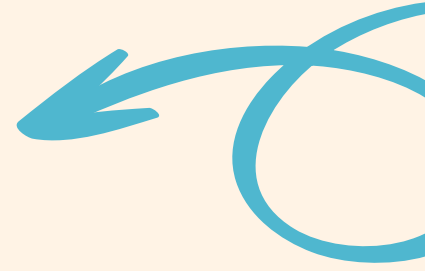
We also worked in partnership with Education Mutual² to better understand the wellbeing of School Business Leaders.

School Business Leaders play an essential, but often unnoticed, role in the smooth running of schools, yet there is little research relating to the wellbeing of this group of staff.

The key findings of this study were published in March and can be found on our [website](#).

To launch the report, we participated in a webinar with Education Mutual which was attended by over 100 School Business Leaders and School Business Managers.

2. Education Mutual is the only member-owned, DfE-approved staff absence protection provider in the UK. <https://www.educationmutual.co.uk/>



Teacher Wellbeing Index 2022

This was our sixth annual Teacher Wellbeing Index. We have now accumulated a large dataset on the mental health and wellbeing of education staff working in the UK.

Our 2022 survey of over 3,000 UK education staff found:

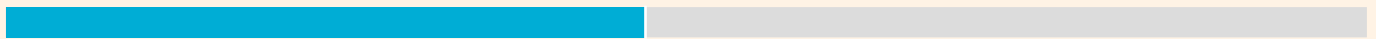
78% experienced symptoms of poor mental health due to their work



75% were stressed (rising to **84%** for senior leaders)



47% always went into work when unwell (rising to **61%** for senior leaders)



42% reported that their organisation's culture had a negative impact on their wellbeing



59% had considered leaving the sector that year due to pressures on their mental health and wellbeing, of whom **55%** had actively sought to change or leave their jobs



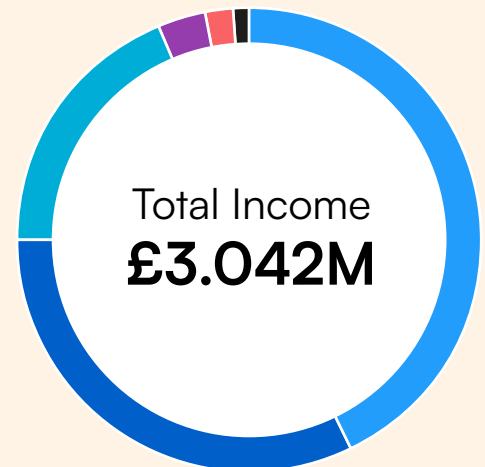
Visit our website to download the [full report](#) and learn more about our findings and recommendations.

How we raised our money

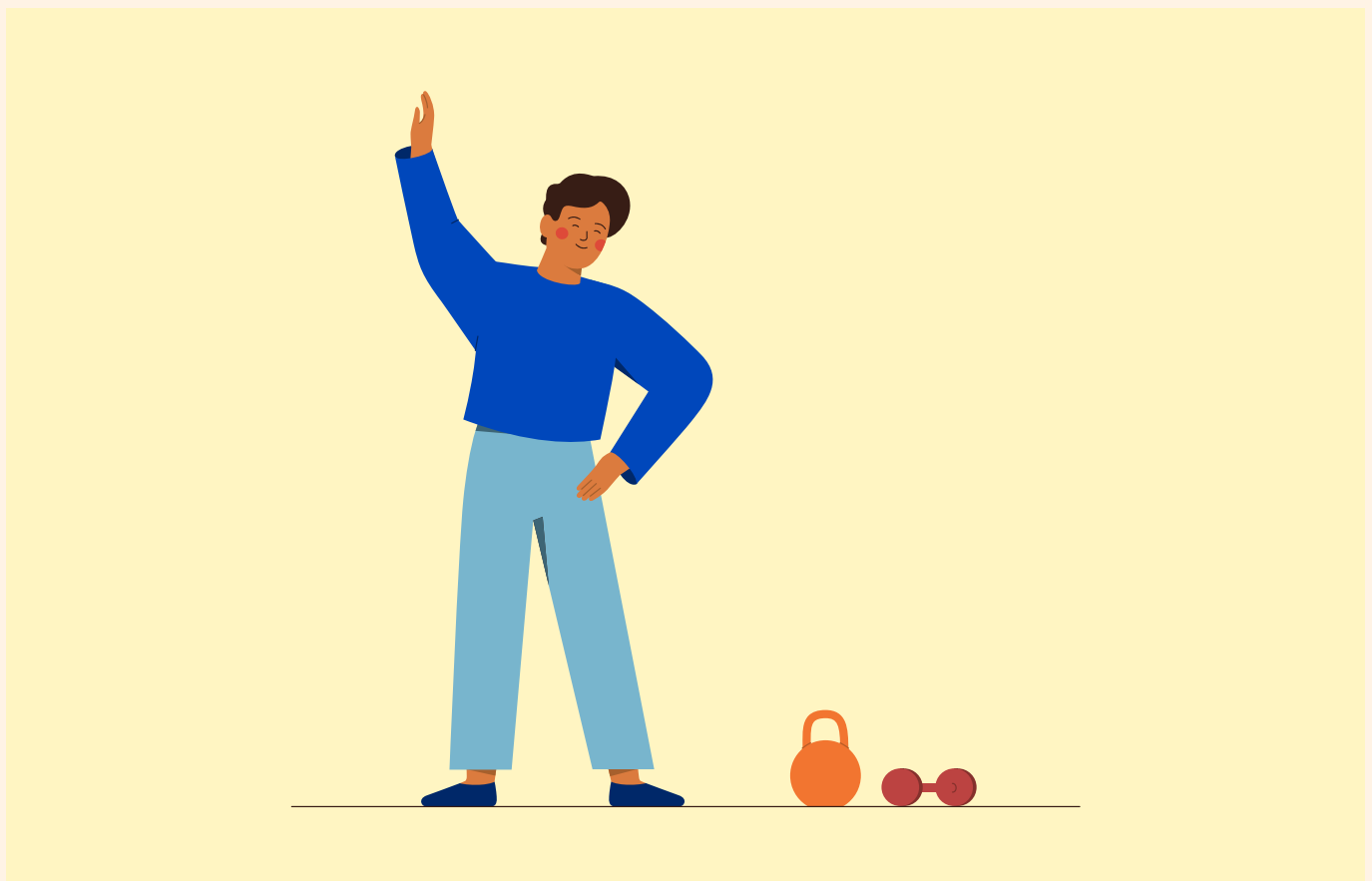
During 2022/23 **23,661** individual supporters donated regularly, responded to appeals, or left us a gift in their Will.

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 **£3.042** million in 2022/23.



- Donations and Legacies **£1,295,984**
- Workplace Services **£973,604**
- Government programmes **£569,782**
- Investment Income **£98,290**
- Trusts and Foundations **£56,000**
- Corporate Donations **£31,685**





Strides Against Stress

Following the huge success of our 2021 inaugural virtual challenge, Strides Against Stress, we were excited to bring this event back for a second year.

During April, which was also Stress Awareness Month, our heroic fundraisers strode, cycled, ran, hopped and rode in style, smashing the 30-mile challenge and raising an impressive **£10,500**.

Well done Striders and thank you so much!

- **£10,544 raised**
- **266 sign-ups**
- **570 Striders and supporters in the new Strides Against Stress Facebook group**
- **60% of participants found Strides Against Stress had a positive effect on their mental health**

“

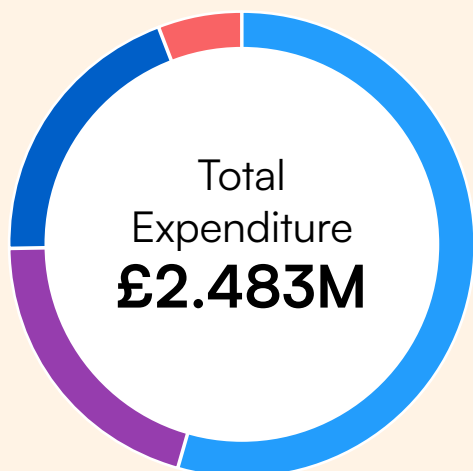
It made me focus on fitness as a method of managing stress whilst also helping others

”

“I took time every single day to get out in nature for a walk or a run. I discovered that exercise was the best thing I could do to maintain a positive outlook

“I enjoyed being part of our team and seeing how many staff joined me!”

How we spent our money



£2,483,350 was spent in total in the year on charitable services.

The cost of raising funds was **£955k** (2021:22 £1.069m) excluding strategic development costs.

The deficit excluding investment losses was **£569,737**.

● Counselling and mental health advice services
£1,353,679

● Communications, policy and research
£504,965

● Financial support services
£483,446

● Information and online advice services
£141,260



Quality Assurance and Impact

Education Support continues to operate a bi-annual audit programme with an independent clinical assessor. These audits involve listening to calls, examine processes in place and explore how improvements might be made. Each audit meeting operates to ISO 9001:2008 standards and monitors the performance of counsellors (based on clinical and non-clinical standards).

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

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Workplace Options Audit Scores: January 2023

Actual clinical rubric



Target clinical rubric

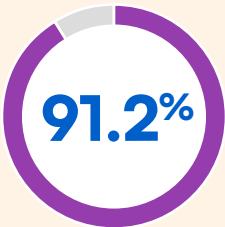
Actual work-life rubric



Target work-life rubric

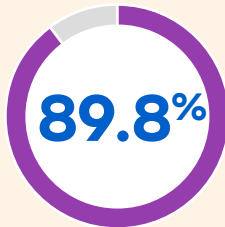
.....

Service User Feedback:



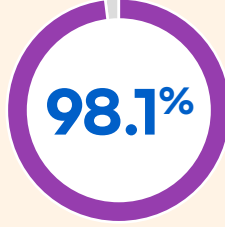
said using our service helped them feel better equipped to deal with their problem or query

↓ 2% on 21/22



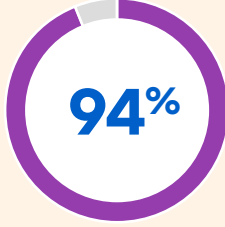
agreed that the service had a positive impact on their situation.

↓ 2.5% on 21/22



agreed that we are empathetic and understanding

↓ 0.7% on 21/22



of helpline users rated their overall impression of using the service as **good or excellent.**

Evaluating our programme work

In addition to clinically assessing our helpline, we robustly evaluate our large scale programmes working alongside independent evaluation partners. As well as helping us understand the impact of our programmes work on our beneficiaries, these evaluations have helped us shape additional pilot programmes and helped us secure further funding to scale up the support, enabling us to reach more beneficiaries across England and Wales.

In September 2022, the Department for Education commissioned York Consulting to carry out a full evaluation of the School Leader Wellbeing Service in England. The final evaluation report will be published by September 2023.

We commissioned Envoy Partnership to carry out an evaluation of our Staff Wellbeing Service in Wales, with the final report published in October 2022. Some of the outcomes from this report are shared on [page 17](#).

We also commissioned the Institute of Employment Studies to scope the feasibility of impact assessment of our helpline and financial grants programme. The findings of this work were positive and we will move to more detailed impact assessment in 2023/24.



Legal & Administrative Information



The trustees are pleased to present their report and accounts for Education Support and its subsidiaries (the group) for the year ended 31 March 2023.

Constitution

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

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

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

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

Governing document

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



Trustees and Management

Board of Trustees who were in place during the financial year 2022 - 2023

| | |
|---------------------------------------|-----------------------------------------------|
| Sean Hanson | Chair |
| Adam Alagiah-Glomseth | |
| Helen Herniman | Resigned 27 April 2023 |
| Debbie Simpson | |
| Amy Bills | Resigned 1 December 2022 |
| Mark Baker | Appointed 1 December 2022 |
| Steve Wharton | Appointed 1 December 2022 |
| Emma Hollis | |
| Gareth Conyard | |
| Rachelle Headland | |
| Sridhar Athreya | Honorary Treasurer, Resigned 16 December 2022 |

Elected Officers of the Board

| | |
|-----------------------------------|-------------------------------------------------------------------|
| Sean Hanson | Trustee Board Chair |
| Sridhar Athreya | Honorary Treasurer to 16 December 2022 |
| Rachelle Headland | Honorary Treasurer from 17 December 2022 |
| Emma Hollis | Governance, Delivery & People Committee Chair from 1st April 2022 |

Leadership team during the financial year 2021-2022

| | |
|-----------------------------------|-------------------------------------------------------------------|
| Sinéad Mc Brearty | Chief Executive Officer |
| Paul Lismore | Director of Finance & Operations |
| Faye McGuinness | Director of Programmes |
| Gemma Scotcher | Director of Communications & Public Affairs (From April 1st 2022) |





Other charities and companies in the group;

Teacher Support Network 40A Drayton Park, London N5 1 EW

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

TBF Holdings Limited

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

TBF Trading Limited

Currently dormant.

Worklife Support Limited (WLS Ltd)

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

Professional advisors

Bank

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

Solicitors

Gateley Plc
Park View House, 58 The Ropewalk,
Nottingham,
NG1 5DW

Auditor

Moore Kingston Smith,
9 Appold Street, London, EC2A 2AP

Clinical auditor services

Ben Amponsah, Apartment 39 Islington Wharf
Great Ancoats Street, Manchester, M4 6DH

Investment Manager

Quilter Cheviot Senator House, 85 Queen
Victoria Street, London, EC4V 4AB

Education Support's registered office

Education Support,
40a Drayton Park,
London N5 1EW

Objectives and Activities

Our vision and mission

Mission

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

How we deliver public benefit

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

Summary of our principal activities

See pages [10-30](#).

Volunteers

Education Support did not run a volunteer programme in 2022 - 2023.

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 is carried out regularly. Actions and findings from that are being incorporated into our use of the governance wheel toolkit³. One element of the good governance wheel is reviewed by our governance committee each meeting.

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

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

Trustee selection methods

Trustees are recruited via an open recruitment process, selected on the basis of skill gaps and ability to contribute effectively to the governance of Education Support. We also co-opted two trustees with specific skill-sets that we had not been able to attract through open recruitment, namely higher education and digital development. We do not plan to co-opt to any further posts.

Remuneration policy

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

How we make decisions

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

3. The NCVO's Governance Wheel can be accessed here: <https://www.ncvo.org.uk/help-and-guidance/governance/board-basics/tools-and-guidance/governance-wheel/#/>

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

We run an induction process for all new Trustees and review content and feedback regularly.

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 2022/2023.

Investment Policy

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

The charity adopts a socially responsible investment approach excluding investment in arms manufacture and distribution and promotion of pornography from its portfolio, and restricting tobacco investment. We support

community investment, environment and green technology, and encourage investment in recycling and waste, safety and protection, training and educational activities and employment.

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

The Committee meets annually with its Investment Manager to review performance of the fund and to determine future plans. An initial £4.0 million was invested in the fund in 2014 and a further £300k added during 2015/16.

The investment portfolio lost £231k of its overall value during the financial year, reflecting the uncertainty around financial markets. The balanced approach adopted by Quilter Cheviot has benefited the charity by outperforming benchmarked indices such as FTSE All Share.

Markets have improved since 2020 but remain uncertain. The market value of the investments at 31 March 2023 is £3.1 million compared to £3.3 million as at 31 March 2022.

The trustees have considered the nature, disposition, marketability, security and valuation of the scheme's investments and consider them to be appropriate relative to the reasons for holding each class of investment. More details about investments are given in the notes to the financial statements.

Financial Review

2022/23 cost of living issues greatly affected both our beneficiaries and donations.

Individual donors continue to be the financial bedrock for our charitable services. During the year we expanded our commercial team with the intention of growing our EAP revenue. We secured further grant and contract funding from DfE and the Welsh Government for projects aimed at supporting schools and school leaders.

The generous response from supporters has enabled us to maintain similar levels of income through our regular fundraising activity (excluding legacies). The commercial environment is challenging, with pressure on school budgets: we achieved 95% of 2021-22 income.



We invested in strategic priorities (£173k) and due to the increased need for our grants programme, we spent £117k from our grant reserve. This means that, prior to investment gains/losses, we have an unrestricted deficit of £317k, and a total deficit including restricted and endowment funds of £570k.

Total incoming resources for the year were £3.042 million (2021/22: £3.514 million) and total expenditure was £3.612 million, (2021/22: £3.404 million) giving an operating deficit of £570k (2021/22: surplus £334k) before gains/losses on investments. The £334k in 21/22 also includes a large gain on pension valuation of £224k.

The deficit reflects our response to beneficiary need in these challenging times, as well as our decision to invest in long term growth of the EAP business.

In 2022/23 financial year voluntary income was £1.384 million, down 7% on 2021/22 excluding legacies. This appears to be driven by cost of living pressure in the past 12 months. This was most evident in our annual appeals with £63k raised, compared to £128k in 2021/22. Voluntary income made up 45 percent of our total income. We will continue our long term strategy to diversify voluntary income sources.

Commercial revenue generated from our EAP business (and some other small training activities) totalled £974k (2021/22: £1.029 million).

In 2022/23 Education Support continued to contract with the English and Welsh governments to deliver new services to support education staff during the pandemic. Income in this area was £570k and additional funding is already secured for 2022/23.

Education Support continues to focus on achieving cost efficiency. Total resources expended in Education Support for the year amounted to £3.612 million, an increase of £208k on 2021/22, reflecting the spend on charitable grant-making to education staff.

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 2023-24 this equates to £1.890 million. At 31 March 2023, the value of unrestricted free reserves is £2.798 million.

The Trustees have decided to transfer from free reserves a sum of £300k for future years into designated funds for:

- Infrastructure development - £85k
- Strategic development projects - £225k
- After this unrestricted reserves of the Group at 31 March 2023 are £4.455 million, which include fixed assets and designated funds of £1.657 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 2023 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 level of need for our services, require us to be able to react positively in the coming years. We also aim to invest in strategic development projects in 2023/24 to meet key organisational goals and to establish an investment plan for further development thereafter.

Designated funds

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

Trustees have set aside funds for additional grant support which was utilised this year and £233k remains available for future use if needed. As mentioned an infrastructure reserve is set up of £85k for new systems and major office works and we have set aside £225k for development including impact and data reviews.

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 recessionary events
2. Funded programmes not delivering on targets/impact
3. Lack of Board diversity

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

Pension Liability

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

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

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

- In 2022/23 the charity contributed £42k as part of its obligations to fund this pension deficit. As at March 2023, the charity's liability for this deficit is £4k.
- 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 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

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and continue to invest from reserves in areas that will support longer term goals. 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.

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 12 September 2023

and signed on their behalf by:



Sean Hanson (Chair)



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

Opinion

We have audited the financial statements of Education Support Partnership (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 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 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 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 the provisions available for audits of small entities, in the circumstances set out in note 7 to the financial statements, 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 group's and parent 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 contained within the annual report. 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.

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 course of 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 themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report 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 their 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.

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

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

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

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

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

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.

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 by 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.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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.

Shivani Kothari *Moore Kingston Smith LLP*
(Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

21 September 2023

9 Appold Street
 London
 EC2A 2AP

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 2023

| | Unrestricted funds (£) | Restricted funds (£) | Endowment funds (£) | Total Year to 31 March 2023 (£) | Total Year to 31 March 2022 (£) |
|--------------------------------------------------------|------------------------|----------------------|---------------------|---------------------------------|---------------------------------|
| Income (Notes) | | | | | |
| Donations and legacies | 1,327,669 | - | - | 1,327,669 | 1,724,455 |
| Trusts and Foundations | 56,000 | - | - | 56,000 | 82,056 |
| Government Programmes | - | 569,782 | - | 569,782 | 584,758 |
| Paid for services | 973,604 | - | - | 973,604 | 1,029,496 |
| Policy and Research | 16,605 | - | - | 16,605 | - |
| Investment Income (6) | 78,580 | 18,344 | 1,366 | 98,290 | 93,439 |
| Total income | 2,452,458 | 588,126 | 1,366 | 3,041,950 | 3,514,204 |
| Expenditure | | | | | |
| Raising Funds | | | | | |
| Cost of generating voluntary income (5) | 367,804 | - | - | 367,804 | 489,754 |
| Paid for services (5) | 559,251 | - | - | 559,251 | 543,583 |
| Investment management costs | 28,376 | - | - | 28,376 | 35,765 |
| | 955,431 | - | - | 955,431 | 1,069,102 |
| Charitable expenditure | | | | | |
| Counselling and mental health advice service (5) | 667,101 | 686,578 | - | 1,353,679 | 1,153,493 |
| Financial Support Services (5) | 398,932 | 84,514 | - | 483,446 | 432,682 |
| Communications, Policy and Research (5) | 449,419 | 55,546 | - | 504,965 | 416,646 |
| Information and Online Services (5) | 125,721 | 15,539 | - | 141,260 | 150,036 |
| Training and organisational development (5) | 0 | - | - | 0 | 43,902 |
| Strategy Development (5a) | 172,906 | - | - | 172,906 | 137,877 |
| | 1,814,079 | 842,177 | - | 2,656,256 | 2,334,636 |
| Total Expenditure | 2,769,510 | 842,177 | - | 3,611,687 | 3,403,738 |
| Pension Valuation | | | | | |
| Net Income/ (Expenditure) | (317,052) | (254,051) | 1,366 | (569,737) | 334,193 |
| Realised gains/(losses) on investments (11) | (8,284) | (1,844) | (137) | (10,265) | (142,351) |
| Unrealised gains/(losses) on investments (11) | (178,313) | (39,705) | (2,956) | (220,974) | 372,552 |
| Unrealised gains/ (losses) on investment property (11) | 79,000 | - | - | 79,000 | 0 |
| Transfers between funds | - | 1,366 | (1,366) | - | - |
| Net gains/(losses) on investments | (107,597) | (40,183) | (4,459) | (152,239) | 230,201 |
| Net income/(expenditure) for the year | (424,649) | (294,234) | (3,093) | (721,976) | 564,394 |
| Net movement in funds | (424,649) | (294,234) | (3,093) | (721,976) | 564,394 |
| Funds at 1 April 2022 (16) | 4,879,391 | 892,222 | 63,597 | 5,835,210 | 5,270,816 |
| Funds at 31 March 2023 (17) | 4,454,742 | 597,988 | 60,504 | 5,113,234 | 5,835,210 |

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 48 to 61 form part of these financial statements

Balance sheets as at 31 March 2023

Company registration number: 9311354

| | at 31 March 2023 Group (£) | at 31 March 2023 Charity (£) | at 31 March 2022 Group (£) | at 31 March 2022 Charity (£) |
|------------------------------------------------------------|----------------------------------|------------------------------------|----------------------------------|------------------------------------|
| Fixed assets (Notes) | | | | |
| Tangible fixed assets (10) | 1,113,698 | 1,113,698 | 1,130,194 | 1,130,194 |
| Intangible Fixed Assets (10) | - | - | - | - |
| Investments (11) | 3,761,423 | 3,761,525 | 3,838,653 | 3,838,755 |
| | 4,875,121 | 4,875,223 | 4,968,847 | 4,968,949 |
| Current assets | | | | |
| Debtors (12) | 432,380 | 432,378 | 588,679 | 588,677 |
| Cash at bank and in hand | 626,378 | 626,378 | 1,194,293 | 1,194,293 |
| | 1,058,758 | 1,058,756 | 1,782,972 | 1,782,970 |
| Creditors: amounts falling due within one year (13) | (816,417) | (816,517) | (868,230) | (868,330) |
| Net current assets | 242,341 | 242,239 | 914,742 | 914,640 |
| Pension Provision (14) | (4,228) | (4,228) | (48,379) | (48,379) |
| Net assets | 5,113,234 | 5,113,234 | 5,835,210 | 5,835,210 |
| Funds | | | | |
| Endowment (16a) | 60,504 | 60,504 | 63,597 | 63,597 |
| Restricted (16b) | 597,988 | 597,988 | 892,222 | 892,222 |
| Unrestricted: | | | | |
| General Fund (16c) | 4,454,742 | 4,454,742 | 4,879,391 | 4,879,391 |
| Funds at 31 March 2023 (17) | 5,113,234 | 5,113,234 | 5,835,210 | 5,835,210 |

As permitted by s408 Companies Act 2006, the company has not presented its own income and expenditure statement and related notes. The company's loss for the year was £721,976 (21/22 FY: surplus £564,394)

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 12 September 2023 and signed on their behalf by:



Sean Hanson

Consolidated Cash Flow Statement

Year Ended 31 March 2023

| | Year to 31 March 2023 (£) | Year to 31 March 2022 (£) |
|----------------------------------------------------------------------------------------------|------------------------------|------------------------------|
| Reconciliation of net income/(expenditure) to net cash flow from operating activities | | |
| Net income/(expenditure) for the year as per the statement of financial activities | (721,976) | 564,394 |
| Adjustments for | | |
| Depreciation and amortisation charges | 16,498 | 14,635 |
| Loss/(Gain) on investments | 152,239 | (230,201) |
| Dividends, interest and rents from investments | (98,290) | (93,439) |
| Loss/(profit) on the sale of fixed assets | - | - |
| (Increase)/Decrease in stocks | - | - |
| (Increase)/Decrease in debtors | 156,299 | (296,916) |
| Increase/(Decrease) in creditors | (95,432) | (227,411) |
| Net cash provided by operating activities | (590,662) | (268,938) |
| Net cash flow provided by operating activities | (590,662) | (268,938) |
| Cash flows from investing activities | | |
| Dividends, interest and rent from investments | 98,290 | 93,439 |
| Proceeds from the sale of property, plant and equipment | - | - |
| Purchase of property, plant and equipment | - | (8,610) |
| Proceeds from sale of investments | 503,310 | 685,264 |
| Purchase of investments | (654,971) | (503,063) |
| Net cash provided by investing activities | (53,371) | 267,030 |
| Change in cash and cash equivalents in the reporting period | (644,033) | (1,908) |
| Cash and cash equivalents at the beginning of the reporting period | 1,485,600 | 1,487,507 |
| Cash and cash equivalents at the end of the reporting period | 841,567 | 1,485,600 |
| Analysis of cash and cash equivalents | £ | £ |
| Cash at bank and in hand | 626,378 | 1,194,293 |
| Cash held by broker | 215,189 | 291,307 |
| | - | - |
| Total cash and cash equivalents | 841,567 | 1,485,600 |

Notes to the financial statements for the year ended 31 March 2023

1. Company Information

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

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

2. Basis of Preparation

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

Going Concern

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and continue to invest from reserves in areas that will support longer term goals. 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.

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

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 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 was previously 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 incumbent tenant passed away so the value of the property is based on the latest market value placed on it as we aim to sell it this year.

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 2023

| | Grants (£) | Direct Staff costs (£) | Other direct costs (£) | Support Costs (£) | Year to March 2023 Total (£) |
|----------------------------------------------|----------------|------------------------|------------------------|-------------------|------------------------------|
| Counselling and mental health advice service | - | 358,707 | 823,137 | 171,835 | 1,353,679 |
| Financial support | 375,374 | 52,674 | - | 55,398 | 483,446 |
| Communications, Policy and Research | - | 218,708 | 165,120 | 121,137 | 504,965 |
| Information and on-line services | - | 83,383 | - | 57,877 | 141,260 |
| Training and organisational development | - | - | - | - | - |
| Paid for services | - | 313,245 | 38,236 | 207,770 | 559,251 |
| Cost of generating voluntary income | - | 183,013 | 72,556 | 112,235 | 367,804 |
| Total | 375,374 | 1,209,730 | 1,099,049 | 726,252 | 3,410,405 |

5. Expenditure for the year to 31 March 2022

| | Grants (£) | Direct Staff costs (£) | Other direct costs (£) | Support Costs (£) | Year to March 2023 Total (£) |
|----------------------------------------------|----------------|------------------------|------------------------|-------------------|------------------------------|
| Counselling and mental health advice service | - | 141,315 | 948,969 | 63,209 | 1,153,493 |
| Financial support | 307,976 | 63,608 | - | 61,098 | 432,682 |
| Communications, Policy and Research | - | 166,875 | 159,579 | 90,192 | 416,646 |
| Information and on-line services | - | 82,838 | 3 | 67,195 | 150,036 |
| Training and organisational development | - | - | 43,902 | - | 43,902 |
| Paid for services | - | 303,241 | 35,723 | 204,619 | 543,583 |
| Cost of generating voluntary income | - | 235,775 | 116,511 | 137,468 | 489,754 |
| Total | 307,976 | 993,652 | 1,304,687 | 623,781 | 3,230,096 |

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.

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

5. Expenditure for the year to 31 March 2022 (continued)

| | Support Costs March 2023 | Support Costs March 2022 |
|------------------------------------|-----------------------------|-----------------------------|
| Support costs include: | | |
| Office administration costs | 88,997 | 102,721 |
| Building administration costs | 59,804 | 53,103 |
| Organisational Management | 169,437 | 82,673 |
| Human Resources costs | 77,688 | 109,143 |
| Finance Costs | 106,020 | 85,977 |
| Professional fees | 33,340 | 19,974 |
| Marketing and communications costs | 12,524 | 16,209 |
| IT Costs | 85,710 | 97,078 |
| Governance costs | 92,732 | 56,903 |
| Total overheads | 726,252 | 623,781 |

Decrease in Office and Building administration costs is due to the savings done during the year is a result of staff vacancy for 9 months.

Increase in Organisational Management costs reflects the increase in staff costs in Senior Leadership team.

Decrease in HR costs is due to lower recruitment costs and one-off staff payments during last financial year.

Increase in Finance costs in the current year is due to maternity cover replacement during the year.

Professional Fees costs increased due to more Associate work.

Marketing and communications costs remain at the level with last year.

Decrease in IT reflects lower additional costs in hybrid/home working equipment/support in the year.

Increase in governance costs is due to increase in staff supporting governance.

5a. Strategy Development

Strategic development costs were paid to improve our infrastructure, knowledge and our income generation with funding provided by Trustees to make

improvements to our IT infrastructure, develop our Research knowledge and review and test our donor program

The main components of strategic development are:

| | £ |
|----------------------------------|----------------|
| Strategic Project | 97,962 |
| Programme Development | 36,476 |
| Fundraising Development projects | 28,955 |
| Grant Review | 4,000 |
| Association of Colleges project | 5,139 |
| Communication | 375 |
| | 172,907 |

5b. Governance Costs

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

| | March 2023 (£) | March 2022 (£) |
|-----------------------------------|-------------------|-------------------|
| Financial Audit fees | 21,900 | 18,780 |
| Governance Travel and Subsistence | 1,171 | 552 |
| Governance Meetings | 531 | |
| Apportionment of Staff costs | 52,968 | 37,571 |
| Professional and Legal Costs | 5,550 | |
| Total | 82,120 | 56,903 |

6. Investment Income

| | Year to March 2023 | | | Year to March 2022 | | |
|--------------------------------|----------------------|-------------------------|-------------------------|----------------------|-------------------------|-------------------------|
| | General Funds (£) | Restricted Funds (£) | March 2023 Total (£) | General Funds (£) | Restricted Funds (£) | March 2022 Total (£) |
| Income from listed investments | 77,560 | 19,710 | 97,270 | 75,366 | 18,036 | 93,402 |
| Bank interest receivable | 1,020 | - | 1,020 | 37 | - | 37 |
| | 78,580 | 19,710 | 98,290 | 75,403 | 18,036 | 93,439 |

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

| | Year to March 2023 (£) | Year to March 2022 (£) |
|--------------------------------------------------------|------------------------|------------------------|
| Depreciation | 16,498 | 14,635 |
| Auditor's remuneration: | | |
| Audit fees (excluding VAT) | 20,660 | 18,780 |
| Additional work in relation to the new ISA 240 and 315 | 1,240 | |

8. Employee information

| | Year to March 2023 (£) | Year to March 2022 (£) |
|---------------------------------|------------------------|------------------------|
| Employee Costs | | |
| Wages and salaries | 1,354,508 | 1,150,892 |
| Social security costs | 148,380 | 121,344 |
| Pension costs | 125,854 | 117,665 |
| Redundancy payments within year | - | 12,000 |
| | 1,628,742 | 1,401,901 |

| The average number of employees during the period was: | Year to March 2023 (£) | Year to March 2022 (£) |
|---------------------------------------------------------------|------------------------|------------------------|
| Fundraising | 4 | 4 |
| Paid for Services | 5 | 4 |
| Financial Support | 2 | 1 |
| Information and on-line services | 1 | 1 |
| Counselling and Mental Health services | 6 | 6 |
| Communications, Policy and Research | 6 | 7 |
| Administration | 7 | 8 |
| Total | 31 | 31 |

| | Year to March 2023 (£) | Year to March 2022 (£) |
|-------------------------------------------------------------------|------------------------|------------------------|
| Key management personnel aggregate pay (including NI and pension) | 396,008 | 361,335 |

During the year key management personnel comprised of:

- CEO
- Director of Finance and Operations
- Director of Communications and Public Affairs
- Director of Programmes

| Employee information | Year to March 2023 (£) | Year to March 2022 (£) |
|--------------------------------------------------------------------------------------------------|------------------------|------------------------|
| The number of employees earning in excess of £60,000 per annum (including taxable benefits) was: | | |
| over £100,000 | 1 | - |
| £90,001 to £100,000 | - | - |
| £80,000 to £90,000 | 1 | 3 |
| £70,000 to £80,000 | - | - |
| £60,000 to £70,000 | 2 | 1 |

9. Trustees

| | Year to March 2023 (£) | Year to March 2022 (£) |
|------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------------|
| Trustees provide their services without remuneration | | |
| Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accommodation and subsistence | 2,028 | - |
| Number of trustees claiming expenses during the year | 4 | - |

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

| Group & Charity | TFA | TFA | TFA | IFA |
|---------------------------------|------------------------------------------------|-----------------------------------------------|------------------|---------------|
| Cost | Leasehold property including refurbishment (£) | Furniture, equipment, fixtures & fittings (£) | Total (£) | Software (£) |
| At 1 April 2022 | 1,314,276 | 204,303 | 1,518,579 | 65,236 |
| Additions | - | - | - | - |
| Disposals | - | - | - | - |
| At 31 March 2023 | 1,314,276 | 204,303 | 1,518,579 | 65,236 |
| Accumulated depreciation | | | | |
| At 1 April 2022 | 191,685 | 196,698 | 388,383 | 65,236 |
| Charge for the year | 13,630 | 2,868 | 16,498 | |
| Disposals | - | - | - | - |
| At 31 March 2023 | 205,315 | 199,566 | 404,881 | 65,236 |
| Net book value | | | | |
| At 31 March 2023 | 1,108,961 | 4,737 | 1,113,698 | - |
| At 31 March 2022 | 1,122,591 | 7,605 | 1,130,196 | - |

11. Fixed asset investments

| Summary | March 23 Group (£) | March 23 Charity (£) | March 22 Group (£) | March 22 Charity (£) |
|-------------------------|--------------------|----------------------|--------------------|----------------------|
| Listed investments (a) | 3,162,423 | 3,162,423 | 3,318,653 | 3,318,653 |
| Unlisted investment (b) | - | 102 | - | 102 |
| Investment Property (c) | 599,000 | 599,000 | 520,000 | 520,000 |
| | 3,761,423 | 3,761,525 | 3,838,653 | 3,838,755 |

(a) Listed Investments Group & Charity

| | Unrestricted | | | | Total | |
|-------------------------|--------------------|----------------|-----------------------|-----------------------------|------------------------|------------------------|
| | Fixed Interest (£) | Equities (£) | Overseas Equities (£) | Alternative Investments (£) | Year to March 2023 (£) | Year to March 2022 (£) |
| At 1 April 2022 | 754,395 | 779,165 | 939,628 | 554,154 | 3,027,342 | 3,022,888 |
| Additions | 350,337 | 22,948 | 250,557 | 31,129 | 654,971 | 503,063 |
| Disposals | (133,897) | (122,340) | (247,073) | - | (503,310) | (685,264) |
| Realised gain/(loss) | - | (10,265) | - | - | (10,265) | (142,351) |
| Unrealised gain/(loss) | (159,721) | 30,610 | (26,682) | (65,181) | (220,974) | 372,552 |
| | 811,114 | 700,118 | 916,430 | 520,102 | 2,947,764 | 3,070,888 |
| Cash held by broker | | | | | 214,659 | 291,311 |
| At 31 March 2023 | 811,114 | 700,118 | 916,430 | 520,102 | 3,162,423 | 3,318,653 |
| Historical cost | | | | | 2,789,135 | 2,627,209 |

11. Fixed asset investments (continued)

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

The following investments make up more than 5% of the total investment portfolio:

| | % of total (%) | Market Value (£) |
|---------------------------------------------------|----------------|------------------|
| United Kingdom (Government of) 4.25% Gilt Snr Bds | 5.65 | 176,505 |
| JPMorgan American Investment Trust ord GBPO.05 | 5.16 | 163,300 |

| (b) Unlisted investments | Group at 31 March 2023 (£) | Charity at 31 March 2023 (£) | Group at 31 March 2022 (£) | Charity at 31 March 2022 (£) |
|--------------------------------------------------------------------------------------------------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | £ | £ | £ | £ |
| 100% interest in TBF Holdings Limited (i) Incorporated in the United Kingdom, Company Number 4328710 | - | 100 | - | 100 |
| 100% interest in TBF Trading (No. 2) Limited (ii) Incorporated in the United Kingdom, Company Number 4162015 | - | 2 | - | 2 |
| | - | 102 | - | 102 |

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

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

| (c) Investment Property | at 31 March 2023 (£) | at 31 March 2022 (£) |
|----------------------------------------|-----------------------------|-----------------------------|
| Market value at 1st April 2022 | 520,000 | 520,000 |
| Unrealised gain on valuation | 79,000 | - |
| Market value at 31st March 2023 | 599,000 | 520,000 |

At the end of 22/23 FY, the investment property was listed on the market for sale. The gain on the valuation reflects the most up to date market value of the property.

12. Debtors

| | March 23 Group (£) | March 23 Charity (£) | March 22 Group (£) | March 22 Charity (£) |
|--------------------------------|-----------------------|-------------------------|-----------------------|-------------------------|
| Trade debtors | 128,291 | 128,291 | 137,262 | 137,262 |
| Prepayments and accrued income | 225,481 | 225,481 | 375,053 | 375,053 |
| Legacy debtor | 12,672 | 12,672 | 3,072 | 3,072 |
| Other debtors | 34,705 | 34,703 | 42,961 | 42,959 |
| Welfare loans | 31,231 | 31,231 | 30,331 | 30,331 |
| | 432,380 | 432,378 | 588,679 | 588,677 |

Legacy debtor relates to legacy income which was notified and Education Support was entitled to before 31 March 2023 and had been accrued as required by FRS 102.

13. Creditors: amounts falling due within one year

| | March 23 Group (£) | March 23 Charity (£) | March 22 Group (£) | March 22 Charity (£) |
|-----------------------------------------------------------|-----------------------|-------------------------|-----------------------|-------------------------|
| Amount due to subsidiary undertakings | - | 100 | - | 100 |
| Trade creditors | 176,699 | 176,699 | 116,808 | 116,808 |
| Taxation and social security costs | 47,436 | 47,436 | 53,733 | 53,733 |
| Pensions including pension fund deficit contribution plan | 42,021 | 42,021 | 47,965 | 47,965 |
| Accruals and deferred income including holiday pay | 543,956 | 543,956 | 636,815 | 636,815 |
| Other creditors | 6,305 | 6,305 | 12,909 | 12,909 |
| | 816,417 | 816,517 | 868,230 | 868,330 |

13a. Deferred Income

| | March 23 (£) | March 22 (£) |
|-----------------------|--------------|--------------|
| Deferred Income b/f | 490,310 | 477,768 |
| Released in year | 5,783,307 | 6,034,155 |
| Deferred to next year | (5,848,659) | (6,021,613) |
| Deferred income c/f | 424,958 | 490,310 |

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

14. Pension Provision

| | March 23 Group (£) | March 23 Charity (£) | March 22 Group (£) | March 22 Charity (£) |
|-----------------------------------------------------------|-----------------------|-------------------------|-----------------------|-------------------------|
| Pensions including pension fund deficit contribution plan | 4,228 | 4,228 | 47,847 | 47,847 |
| | 4,228 | 4,228 | 47,847 | 47,847 |

15. Pension Scheme

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

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

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

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

Deficit contributions

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

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

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

Deficit contributions

From 1 April 2019 to 30 September 2025:

£11,243,000 per annum
(payable monthly and increasing by 3% each on 1st April)

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

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

Present values of provision

| | 31 March 2023 (£) | 31 March 2022 (£) | 31 March 2021 (£) |
|----------------------------|-------------------|-------------------|-------------------|
| Present value of provision | 46,751 | 73,333 | 265,003 |

Reconciliation of opening and closing provisions

| | Period Ending 31 March 2023 (£) | Period Ending 31 March 2022 (£) |
|----------------------------------------------------------|------------------------------------|------------------------------------|
| Provision at start of period | 73,333 | 265,003 |
| Unwinding of the discount factor (interest expense) | 1,384 | 1,528 |
| Deficit contribution paid | (26,717) | (67,061) |
| Remeasurements - impact of any change in assumptions | (1,249) | (1,686) |
| Remeasurements - amendments to the contribution schedule | - | (124,451) |
| Provision at end of period | 46,751 | 73,333 |

Income and Expenditure Impact

| | Period Ending 31 March 2023 (£) | Period Ending 31 March 2022 (£) |
|----------------------------------------------------------|------------------------------------|------------------------------------|
| Interest expense | 1,384 | 1,528 |
| Remeasurements — impact of any change in assumptions | (1,249) | (1,686) |
| Remeasurements — amendments to the contribution schedule | - | (124,451) |
| 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.

Assumptions

| | 31 March 2023 % per annum | 31 March 2022 % per annum | 31 March 2021 % per annum |
|------------------|------------------------------|------------------------------|------------------------------|
| Rate of discount | 5.25 | 2.35 | 0.66 |

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 2023 % per annum | 31 March 2022 % per annum | 31 March 2021 % per annum |
|-------------|------------------------------|------------------------------|------------------------------|
| Year 1 | 26,717 | 26,717 | 67,061 |
| Year 2 | 22,264 | 26,717 | 69,073 |
| Year 3 | - | 22,264 | 71,145 |
| Year 4 | - | - | 61,066 |
| Year 5 | - | - | - |
| Year 6 | - | - | - |
| Year 7 | - | - | - |
| Year 8 | - | - | - |
| Year 9 | - | - | - |
| Year 10 | - | - | - |

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

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

Statement of Changes in Reserves

16a. Endowment Fund

| | Balance as at 31 March 2022 (£) | Income (£) | Expenditure (£) | Gains/ (Losses) on Investments (£) | Transfers (£) | Balance as at 31 March 2023 (£) |
|--------------|---------------------------------------|---------------|--------------------|------------------------------------------|------------------|---------------------------------------|
| Cutler Trust | 63,597 | 1,366 | | (3,093) | (1,366) | 60,504 |

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 2023

| | Balance as at 31 March 2022 (£) | Income (£) | Expenditure (£) | Gains/(Losses) on Investments (£) | Transfers (£) | Balance as at 31 March 2023 (£) |
|-----------------------------------------|---------------------------------|------------|-----------------|-----------------------------------|---------------|---------------------------------|
| DFE programme | - | 230,550 | (226,742) | - | - | 3,808 |
| Welsh Government programme | 93,769 | 309,381 | (308,560) | - | - | 94,590 |
| National Association of Special Schools | - | 29,851 | (29,851) | - | - | - |
| Cutler Trust | 2,616 | 60 | - | (79) | 1,366 | 3,963 |
| TeachWell grant | 15,325 | 352 | - | (702) | - | 14,975 |
| G Hollows | 6,089 | 140 | - | (245) | - | 5,984 |
| Kent NAHT | 5,181 | 119 | - | (237) | - | 5,063 |
| Scottish Teachers & Lecturers | - | - | - | - | - | - |
| NUT Development Workers Fund | 7,283 | 167 | - | (332) | - | 7,118 |
| Widows Fund | 6,187 | 142 | - | (283) | - | 6,046 |
| Alan Naylor legacy | 8,437 | 194 | - | (386) | - | 8,245 |
| CSiS Grant | 4 | - | - | - | - | 4 |
| Teacher Support Network Funds | - | - | - | - | - | - |
| Recourse Funds | 747,331 | 17,170 | (277,024) | (39,285) | - | 448,192 |
| | 892,222 | 588,126 | (842,177) | (41,549) | 1,366 | 597,988 |

Restricted funds for the year to 31 March 2022

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

16b. Restricted funds (continued)

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

16c. Unrestricted funds

| | Balance at 31 March 2022 (£) | Transfers (£) | Net movement in funds excl transfers (£) | Balance at 31 March 2023 (£) |
|------------------------|------------------------------|---------------|------------------------------------------|------------------------------|
| Unrestricted Funds: | 4,879,391 | - | (424,649) | 4,454,742 |
| Comprise of: | | | | |
| Designated Fund | | | | |
| Fixed Asset | 1,130,194 | | (16,498) | 1,113,696 |
| Development Fund | 154,062 | 243,844 | (172,906) | 225,000 |
| Grant Reserve | 350,000 | (117,000) | | 233,000 |
| Infrastructure Reserve | - | 85,000 | | 85,000 |
| Free Reserves | 3,245,135 | (211,844) | (235,245) | 2,798,046 |
| | 4,879,391 | - | (424,649) | 4,454,742 |

- 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. The Trustees agreed to add £225,000 to this fund for use in 2023/24 onwards
- c. The infrastructure reserve was set up for 2023/24 to fund major office projects and system upgrades
- d. 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

| 2023 | General fund (£) | Endowment fund (£) | Restricted funds (£) | Designated funds (£) | Total funds (£) |
|-----------------------------|------------------|--------------------|----------------------|----------------------|-----------------|
| Fixed assets | - | - | - | 1,113,696 | 1,113,696 |
| Investments | 3,102,931 | 60,504 | 597,988 | - | 3,761,423 |
| Current assets | 600,760 | - | - | 458,000 | 1,058,760 |
| Current liabilities | (816,417) | - | - | - | (816,417) |
| Long term liabilities | (4,228) | - | - | - | (4,228) |
| Net assets at 31 March 2023 | 2,883,046 | 60,504 | 597,988 | 1,571,696 | 5,113,234 |

| 2022 | General fund (£) | Endowment fund (£) | Restricted funds (£) | Designated funds (£) | Total funds (£) |
|-----------------------------|------------------|--------------------|----------------------|----------------------|-----------------|
| Fixed assets | - | - | - | 1,130,194 | 1,130,194 |
| Investments | 2,882,924 | 63,597 | 892,222 | - | 3,838,743 |
| Current assets | 1,278,910 | - | - | 366,185 | 1,782,972 |
| Current liabilities | (868,852) | - | - | - | (868,852) |
| Long term liabilities | (47,847) | - | - | - | (47,847) |
| Net assets at 31 March 2022 | 3,245,135 | 63,597 | 892,222 | 1,634,256 | 5,835,210 |

Analysis of Charity net assets between funds

| 2023 | General fund (£) | Endowment fund (£) | Restricted funds (£) | Designated funds (£) | Total funds (£) |
|-----------------------------|------------------|--------------------|----------------------|----------------------|-----------------|
| Fixed assets | - | - | - | 1,113,696 | 1,113,696 |
| Investments | 3,103,033 | 60,504 | 597,988 | - | 3,761,525 |
| Current assets | 600,758 | - | - | 458,000 | 1,058,758 |
| Current liabilities | (816,517) | - | - | - | (816,517) |
| Long term liabilities | (4,228) | - | - | - | (4,228) |
| Net assets at 31 March 2023 | 2,883,046 | 60,504 | 597,988 | 1,571,696 | 5,113,234 |

| 2022 | General fund (£) | Endowment fund (£) | Restricted funds (£) | Designated funds (£) | Total funds (£) |
|-----------------------------|------------------|--------------------|----------------------|----------------------|-----------------|
| Fixed assets | - | - | - | 1,130,194 | 1,130,194 |
| Investments | 2,883,026 | 63,597 | 892,222 | - | 3,838,845 |
| Current assets | 1,278,908 | - | - | 366,185 | 1,782,970 |
| Current liabilities | (868,952) | - | - | - | (868,952) |
| Long term liabilities | (47,847) | - | - | - | (47,847) |
| Net assets at 31 March 2022 | 3,245,135 | 63,597 | 892,222 | 1,634,256 | 5,835,210 |

18. Operating lease commitments

At 31 March 2023 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

| Plant and Machinery | March 23 (£) | March 22 (£) |
|-------------------------------------------------|---------------------|---------------------|
| Maturing within one year (equipment) | 5,200 | 11,657 |
| Maturing between one and five years (equipment) | 20,800 | 971 |

19. Related party transactions

There were no identified related party transactions in 2022/23 (2021/22: none)

The total donations received from trustees in 2022/23 amounted to £720 (£160 received from trustees in prior year)

20. Financial Instruments

| | March 23 (£) | March 22 (£) |
|---------------------------------------------------------|---------------------|---------------------|
| Financial asset measured at fair value | 520,000 | 520,000 |
| Financial assets measured at amortised cost | 386,742 | 557,682 |
| Financial liabilities measured at amortised cost | 768,981 | 814,497 |



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