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ANNUAL REPORT 2021-22

About ALLFIE

Thank you to our volunteers, supporters, partners and employees for supporting ALLFIE in 2021-2022, and for the difference we will make together in the coming year.

The objectives of the charity remain, to end segregation of Disabled learners, and those categorised as having 'special educational needs', from mainstream education system in the UK

The main activity of the charity is lobbying for change to legislation, policy and practices that discriminate against Disabled learners, including those with SEN labels, and that prevent inclusion. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing work, fundraising for the core budget and engaging in new projects.

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Welcome

From our Chairperson

Navin Kikabhai



Welcome to ALLFIE's Annual Report, for the year 2021 - 22

To say it has been an extraordinary year would be an understatement! Throughout this year the COVID-19 pandemic continued to disproportionately affect the lives of Disabled learners, and those labelled as having Special Educational Needs. ALLFIE has adapted accordingly. Mindful of developing online opportunities, we increased our digital and social media presence during global lockdowns, which affected education in an unprecedented way. At the same time, we updated working practices to challenge inaccessible online platforms and the barriers to education caused by digital exclusion.

Throughout this period, ALLFIE has resolutely called out organisations, which claim to promote inclusive education but do or say very little to advance this agenda. We have continued working with many other grassroots organisations, to develop our intersectional work. Structurally, we have altered our Board meeting format to introduce a more strategic focus, enabling us to explore organisational issues, values, ethics, and new areas of work. On an operational level, we downsized our office, utilising the space to effectively introduce hybrid methods of working.

To share a snapshot:

- We met with political representatives to speak out and highlight the discriminatory barriers Disabled people face and their experiences within an increasing segregated state education system
- Home learning has increased, as has the use of physical restraints in schools and for individuals attending segregated settings
- Our Annual Conference was on the 40 years of the 1981 Education Act
- ALLFIE secured funding to work with other Disabled People's Organisations to develop their capacity to campaign for Inclusive Education and advance our Strategic Plan. ALLFIE has also secured other funding.

As ever, I want to acknowledge the continued dedication to ALLFIE; from our staff, our Director, fellow Trustees, funders and members. You have remained resolute in enabling our campaign to end educational segregation. I would like to take this opportunity to thank Mike Lambert and Miro Griffiths for their support as Trustees on the Board.

Inclusive education is a social justice issue. Amidst educational fragmentation, political turmoil, growing inequalities, and increasing global uncertainty, ALLFIE's campaign work is ever more important. We will continue to campaign for a fair, socially just, culturally responsive, and accessible educational system that is inclusive.



Director's Report

Michelle Daley

Throughout the challenges of the COVID-19 pandemic and other political fiascos, our members, volunteers, staff, trustees, funders, and supporters have remained dedicated to ALLFIE's campaign - for inclusive education within mainstream settings to be recognised for all Disabled people as a social justice issue and a human right.



2021-2022 was another year of uncertainty, in which inclusive education failings were exacerbated by the COVID-19 pandemic. Disablism and ableism remained present in lockdown rules and continued way longer than any of us could have expected. The UK Government's plans and practices reduced Disabled people to objects - "othered" and disposable. Throughout the pandemic, we repeatedly experienced the Government's choice to erase our existence. The restrictions and limits imposed resulted in more Disabled people being pushed out of public view. Often there were no solutions, resulting in increased intersectional injustice, and the continual dismissal of Disabled people's concerns. The impact on our educational rights was devastating.

ALLFIE remains committed to delivering our 5-year strategic plan. We continue to be the only UK national Disabled People's Organisation campaigning for the abolishment of segregated education, and equality in education for all Disabled people. We have kept our promise to focus on issues around deepening intersectionality and strengthening young people's involvement and improving ALLFIE's sustainability. This has resulted in positive all-round results for ALLFIE over the past year.

ALLFIE knows that we cannot deliver on our campaign for justice in education alone. This work is difficult and emotionally draining and we want justice solutions. To do this work requires maintaining supportive communities and networks, alongside obtaining longer term resources.

Thank you for your continued support and solidarity.

It gives me great pleasure to share our work highlights for 2020/21:

1

COVID-19

Through a critical investigative approach, ALLFIE's campaign work revealed the extent to which measuring human worth and value became increasingly problematic for Disabled people. This was particularly true for those labelled with complex support needs, including Disabled people from racially minoritized and marginalised communities. Our work also illustrated that Disabled people's demand for 'reasonable adjustments' and support was often viewed as an inconvenience rather than a Disability justice issue. We will continue keeping a close watch on the changes to Covid-19 rules and their effects on education.

2

Campaigns

Our campaign work included:

- Providing evidence to the United Nations Convention on the Rights of Disabled People (UNCRPD) shadow report
- Highlighting the failings of the Government's National Disability Strategy
- Making recommendations to improve education policy
- Working with Disability Rights UK, Inclusion London and Liberty, including around The Coronavirus Act 2020.

3

Digital inclusion vs exclusion

ALLFIE adopted positive changes which emerged during the pandemic and opened doors to education for Disabled people, especially in relation to technology. However, digital exclusion remains an issue, making education not universally accessible for example, with online applications. We remain concerned that technology could be used as another way to remove Disabled people labelled with complex needs and challenging behaviours from education, rather than dismantling ableism and other injustices within the education system.

4

SEND Review

After a long wait, the Government's SEND Review was published in March 2022. 'SEND review: right support, right place, right time' was initially made available in standard format only, so was inaccessible to many people. Through pressure from Disabled People's Organisations and supporters, the deadline was extended to June 2022 and the SEND Review was made available in alternative formats, including Easy Read. ALLFIE committed to consulting with our members and supporters to gather evidence for our consultation response.

5

Inclusion Now magazine

Our Inclusion Now magazine moved online which helped reach a wider audience. Interviews by Sir Steve McQueen (Director of Education film), Judy Heumann (featured in Crip Camp) and Baroness Tanni Grey-Thompson were featured.

6

Capacity Building projects

Our capacity building programme resourced building skills of Disabled People's Organisations and Disabled people through our webinars, training events, materials and a report.

7

Young people's projects

We started the Our Voice programme to bring Young Disabled people together during COVID-19 to create campaign resources.

8

Funding

We have ended the financial year 2021/2022 with net current assets of £148,391 providing us with the confidence for the journey ahead to deliver on our plan.



Your impact in 2021/2022

There is still lots of work to be done to change the dial and achieve social justice in education for all Disabled people across the UK. Looking ahead we are moving in the right direction: embedding an intersectional approach, supporting Young people's participation and improving engagement across our communications platforms so that more people get involved in our campaigns. Our strategy provides us with a clear direction, a long-term view, and an ambition for the future.

ALLFIE OBJECTIVES 2020-2025

- 1** Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all
- 2** Promote a wider understanding of the benefits of inclusive education for all
- 3** Build the capacity of the inclusive education movement to become a more effective voice of influence
- 4** Ensure the maximum effectiveness of ALLFIE and its future sustainability

Our year in numbers

Capacity Building

 **32**
workshops

1,000+
conference
attendees

25 
Publications

18
Speeches


5 YEAR
Strategy

Lobby for change



Our lobbying work around
legislation and policy

Consultations
on law and policy **4**

5 
briefings

formed
alliances **12**
MPs


31
YEARS
inclusive education
campaigning

Finance

£102,804
Income Generation
including from grants

Communications



169,431
Website visitors



19.5%
increase on definitions

5,000+
E-bulletin hits

6 National
Media
appearances

3 Inclusion
Now
magazines

12
Videos

Key objective 1

Promote a wider understanding of the benefits of inclusive education for all

Through our communications work, we have focused on developing better ways to promote understanding of inclusive education in mainstream settings, as a human right for all Disabled people. We have developed practice to centre on the lived experiences of Disabled people from different backgrounds and communities. We thank [‘Our Voice’](#), Young people, Melody Powell, [Disabled Black Lives Matter](#) and Catherine Bebbington (ALLFIE’s Communications Officer), for positively influencing ALLFIE’s work. During the year we used various platforms to promote our work. ALLFIE have:

Presented ten public engagements, including conferences, which enabled us to reach more than 1,000 people. This includes speaking at:

- [Public Policy Exchange on Improving Disability Services in the UK](#)
- [Conference of Equals, hosted by Centre for Knowledge Equity](#)
- [The Reykjavik Dialogue Conference](#)

Reported six times in national media, including on LBC radio and Disability News Service, and issued a [press briefing in response to the Government’s National Disability Strategy](#)



Collaborated with Disabled People’s Organisations and other organisations such as Disability Rights UK, Inclusion London, Disabled People’s Forum, Reclaiming Our Futures Alliance. This included on the National Disability Strategy, Reporting of the UNCRPD and the Coronavirus Act 2020



Engaged with the three main political parties and held 12 meetings with MPs, to raise concerns on remote learning. This included: Lord Knight, Daisy Cooper MP, Olivia Blake MP (Chair, APPG SEND), Kate Green MP (Shadow Secretary for Education), and Tulip Siddiq MP



Continued to develop our Email subscription list to connect with members and supporters, including via regular newsletters and campaign updates. Our mailouts were read over 5,000 times, including inclusive education newsletters for [spring](#), [summer](#), [autumn](#) and [winter](#)



Increased content across social media platforms, including publishing eleven videos on our [YouTube channel](#)



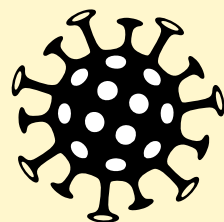
Received international interest from Austria, Iceland and Saint John’s University in Minnesota



Key objective 2

Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all

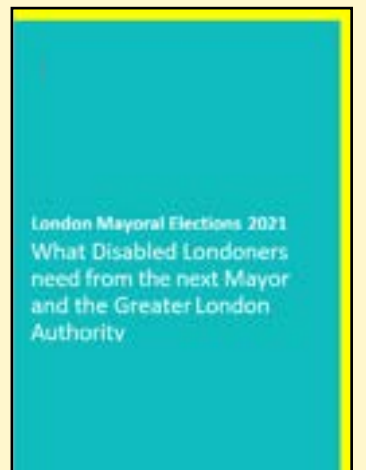
Throughout the COVID-19 pandemic, ALLFIE continued to adapt ways of operating in a restricted environment to influence our position. Our work centred on responding to COVID-19 legislative changes, Parliamentary inquiries and collaborating with Disabled People's Organisations. When the Government released their National Disability Strategy, ALLFIE was quick to respond and report the failings around ableism, intersectional injustices, and the rise in segregated schools and colleges. Thanks to the work of our Campaigns and Policy Officer, Simone Aspis, we successfully lobbied MPs to meet us, and created resources that shone a spotlight on issues such as the failings of the National Disability Strategy. We were also able to invite political figures to contribute articles in ALLFIE's Inclusion Now magazine. ALLFIE have:



Published [COVID-19 campaign](#) briefings, including: - '[Restoring Disabled People's Rights: Coronavirus 'Protect Everyone Bill'](#)', ALLFIE's response to the UK Government's recovery 'roadmap', the 'Protect Everyone' Bill, plus, a call to action

Campaigned for inclusive education ahead of the 2021 GLA and Mayoral elections, including:

- Published a [London Mayoral elections](#) inclusive education briefing
- Launched a [Mayoral Manifesto](#), alongside Inclusion London, outlining Disabled Londoners' 'asks' for the next Mayor and Greater London Authority



Produced a survey and submission to the Department for Education on [reforms to the university admissions system](#)



Department for Education

Worked jointly with Disability Rights UK, Inclusion London and Liberty on producing [lobbying materials around the Coronavirus Act 2020 debate](#) (ALLFIE focused on education)



Hosted four consultation events to gather evidence for the writing of a [shadow report on the UNCRPD](#)



Raised concerns about the report '[EHRC restraints in School inquiry](#)', which does nothing to call for an end to this abusive practice



Key objective 3

Build the capacity of the inclusive education movement to become a more effective voice of influence

The challenges of COVID-19 made it tough for ALLFIE to deliver on some of our programmes. However, thanks to our Digital Support Officer, Saifur Valli, we have been able to improve our online platforms to better engage Disabled People's Organisations (DPOs) and Disabled people in our activities. We hosted events which connected parents, DPOs, Local Authorities, Youth services and Education services. We also learnt from the work of Our Capacity Building Development Worker, Justine Jones and 'Our Voice' Officer, Armineh Soorenian, that building capacity is intersecting and layered, and it is not a one-off effort. It is the infrastructural basis for liberated change.

Here are some examples of different activities that ALLFIE delivered:

#OUR
VOICE

We set up the ['Our Voice' project](#) to bring Young Disabled people together during COVID-19 to get involved in [ALLFIE's COVID-19 campaigns](#)

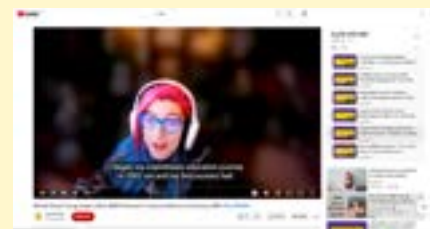
We published the Inclusion Champions Project report titled: ['Inclusive Education, Disabled People's Organisations and Capacity Building for Change'](#). This report provides some reflections from an [Inclusion Champions Project](#) funded by the City Bridge Trust.

We hosted our [annual conference to mark 40 years of the Education Act](#) which included 6 speeches:

- ALLFIE Founder, Micheline Mason: ['40 years SEND Framework campaigning'](#)
- Tony Booth: ['Index for Inclusion'](#)
- Jessica Starns: ['50 years since Handicapped Children Act'](#)
- Melody Powell: ['Young people reflect - SEND framework'](#)
- Navin Kikabhai: ['40 years – what is the future?'](#)
- Philip Graham, Warnock Committee member: ['Warnock Report Committee'](#)

We published 11 videos, which received 1,657 views. The series of videos includes:

- [Black Disabled activists: Continuing with activism](#) BDLM on Black Activists for Black History month received 321 views
- [Tara Flood on their involvement in writing of the UNCRPD, Article 24](#) Previous Director, Tara Flood on the writing of UNCRPD (Article 24 on inclusive education) received 212 views
- Tony Booth Index for Inclusion received 662 views





We produced 25 publications including:

- Three [Inclusion Now magazines](#)
- [COVID-19 Inclusive Education guide](#)
- Articles, [blog posts](#) and reviews

We delivered and contributed to 32 workshops which included:

- [Equality and Human Rights Commission training](#) on the EHRC Tracker tool
- 5 in-person training sessions
- [Our Voice webinar: Disabled Lives, Young Voices: Our Voice Panel](#)
- British Institute on Human Rights on Human Rights training



We also presented 18 speeches (an increase from the previous year)



Our [website homepage](#) received 99,581 visits and we also saw continued increase on areas of the website, for example a 19.5% increase on our [‘What is Inclusive Education?’ definition](#)



We were also able to increase our website engagement via direct contact with members and supporters, via regular [email circulations](#). This includes 5,000+ people who engaged with our bi-monthly newsletter, linked to articles, booked events, and responded to campaign calls for action

Key objective 4

Ensure maximum effectiveness of ALLFIE and its future sustainability

As the COVID-19 pandemic continued to dominate our headlines, A LLFIE remained cautious. We built on lessons learned from the previous year and focused on building fundraising skills and growing relationships to drive forward our strategy. Our Governance & Support Officer, Gelila Tekle-Mariam and Finance Officer, Dora Lam, computerised our finance to improve our efficiency and accessibility. They play a significant role in implementing measures around our governance and system controls.

We have secured £87,395 through consultancy, grants, donations and public speaking. Our income from grants is £65,183. We secured a total of £90,000 of grant funding for the Youth Project for three years from the year 2022/2023 (£30,000 each year).

Future Developments:

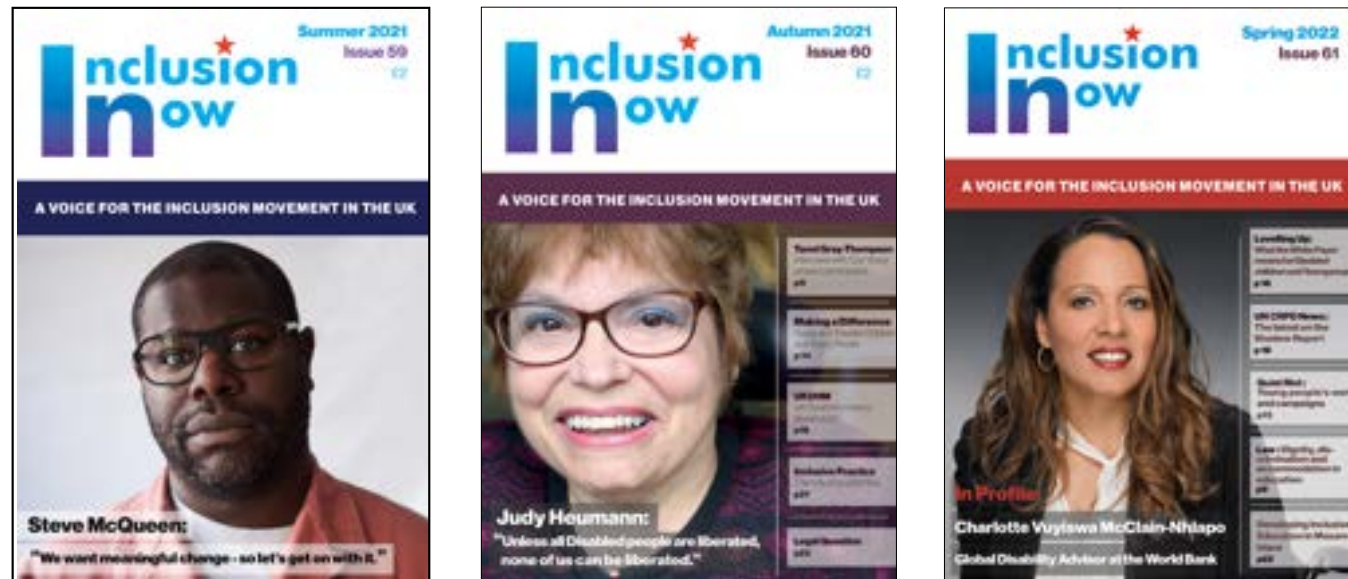
Thanks to Trust for London, Esmée Fairburn Foundation, Paul Hamlyn Foundation, Runnymede Foundation and Network for Social Change for supporting ALLFIE's work.

Our goals for the year 2022/2023 include:

- Capacity building will draw on intersecting issues around poverty
- Expanding 'Our Voice' project to increase the presence of Young people
- Undertake research to strengthen arguments and support our policy work
- Set up an inclusive education coalition and form a Disabled youth parliament group
- Deepen intersectionality work through evidence-based research focused on racially minoritized Disabled children and Young people, to support our capacity building and campaigns work
- Set up a steering group to respond to the Government SEND review
- Improve our website, a proven effective tool for engaging with our audience
- Build new relationships with organisations interested in supporting ALLFIE's values

Inclusive Education resources

Inclusion Now Magazine



www.allfie.org.uk/news/inclusion-now/

Reports



www.allfie.org.uk/resources/

Who we are

The Alliance for Inclusive Education staff 2021-2022 were:

Michelle Daley, Director

Gelila Tekle-Mariam, Governance Support Officer

Simone Aspis, Campaigns & Policy Co-ordinator

Catherine Bebbington, Communications Officer

Saifur Valli, Operations and Digital Officer

Melody Powell, Inclusion Champions Development Worker, appointed 15.11.21

Dora Lam, Finance Officer, appointed 25.06.21

Janet Mearns, Finance Officer, resigned 30.06.21

Justine Jones, Inclusion Champions Development Worker, resigned 21.01.22

Armineh Soorenian, 'Our Voice' Project Co-Ordinator, resigned 21.11.21

Volunteers

This year ALLFIE's work has been supported by 16 volunteers who are working with us on different areas of our capacity building and campaigns work.

Council Members:

Navin Kikabhai (Chair)

Sarifa Patel (Vice Chair)

Shamim Ali (Treasurer)

Joe Whittaker

Miro Griffiths, resigned on 09.03.22

Mike Lambert, resigned on 09.03.22

Anthony Ford

Sophia Anna Kleanthous, appointed on 24.11.21

Tasnim Hassan, appointed on 24.11.21

Independent Examiner

Burnside Chartered Accountants

61 Queen Square

Bristol

BS1 4JZ

Our Finances

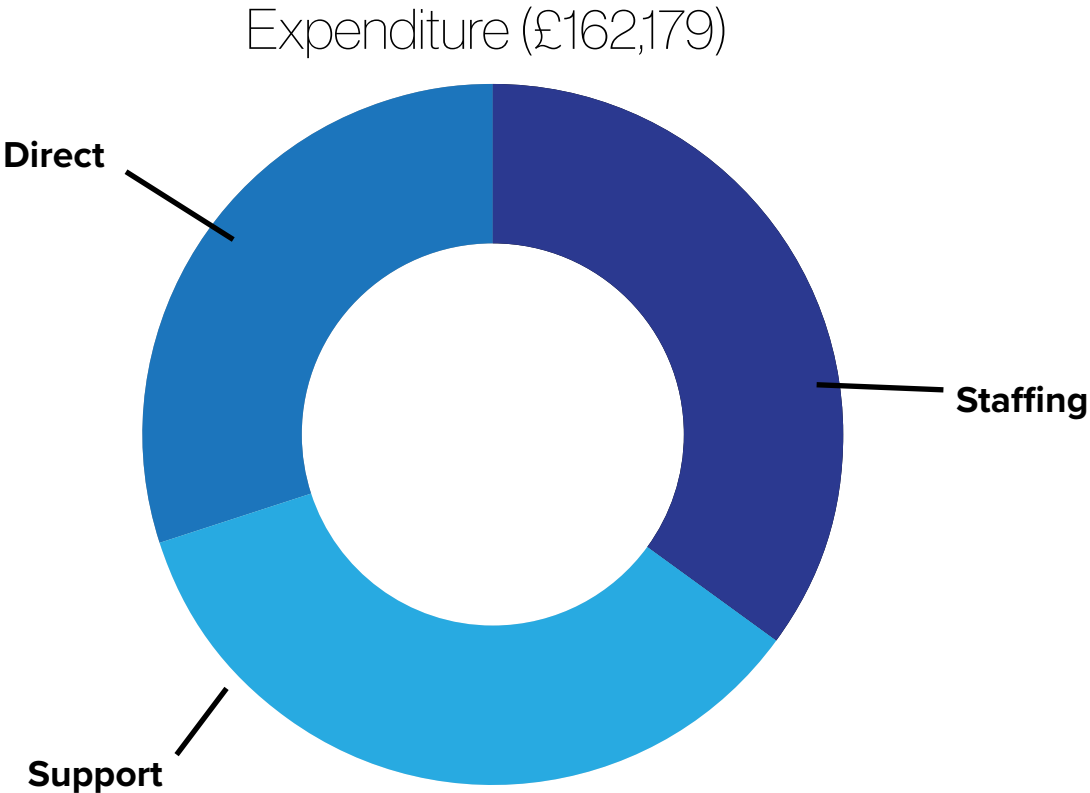
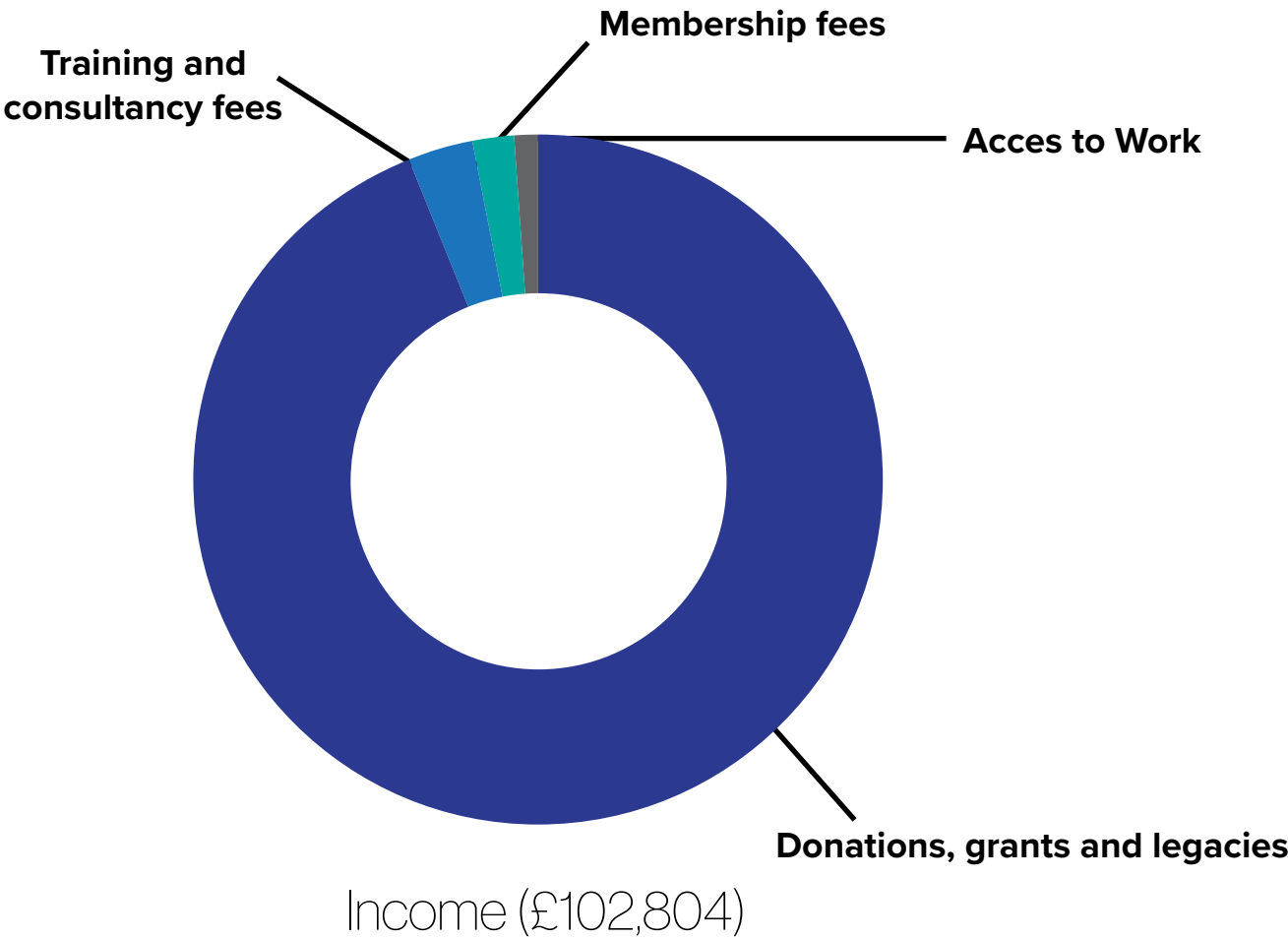
Statement of Financial Activities (incorporating the Income and Expenditure Account)
For the year ended March 31st 2022

	2022 Unrestricted Funds £	2022 Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Income				
Donations, grants and legacies	1,045	65,183	66,228	212,353
Other income	36,576	-	36,549	13,684
Total Income	37,621	65,183	102,804	226,037
Total Expenditure				
Charitable activities, capacity building and campaigning	31,074	131,105	162,179	207,918
Net income (expenditure)	6,547	65,922	59,375	18,119
Reconciliation of funds				
Total funds brought forward	93,133	115,848	208,981	190,862
Total funds carried forward	99,680	49,926	149,606	208,981

Thank you to our funders for their support:



Income and Expenditure 2021/22



Annex

ALLFIE remains committed to our vision for an inclusive education, to move towards an inclusive society for all. We know that our goal can only be achieved through the support and dedication of stakeholders, allies, partners, donors and funders. During the year, you have supported ALLFIE to continue to raise our profile, engage new voices and strengthen our campaign to tackle disability inequality in education.

Our Purposes and Activities

The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, transgender, and any other protected characteristic, the ending of segregation of Disabled learners and those categorised as having ‘special educational needs’ from the mainstream education system in the UK (and the right to the education and inclusion of all learners within fully resourced mainstream educational settings).

The main activity of the charity continues to be lobbying for changes to legislation, policy and practices that discriminate against Disabled learners, including those with SEN labels, and that prevent inclusion. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing work, fundraising for the core budget and engaging in new projects.

REPORT OF THE COUNCIL

Alliance for Inclusive Education Council members (who are trustees for the purposes of charity law) present their report along with the financial statements of the charity for the year ending 31st March 2022. This report also constitutes a Directors’ report as required by the Companies Act 2006 and has been prepared taking advantage of the exemptions conferred by Part 15 of this Act. (clarify)

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum & Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015). The company has taken advantage of the exemption to not have to prepare a strategic report in accordance with “The Companies Act 2006 (Strategic Report and Directors’ Report) Regulations 2013”.

Public benefit

The Charities Commission in its ‘Charities and Public Benefit’ guidance requires that two key principles be met in order to show that an organisation’s aims are for the public benefit: first, there must be an identifiable benefit and second, the benefit must be to the public or a section of the public. The Trustees confirm that they have referred to the Charities Commission’s general guidance on public benefit when reviewing the Charity’s Aims and Objectives.

Financial Review

The financial statements show that ALLFIE had net expenditure for the year of £59,375. On the 31st March 2022 the charity had total funds of £149,606, of which £49,926 were restricted funds and £99,680 unrestricted funds.

The trustees can confirm that the assets of the company are available and adequate to fulfil the obligations of the company.

Principal Funding Sources

For the year 2021/2022 ALLFIE’s work received support from City Bridge Trust, Esmée Fairburn Foundation, Disability Action NET, Centre for Knowledge Equity and Disabled Student Allowance Quality Assurance Group (DSA QAG).

We are continuing to build capacity and skills to support our fundraising to secure longer term funding and create sustainability for ALLFIE’s work so that we can continue to work towards social justice and change in the law for inclusive education within mainstream settings for all Disabled people.

Risk Management

The trustees have considered the possible major risks to the company and have established systems to mitigate these risks.

Reserves Policy

ALLFIE is committed to monitoring our finances to ensure they reflect our current financial situation, the trustees have adjusted the ‘Reserves Policy’ to hold unrestricted free reserves (unrestricted reserves that are not designated held as net current assets) equivalent to between four- and six-months’ total expenditure, to guard against unexpected events and loss of funding. This will allow the charity an increased period of time to respond and seek alternative funding and will help it to continue its activities and maintain its solvency during this period.

Using total expenditure to calculate free reserves reflects that the charity’s main activities are funded by restricted grants.

Based on 2021/22 expenditure gives a free reserve target of between £54,000 and £81,000. At £82,792, the unrestricted free reserves are on target.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Alliance for Inclusive Education is incorporated as a company limited by guarantee. The governing document is the Memorandum and Articles of Association. The Alliance for Inclusive Education is also a registered charity.

Recruitment and Appointment of Trustees

We are delighted that Disabled people remain a majority within the membership of the Council and as part of our recruitment policy we continue to seek new members who reflect a diverse community.

The commitment to Disabled people remaining in the leadership of ALLFIE is reflected in the company’s governing document which states that the membership of the Council is required to maintain the ratio of Disabled to non-disabled staff and Trustees at 60:40.

Under the requirements of the Memorandum and Articles of Association, Council members are elected for a period of three years after which they must be re-elected at the next AGM. The Council can elect to co-opt new members who will then be elected to full Council membership at the following AGM.

Trustee Induction and Training

As part of induction procedures ALLFIE invites proposed trustees to trustee board meetings, and to informal discussions about their interest and possible contribution. Once formally elected the new trustee is provided with an ‘induction pack’ which includes an audit skill check that documents the skills and experiences they bring to the charity. The pack also includes a form for information about any access requirements.

Organisational structure

The charity is under the overall control and direction of the Trustee Board who meet approximately every six weeks. Trustees delegate the day-to-day running of the company to the Director. The current Director is Michelle Daley.

Related parties

The Alliance for Inclusive Education has a history of working collaboratively to achieve its objectives with individuals and groups, from Disabled people, families, educational staff, national and international groups, officials and local authority staff to individuals in public office. ALLFIE is a national organisation and works in partnership on decision and policy makers, developing resources, transforming attitudes and disseminating knowledge.

ALLFIE will continue to seek to work with existing and new partners that share the same principles of inclusive education. Our definition of inclusive education is based on ALLFIE’s seven principles which evolved after considerable discussion with members and partners.

Our seven principles

- 1. Diversity enriches and strengthens all communities
- 2. All learners’ different learning styles and achievements are equally valued, respected and celebrated by society
- 3. All learners are enabled to fulfil their potential by taking into account individual requirements and needs
- 4. Support is guaranteed and fully resourced across the whole learning experience
- 5. All learners need friendship and support from people their own age
- 6. All children and young people are educated together as equals in their local communities
- 7. Inclusive education is incompatible with segregated provision both within and outside mainstream education

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity name

Alliance for Inclusive Education
Charity number: 1124424
Company number: 5988026

Office and operational address

336 Brixton Road
London
SW9 7AA

Bankers

Lloyds Bank plc
125 Balham High Road
London SW12 9AT

CAF Bank Ltd
25 Kings Hill Avenue
West Malling
Kent ME19 4JQ

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Alliance for Inclusive Education for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the organisation will continue its activities.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence 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 charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our independent examiner

In so far as the trustees are aware at the time of approving our trustees' annual report: There is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and as the trustees of the charity we have taken all steps that ought to have been taken in order to make ourselves aware of any relevant audit information and to establish that the charity's independent examiner is aware of that information.

Approved by the Council on 1 November 2022 and signed on its behalf by:

Navin Kikabhai, Chair



1 November 2022



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