



ANNUAL REPORT

2022-23

Thank you for supporting ALLFIE in 2022-2023, and for the difference we will make together in the coming year.

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, 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. ALLFIE aims to uphold and achieve the right to the education and inclusion of all learners within fully resourced, mainstream educational settings.

Our main activity continues to be lobbying for changes to legislation, policy and practice that discriminates against Disabled pupils/students and prevents inclusion, including for those labelled with SEN. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing, fundraising for the core budget, and engaging in new projects.

Cover images:

ALLFIE delivering facilitated training to Advocacy Academy Young people. Credit: Kariima Ali

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Welcome

From our Chairperson

Navin Kikabhai



Welcome to ALLFIE's Annual Report, for the year 2022 - 23

Welcome to this year's Annual Report. At ALLFIE we have experienced a number of significant changes. First and foremost, Joe Whittaker died in February 2023. He was a trustee, former Chairperson and a dedicated and committed advocate and campaigner for inclusive education. I have no doubt that his impact and contribution to the struggle for inclusive education will live on for generations to come. In other matters, ALLFIE has been successful in securing funding and have recruited new staff in key roles.

Politically, Inclusive Education continues to be attacked. The current government continues to intentionally ignore the plight of Disabled people and have actively set out on an agenda to pursue segregated provision. In my lifetime, we have never witnessed government incompetence on such a scale. At ALLFIE we are accustomed to dealing with ideological opposition and have responded to this accordingly. What is new in this government's rhetoric is not only inconsistency, and, but also incompetence. They have been remiss with funding, budget cuts, depleted resources and cuts to training. Yet, at the same time they have invested

millions of pounds into building segregated provision. They have continued to close the door on the educational opportunities and life chances of Disabled young people, and those labelled as having Special Educational Needs. It should be no surprise that exclusions and suspensions have been on the rise – such young people and their families are on a trajectory to segregation with little or no recourse to redress.

I want to take this opportunity to thank our funders, the ALLFIE team and our Director for their stalwart commitment in the face of such adversity. I also want to say thank you to our members for their continued support.

With growing inequalities and uncertainty our work has revealed intersectional inequality that has often gone ignored. ALLFIE has important work to do, and we continue to bring a focus on the abuse and blatant systemic and structural educational failure.



Image: Disabled Black Lives Matter (DBLM) exchange with Brazil DBLM, where they met in London to share experiences on the education system.

Director's Report

Michelle Daley

Welcome to ALLFIE's 2022 – 2023 Annual Report. We give sincere gratitude to everyone for your continued commitment to the Inclusive Education Movement and for supporting ALLFIE's work. Here we share the highlights of our work, which includes reports on the different approaches that we used to deliver on our strategy. Each year comes with its own unique experiences, however, ALLFIE had a mixed year to 31st March 2023.



We are sad to be reporting that we started 2023 with the death of a Trustee, Joe Whittaker. Joe was a former Chairperson, a trustee, an active member, an editorial board member on [Inclusion Now magazine](#), and a fearless activist for inclusive education. We have dedicated both our tribute newsletter and [Inclusion Now magazine 65](#) to Joe, to celebrate his tireless activism and dedication to the work of the Disabled People's Movement. We all loved Joe. He knew how to persuade people and win an argument, primarily because he was talking from experience. Nor was he afraid of asking important questions. Joe was relentless in pursuing inclusive education and demonstrated an art with his direct way of communicating. These are great activist skills. He respected others and was always willing to share his experience. For example, Joe would say, in his own words, the definition for inclusive education has already been won under the UN Convention on the Rights of Persons with Disabilities (UN CRPD) on Article 24 (on inclusive education), so we don't need to keep making the argument – it's done! Joe was a prominent person within the Disabled People's Movement, being on the frontline of campaigns, he helped set up 'Justice in Care', was a supporter of Quiet Riot, and was instrumental in advocating with Disabled children and their families who were pushed to the margins of the educational system to access/ remain in mainstream school.

A further sad loss to the Disabled Peoples Movement was Judith Heumann, an American activist for Disabled people's human rights, featured in the film *Crip Camp* and was interviewed by ALLFIE for [Inclusion Now magazine 60](#). Joe and Judith leave long-lasting legacies teaching valuable lessons towards always thinking that achieving social justice for all Disabled people is possible.

The global pandemic remains a present challenge, particularly for in-person meetings and the continued risk for some Disabled members in our community. There were some in-person meetings that we were able to attend and deliver, but these mostly took place in the summer. We are pleased that we are still able to continue to operate smoothly using virtual platforms for all our Trustee meetings, team meetings and delivery of our projects. In addition, we were affected by political turmoil, with a change of three Prime Ministers and multiple other MPs within the government. The constant change of government leadership has created conditions of uncertainty around what would be the government's priorities, particularly for ALLFIE on education and disability matters.

The cost-of-living crisis remains an issue, despite government packages of support. The annual rate of inflation hit 11.1% in October 2022 (from 0.7% in October 2020), and interest rates were at 4.25% in March 2023, up from 0.1% in March 2020. This has led to further social disparities and marginalisation across the country. We particularly welcomed uplifts on our grants to help us address these issues, and staff salaries were increased in line with National Joint Council (NJC) guidelines.

ALLFIE continues to be positioned as the only [Disabled People's Organisation](#) (DPO) focused on campaigning for inclusive education as a social justice and human right issue. We particularly campaign for a change in law. Campaign and policy work continues to remain effective at responding to consultations, to challenge gaps, injustices and inequalities through ensuring that inclusive education gets addressed. Our main consultation was the [SEND review](#). This was an important consultation for ALLFIE, to have a strong presence and gather a range of information and experiences to support our submission. We therefore knew that the consultation submission would take a lot of ALLFIE's resources and time. We identified several concerns with the [SEND review outcome](#), which included very little in the way of change to centring inclusive education, and no effort to ending segregated provisions for Disabled children/young people.

We also took opportunities to [engage in the government's SEND review consultation](#), including by attending the Ministerial Round Table, where we posed a question centred around the need for a definition on inclusive education and the failure to recognise intersectional discrimination within the [SEND review](#).

Will Quince MP agreed that some work is needed on defining inclusion, but still supported retaining segregated provisions.

Later in the year we launched our [Stronger Voices project](#), under our Inclusion Champions capacity building. The intention of this work is to influence policy on the intersections of segregated education within the London boroughs, and its link to poverty. We made a positive start with good engagement from the Steering Group made up of London Disabled People's Organisations (DPOs) to steer, shape and influence the work.

Our partnership with [Inclusion Solutions](#) and [World of Inclusion](#), on the production of the [Inclusion Now magazine](#) has resulted in the recruitment of new members to the editorial board, ensuring the continued success of the magazine. In 2022, we published an additional [supplement on the SEND review](#), which included a cartoon illustration produced by [Crippen](#). The magazine remains a positive tool for ALLFIE to share resources on good policy and practice, as well as concepts to promote a better understanding of Inclusive Education as a social justice issue and a right for all.

ALLFIE remains successful in supporting Young Disabled people and creating leadership opportunities. We are pleased that we continue to build the work of Our Voice, by developing a campaign and leadership project for future generations of Young Disabled activists. At various points throughout the year, we delivered in-person training on the social model of disability and the law, among other themes.

We are pleased to announce that ALLFIE has started a small study to produce recommendation outcomes on the school experiences of Black/Global Majority (also referred to as BAME: Black, Asian Minority Ethnic groups) Disabled children aged 11 to 16. This will ensure we can better reflect intersectional justice experiences within our work and to help better inform campaigns.

Moving forward, ALLFIE will continue to work on our commitment to implement the Coalition on Inclusive Education, a Youth Parliament, as well as to build capacity on campaigns and strengthen our movement building. We also look to secure longer term funding, over 5 to 10 years, so that we can focus on doing the work and strengthening the inclusive education movement, thus ensuring that we move closer to our vision.

ALLFIE continues to keep its commitment to deliver on our values, to push forward on our vision and to centre inclusive education as a social justice and human rights issue.

It gives me great pleasure to share our work highlights for 2022/23.



Your impact in 2022/2023

The impact of ALLFIE's work is owed to the continued support of all our members, supporters, allies, volunteers, staff, trustees, and funders/donors for the commitment to inclusive education. It is through collective support that we can be proud of ALLFIE's achievements, and can focus on influencing policy, capacity building on campaigns, deepening intersectionality through developing new research, responding to the [SEND review: right support, right place, right time](#), improving digital engagement, and sustaining our income. We move into 2023/2024 positioned to drive our strategy and push for change in the law to progress our work on inclusive education.

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

2,000+
conference
attendees

4 International
Engagements


3
New work
areas

5 YEAR
Strategy

Lobby for change



Our lobbying work around
legislation and policy

Parliamentary
submissions **5**

13
briefings 

3 Formed
political party
alliances



32
YEARS

inclusive education
campaigning

Finance

£87,455

Income Generation
including from grants

Communications



200,000+
Website visitors



6,500+
E-bulletin readers

3 National
Media
appearances

4 Inclusion
Now
magazines

26
e-bulletins

Key objective 1

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

ALLFIE remains committed to drawing attention to the benefits of inclusive education to advance our vision. We use a social justice framework, based on the social model of disability, intersectionality, lived experience and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), [Article 24 \(on inclusive education\)](#), to proactively support our practice. We ensure that we stay committed to our values and remain accessible. We use our framework as a tool to help challenge systemic and structural oppressions and discrimination within the education system, which can affect access to mainstream educational provisions and/or hinder learning. Highlights from 2022/2023 include:

Four international engagements:

- Delivered a virtual lecture to Japan-UK Inclusive Education Seminar (at [Nayoro City University](#))
- [Disabled Black Lives Matter \(DBLM\)](#) spoke at [Minority Rights Group \(MRG\)](#) and Land Body Ecologies (LBE) and hosted a roundtable discussion on “disability and minorities and indigenous peoples in health and social research”.



- [DBLM](#) exchange with Brazil DBLM, where they met in London to share experiences on the education system.
- Shared learning with the [European Network on Independent Living \(ENIL\)](#) on policy and inclusive education.



Engaged with three main political parties including: [Young Greens](#), Shadow Minister Helen Hayes MP, and the Ministerial Round Table on [SEND review: right support, right place, right time](#), Ministers Will Quince MP and Gillian Keegan MP.



Published four editions of our Inclusion Now Magazine including [spring](#), [summer](#) and [autumn](#), plus an additional edition, which focused on the [SEND review](#).



Published 26 newsletters and e-bulletins, with a readership of over 6,500. These include:

- [December Xmas round-up newsletter](#)
- [Summer inclusive education newsletter](#)
- [ALLFIE SEND Review briefing](#)
- [No More Austerity: Protect Disabled People's Rights](#)
- Call To Action: [London Borough U-Turn On Inclusive Education](#)



Reported three times in the national media, including being quoted in the Evening Standard online article '[Learning Disability Week: 'Segregated' schools leading to unemployment gap](#)'.

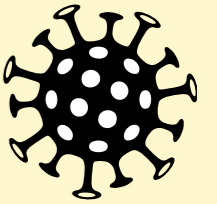


Key objective 2

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

2022/23 was a challenging year for education, with reports of [safeguarding abuses in residential](#) children settings, and an increase of segregated provisions. This was very disappointing but not surprising, given the challenges to bring about inclusive education. However, ALLFIE remained committed to achieving inclusive education as defined in the [United Nations Convention On The Rights Of Persons With Disabilities](#) (UN CRPD) on [Article 24](#). It requires a good accountability mechanism to support, promote and protect all aspects of inclusive education as a right for all. ALLFIE remains the leading Disabled People's Organisation in England, focused on inclusive education, challenging the systemic, structural oppression and barriers that contribute to segregation. In 2022 – 2023, we focussed our [campaigns and policy work on the SEND review: right support, right place, right time](#) aimed at influencing the legislative and decision-makers on their commitment to the UNCRPD on establishing legal structures and systems for inclusive education for all.

Our campaigns and policy work involved the following:



In total we made 5 [parliamentary submissions](#), including a higher education policy statement and reform and a Covid-19 Public Inquiry. Our main submission was to the [SEND review: right support, right place, right time](#). We exceeded our expectation in the responses we gathered for the [SEND consultation](#). We established a steering group and hosted a series of consultations, both virtual and in-person, and we consulted with over 100 people to gather evidence for our submission. The consultation event was attended by the [Department for Education's](#) Helen Nix, SEND Review Team Leader, and their team - more than 50 people attended. We were also invited by other organisations, such as [Greater London Authority \(GLA\)](#) and [Liberty Human Rights](#) to share our views.

Influenced policy recommendations done by [Liberty Human Rights](#) on their Policy Council paper, and [Greater London Authority \(GLA\)](#), ensuring their work centred inclusive education principles.



Continued to share our concerns on the [Equality and Human Rights Commission \(EHRC\)](#) response to the school restraint inquiry because we believe restraints to be a form of torture and violence. Joe Whittaker was instrumental member of the team for this work.



Published a campaign on the [U-turn on inclusive education in the London Borough of Newham](#). Joe Whittaker led writing of the article: [ALLFIE responds to London Borough of Newham's segregated school proposal](#)



Key objective 3

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

To achieve inclusive education, it is necessary to establish what is required to promote rights for all. Capacity building is key to making sure things happen and to understand what inclusive education is. Building the capacity for inclusive education is a key area of ALLFIE's work under our Inclusion Champions programme that represents policy, practice and campaigns. This area of work helps to attract and increase knowledge, skills and tools for developing an equitable and inclusive education system, as a human right for all. Our work included:

We started three new areas of work:

- Three-year funding from [Trust for London](#) to deliver [Stronger Voices](#) capacity building on campaigns, to influence policy on the intersections between segregated education and its link to poverty.
- Three-year funding from [Paul Hamlyn Foundation](#) to support [Our Voice](#) Young people work, to deliver a campaign to develop leaders for the next generation of Young Disabled Activists.
- 12-month funding from [Runnymede Trust](#) to conduct research into the school experiences of Black/Global Majority Disabled children.

#OUR
VOICE

RUNNYMEDE

Delivered and facilitated training to [Deaf Ethnic Women Association \(DEWA\)](#) on Inclusive Education, [Advocacy Academy](#) with Young people, as well as [Experts by Experience](#) and [Action on Disability](#).

We produced two evaluation reports for [Action on Disability](#) on empowerment work with Young Disabled people and the [Young Hammersmith and Fulham Foundation](#).

We hosted various events to engage with our members, DPOs, Disabled people and supporters. Two events were facilitated by Joe Whittaker, prior to him passing away. These included the [Annual Conference on the cost-of-living crisis](#) and [UN International Day of Education](#). UN International Day of Education keynote speaker, Chloe Schendel-Wilson from [Disability Policy Centre](#), presented their research report on "[The State of the Nation in SEND Education: England](#)".

We continue to have a consistent reach of 2,000 people through our speaking engagements. In 2022-23 this included presenting at:

- o City Bridge Trust Networking and Learning Day
- o The SEND stakeholder ministerial roundtable
- o The Diversity & Ability Conference

ALLFIE are continuing to grow our digital inclusive education movement on social media, on our [website](#) and on [YouTube](#). We published videos from our [annual conference on the cost-of-living crisis](#), along with other events. Our [website](#) has attracted over 200,000 views.

dewa
Deaf Ethnic Women's Association

action on
disability
Life beyond barriers



You Tube

Key objective 4

Ensure maximum effectiveness of ALLFIE and its future sustainability

ALLFIE continues to improve our operations and income. We have good governance helping to ensure pursuit of our longer sustainability and value for inclusive education. It continues to be a challenge to secure resources to ensure the campaign for inclusive education. The campaign for inclusive education requires collective support over a longer term to sustain and achieve our vision. We continue to build lessons from our learning and adapt our practices to support our sustainability, so that we can thrive while not losing commitment to our values. We have recruited new staff, continue creating space to build our own capacity, strengthen our relationships and accountability through away days, shared learning, collective working, and introduced Voice over Internet Protocol (VOIP) to enable staff to take and make telephone calls digitally.

Financially we have received income that will contribute to our core work for the next 3 years. Our applications were successful with the [Joseph Rowntree Foundation](#) for £180,000 +10% uplift (£60k each year), [Esmée Fairbairn Foundation](#) for £187,000 + 10% uplift over 2 years, [Trust for London under the Disability Justice Fund](#) £90,000 + 10% uplift over 3 years, and [Paul Hamlyn Foundation](#) (2022-25) £90,000 + 10% uplift. Other income has been generated from consultancy, grants, donations and public speaking.

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Future Developments

Our goals for the year 2023/2024 include:

- Delivering a series of events on building the capacity on the intersections between inclusive education and its link to poverty.
- Setting up a Young Disabled people's campaign group.
- Developing campaigns on safeguarding issues in residential provisions and on the increase of segregated provisions.
- Publishing research outcome recommendations on the experiences of Black/Global Majority Disabled children in school.
- Respond to the 'SEND and alternative provision improvement plan' with contribution from the Steering Group.
- Set up the Inclusive Education Coalition and the Young People Parliament.
- Improve our website making it more accessible, functional and add fundraising integration.



Image: Disabled Black Lives Matter (DBLM) exchange with Brazil DBLM, where they met in London to share experiences on the education system.

Inclusive Education resources

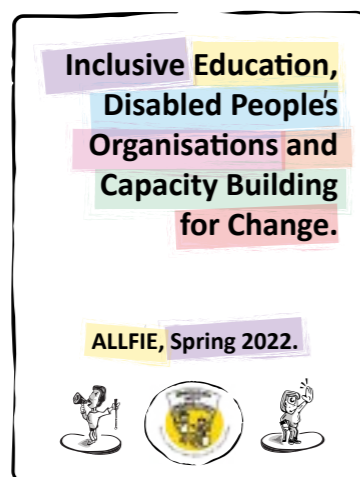
Inclusion Now Magazine



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

Reports

www.allfie.org.uk/resources/



Who we are

The Alliance for Inclusive Education staff 2022-2023 were:

Michelle Daley, Director

Gelila Tekle-Mariam, Governance Support Officer

Simone Aspis, Campaigns & Policy Co-ordinator, resigned on 23.06.22

Catherine Bebbington, Communications Officer

Saifur Valli, Operations and Digital Officer

Melody Powell, Inclusion Champions Development Worker, resigned on 30.06.22

Lani Parker, appointed on 04.07.22

Amelia McLoughlan, Policy and Research Officer, appointed on 08.08.22

Kariima Ali, Social Value in Education Researcher, appointed on 08.08.22

Iyiola Olafimihan, Capacity Building Development Officer, maternity cover from 16.01.23

Yewande Akintelu-Omoniyi, Our Voice Project Youth Officer, appointed on 18.01.23

Dora Lam, Finance Officer, resigned on 20.01.23

Volunteers

This year ALLFIE's work has been supported by 12 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, died on 28.02.23

Anthony Ford

Sophia Anna Kleanthous

Tasnim Hassan

Independent Examiner

Burnside Chartered Accountants

61 Queen Square

Bristol

BS1 4JZ



Image: ALLFIE delivering facilitated training to Advocacy Academy Young people. Credit: Kariima Ali

Our Finances

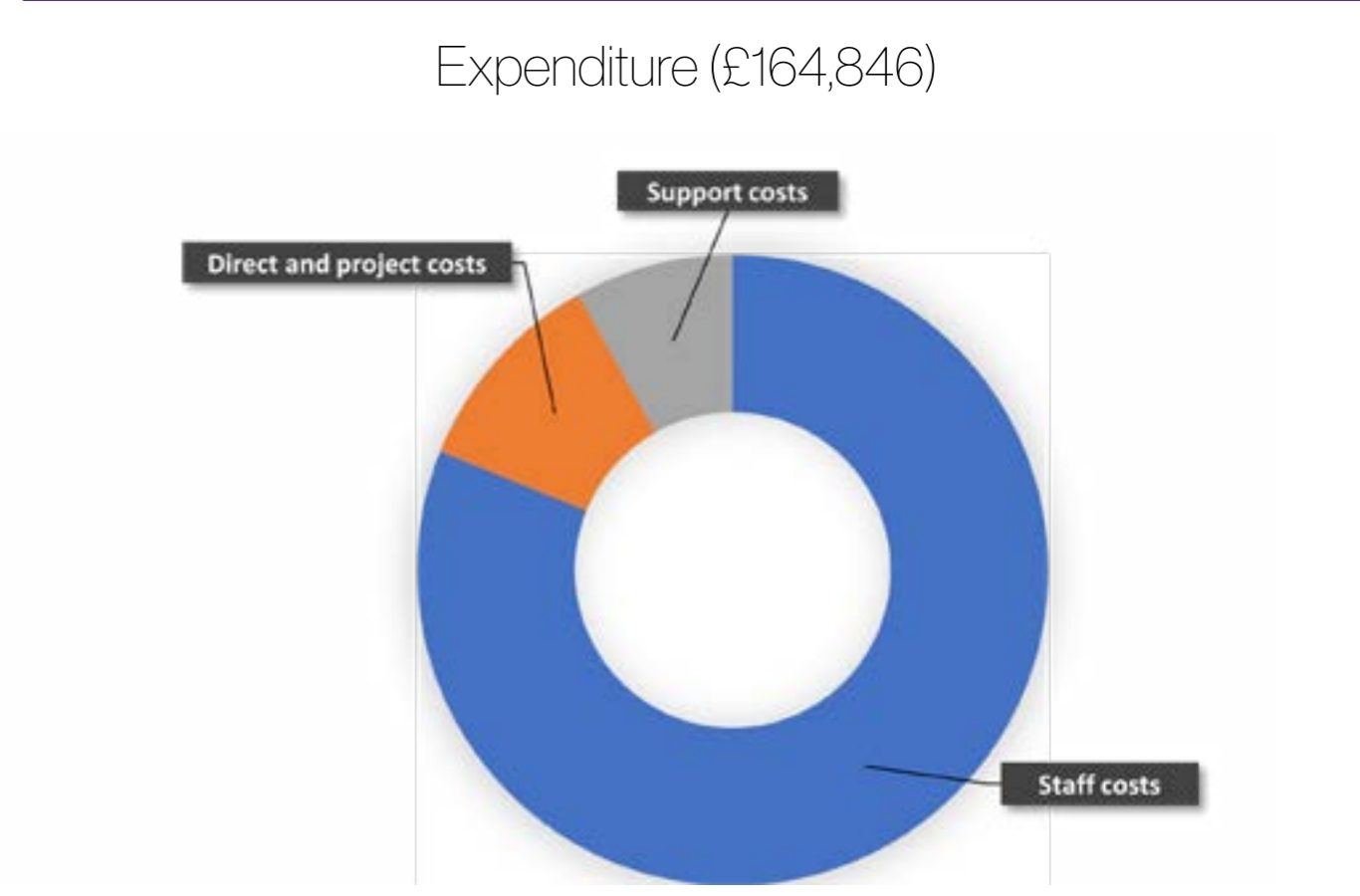
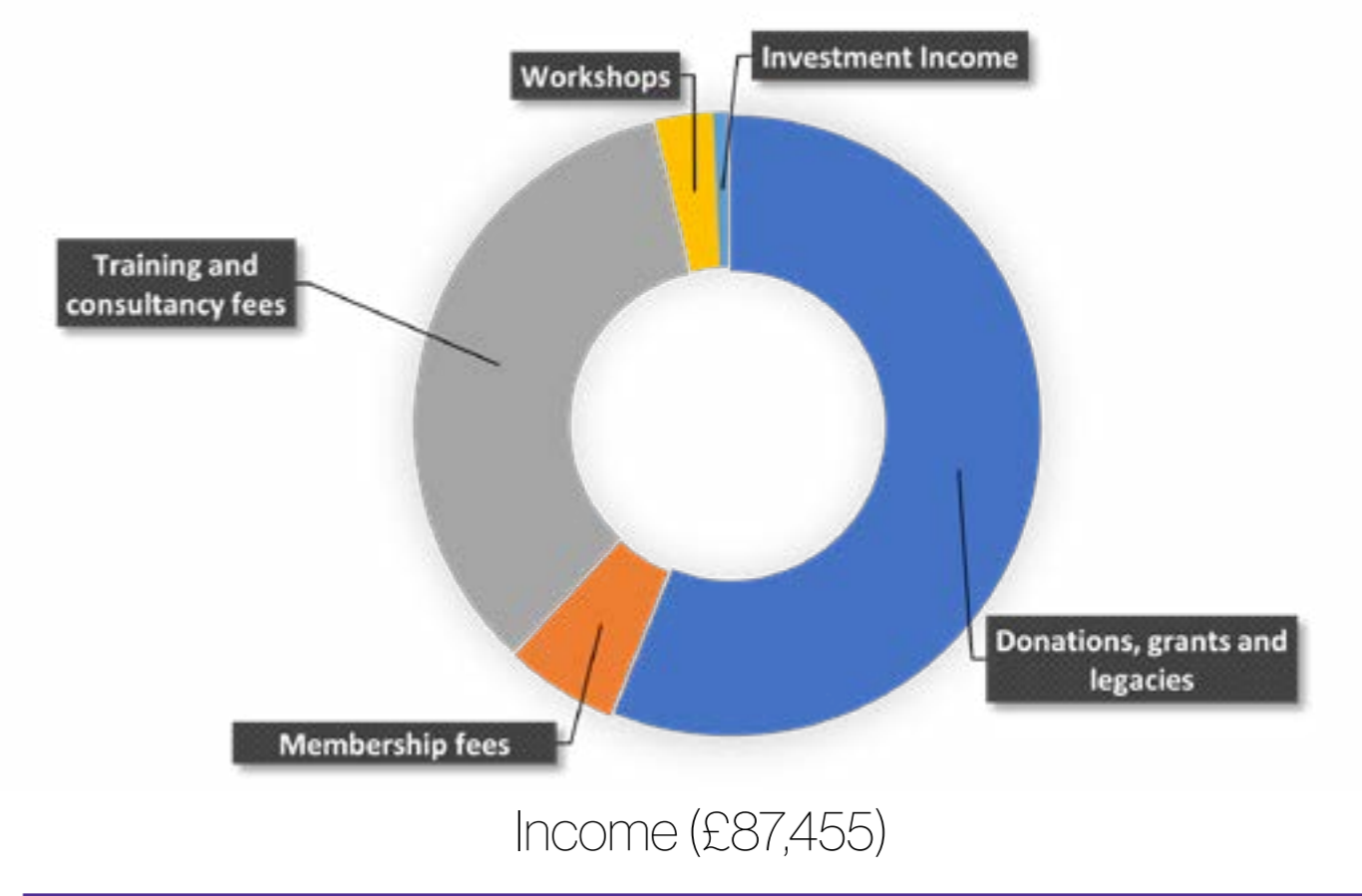
Statement of Financial Activities (incorporating the Income and Expenditure Account)
For the year ended March 31st 2023

	2023 Unrestricted Funds £	2023 Restricted Funds £	2023 Total Funds £	2022 Total Funds £
Income				
Donations, grants and legacies	19,066	30, 000	49, 066	66,228
Other income	38,389	-	38,389	36,576
Total Income	57,455	30,000	87,455	102,804
Total Expenditure				
Charitable activities, capacity building and campaigning	99,579	62,267	164,846	162,179
Net income (expenditure)	42,124	35,267	77,392	59,375
Reconciliation of funds				
Total funds brought forward	99,680	49,926	149,606	208,981
Total funds carried forward	57,556	14,659	72,214	149,606

Thank you to our funders for their support:



Income and Expenditure 2022/23



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 2023. 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.

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 £77,392. On the 31st March 2023 ALLFIE had total funds of £72,214, of which £14,659 were restricted funds and £57,555 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 2022/2023 ALLFIE’s work received support from Paul Hamlyn Foundation and Network for Social Change. Most funding sources for 2022/23 was b/fwd from DSA Quality Assurance, Paul Hamlyn, Runnymede, Network for Social change and unrestricted reserves.

We continue to develop ALLFIE’s future over a longer term by securing 5 – 10 years funding ensuring that we can deliver on our vision for inclusive education as a right for all.

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 2022/23 expenditure gives a free reserve target of between £54,000 and £81,000. At £40,754, the unrestricted free reserves are not on target. However, the trustees are aware that reserves are below target, and the organisation has already secured funding for the coming years.

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 24 October 2023 and signed on its behalf by:

Navin Kikabhaj, Chair



24 October 2023



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