



ANNUAL REPORT

2023-24



Thank you for supporting ALLFIE in 2023-2024, 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:

1. Our Voice at University College London exhibition on eugenics.
2. The End Torture Collective speaking in Parliament.

Contents

1. Chair's Report	3
2. Director's Report	5
3. Impact Report	8
4. Objectives	10
5. Resources	18
6. Who is ALLFIE	23
7. Financial Report	24
8. Annex	26

Welcome

From our Chairperson

Navin Kikabhai



Welcome to ALLFIE's Annual Report, for the year 2023 - 24

Many things have happened since I last wrote to you about ALLFIE, and it is important to acknowledge this context. It has been, and continues to be, a time of immense uncertainty and division. There is increased poverty, including child poverty, and increased food bank use. There has been an intentional shift towards anti-equality, anti-diversity, and anti-inclusion agendas. We have had to contend with government scandal after government scandal.

In educational terms, there has been cash-strapped authorities, and increasing numbers of children and Young people without their entitled support. There has been an increase in school exclusions, numbers attending Alternative Provision, and parents dissatisfied with a failing education system. In contrast, there has been profiteering from 'failure'. We have seen school funding rise, but in real terms, this has been offset by an increasing school age population. In practical terms this has resulted in there being less money to go around, and school budgets depleted.

For ALLFIE, we have held a number of strategic and board meetings. We have given more thought to our own infrastructure. We have also engaged parliamentarians in campaigns, contributed to a UN international enquiry,

secured funding for research, recruited new staff, worked with schools, provided a makeover of our Inclusion Now magazine, and secured long-term funding. This new context will enable us to focus on our internal structure and build on our work.

This work would not have been possible without the commitment and dedication of ALLFIE staff. It is their sheer commitment that enables ALLFIE to succeed. A huge thank you to Michelle, ALLFIE's Director, for her team-leadership skills and direction, and for working tirelessly to develop and meet ALLFIE's strategic goals. It has been remarkable to observe ALLFIE change in status and expand our team. Another acknowledgement and gratitude go to our funders, who have been with us through this continued turbulent time.

It is within this context, that we need to be mindful of a new political administration in the upcoming reporting year, 2024-25. We will need to reflect on our work and plan ahead. We will explore new conversations, continue engaging with other Disabled People's Organisations (DPOs), maintain our social media impact, and continue to hold government to account. It is with this focus that we will continue to push for Inclusive Education.

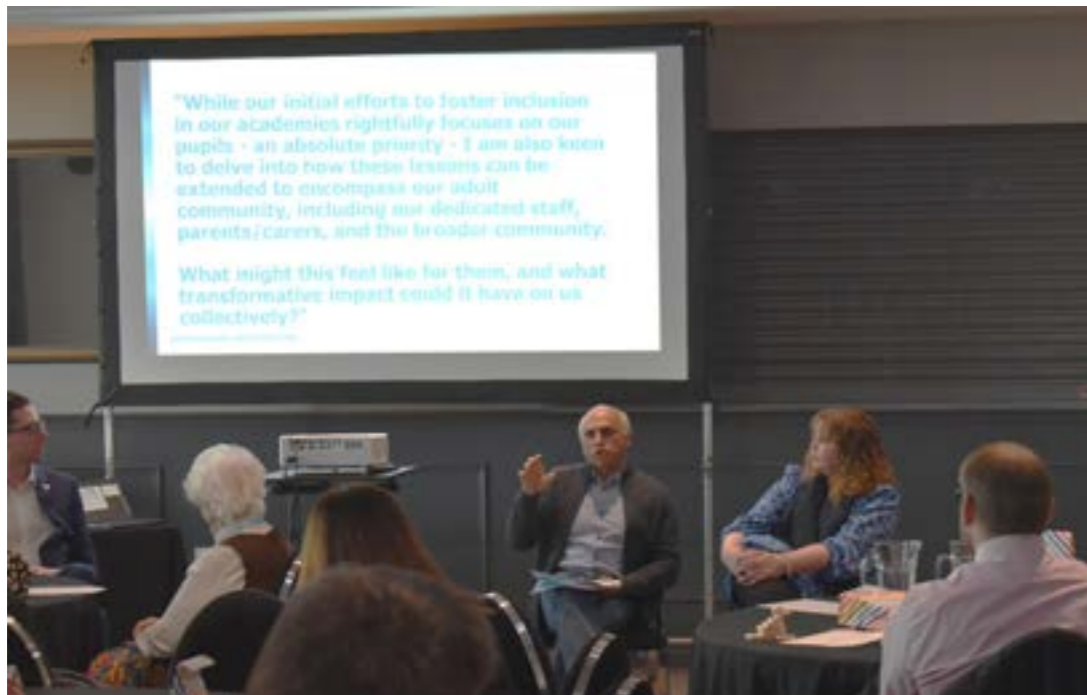


image: ALLFIE's Chair, Navin Kikabhai, presenting at the Voyage Education Partnership's Leadership Conference for Equity, Diversity, and Inclusion.

Director's Report

Michelle Daley

In this annual report, we will focus on the four core areas of our strategy. The writing of this report is a collective effort from ALLFIE staff and Trustees, with information gathered from staff reports and feedback from Trustees.

ALLFIE has continued to demonstrate the importance of taking an intersectional approach as a social justice issue within our work and practice, and the need to increase work in this area.



Through our capacity building work with the [Stronger Voices](#) project, we see how these issues push families of Disabled children to the margins of society. Many Disabled people and their families cannot afford additional disability-related costs, such as accessible equipment. Additionally, children and Young people excluded from school miss out on free school meals, and their parents often find themselves unable to take up or remain in employment due to childcare demands. The issues of ableism, disablism, and other forms of oppression continue to show up for Disabled people who want to attend university or take up an adult learning course in the community or online.

As we mentioned in the previous annual report (2022 – 2023), “inclusive education continues to be under attack.” The situation has not changed. The number of Disabled children and Young people being denied their human right to learn and receive an education is increasing, with both special and mainstream provisions refusing to enrol Disabled children and Young people. Government initiatives, masked under titles like Delivering Better Value in SEND, aim to reduce spending on SEND provisions and Education, Health, and Care Plans (EHCPs). The Conservative Government's '[Special Educational Needs and Disabilities \(SEND\) and Alternative Provision \(AP\) Improvement Plan](#)' published in 2023 continues to resource segregated provisions by allocating:

- £2.6 billion to improve and build special schools and units.
- £30 million into Short Breaks rather than prioritising adequate provisions for independent living to avoid placements in Short Break facilities.
- £18 million for Supported Internship programmes, which ALLFIE perceives as exploitative compared to the Apprenticeship Programme.

We also witnessed the UK Government's lack of interest for us Disabled people when they failed to attend the [UN CRPD inquiry](#), to which ALLFIE had contributed.

Highlights of Our Work

Our significant campaign successes include:

- Collaborating with [Disabled People Against Cuts \(DPAC\)](#) and [Reclaiming Our Futures Alliance](#) on the "End Torture" campaign, addressing the inhumane treatment of Disabled children and Young people in segregated residential education settings, as well as dual registered care homes and education settings. This led to a Day of Action in Parliament, attracting interest from the Disability Rights Fund/Disability Rights Advocacy Fund and the Disability Rights Division at Human Rights Watch.
- Initiating development work on the Youth Parliament group and the Inclusive Education Coalition.
- Continuing the important partnership with [Inclusive Solutions](#) and [World of Inclusion](#) through [Inclusion Now magazine](#), focusing on campaigns, policy, and practice in inclusive education.
- Displaying ALLFIE's work at the '[Nothing About Us Without Us](#)' exhibition at the People's History Museum in Manchester.
- Contributing to the [DPO Manifesto](#) after lengthy discussions to ensure ALLFIE's values were upheld.
- Completing research on the lived experiences of Black and Global Majority Disabled pupils and their families in education. The [report was published](#) during financial year 2024 - 2025.

Over the year, ALLFIE has worked on improving our income and securing longer-term funding as mentioned in the [previous annual report \(2022/23\)](#). We successfully secured a £1.5 million grant over 10 years from the City Bridge Foundation, Anchor Programme. While this is a significant achievement, we continue to build our fundraising capacity to diversify our income for deeper systemic work.

Upcoming events in 2024 - 2025

- **Children and Families Act 10 Year Anniversary:** On 24th of May 2014, the [Children and Families Act](#) was enacted, introducing the "pre-assumption to mainstream education." This Act extended support provisions for Young Disabled people with an EHCP from ages 16 to 25. However, as highlighted throughout this report, Disabled children, Young people, and their families continue to be failed by the system across all government departments.
- **30 Years of the Salamanca Statement:** On 10th of June 1994, the [Salamanca Statement](#) introduced the concept of inclusive education as one of the first global frameworks. This year marks its 30th anniversary.
- **Upcoming Government Reforms:** At the time of writing this report, the government has announced [significant reforms to the benefit system](#), including changes to Personal Independent Payment (PIP) and Disabled Students Allowance (DSA). If these reforms are implemented, they could create a serious crisis for Disabled people and the families of Disabled children particularly in meeting the additional disability-related costs in education.
- **General Election:** In May 2024 the UK Government announced that a General Election would be held on 4th July 2024 and published [a timetable](#).

Our Commitment and Gratitude

ALLFIE remains committed to our goal for inclusive education, ensuring that no person is ignored, erased, or forgotten throughout our work. We continually ensure that our work aligns with ALLFIE's values and seven principles for inclusive education.

We express our warmth and gratitude to the dedicated volunteers who support ALLFIE's work, to our staff, members, consultants, partners, funders and donors. We also express our gratitude to ALLFIE Trustees for their engaged involvement and oversight of our work. We are grateful to the activists and leaders in Disabled People's Organisations (DPOs), Young Disabled people, our supporters, members, and allies for sharing their thoughts, ideas and experiences. We would also like to extend our appreciation to our resourcing partners for their support over the year, thanks to Trust for London, Esmée Fairbairn Foundation, Joseph Rowntree Charitable Trust and Paul Hamlyn Foundation. Thank you.

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



Thank you for your radical influence!

As we are continually reminded of the vast work required to achieve a truly inclusive education system for everyone, we have embraced radical and creative approaches in our campaigning. One of our significant efforts was the “End Torture” campaign, a major initiative demonstrating our commitment to implementing Disabled people’s rights. We have persistently held MPs and the government accountable through our lobbying, consultations, submissions, and engagement meetings.

Through our capacity building activities, we have strengthened our collaborative efforts, involving new organisations and individuals. Utilising UN International days, we have hosted powerful events, ensuring that our message reaches a wide audience.

We remain disruptors, ensuring inclusive education is acknowledged within the broader Disabled People’s Movement, exemplified by our contributions to the [DPO Manifesto](#).

A significant achievement for ALLFIE in 2023 was securing the grant from City Bridge Anchor programme, which provides £1.5million over 10 years. This funding creates sustainability and significant opportunities for ALLFIE to further our work.

OBJECTIVES FOR THE YEARS 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

17 workshops,
training and
events



3
New staff
roles

5 YEAR
Strategy

Lobby for change



Our lobbying work around
legislation and policy

Parliamentary
submissions **3**

2 Briefings

20 Formed
political
alliances



33
YEARS

inclusive education
campaigning

Finance

£275,872

Income Generation
including from grants

Communications



200,000+
Website visitors



3,600+
E-bulletin readers

45 Publications

3 Inclusion
Now
magazines

12
e-bulletins

Key objective 1

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

We remained fiercely active, continuing to push forward ALLFIE's seven principles of inclusive education while campaigning for our values which are firmly rooted in the context of social justice work. ALLFIE recognises the importance of its positionality as a disruptor; it challenges arguments that promote or lean towards segregated educational practices and provisions, as with the [Newham Campaign](#) to build new segregated schools. This was notable because Newham was once a borough known for good practice in inclusive education.

This year, we also carried out more in-person work, which included international events to promote our work. Through our efforts, we have been able to reach over 2,000 people through both an in-person and virtual presence. Here are some highlights of other areas of our work:

Attended the 30th Anniversary of the Salamanca Statement of Principles in Paris - [Celebrating inclusion in education: Global Inclusive Schools' Forum](#)



Presented in-person at the Bromley Experts By Experience event titled "United Voice" on inclusive education, a local meeting in Bromley raising awareness about the Disabled People's Movement and its importance in social action. More than 25 people attended.



Presented in-person at "[Nothing About Us Without Us](#)" exhibition, which exhibited items from ALLFIE's history in the People History Museum in Manchester. There were 50 people in attendance.



Facilitated two in-person workshops at the 'Ending Torture in Closed Settings: A Disability Lens' discussion, which focused on the intersection of disability rights and (anti-) torture. The event was jointly convened by the Disability Rights Fund/ Disability Rights Advocacy Fund and the Disability Rights Division at Human Rights Watch, with 30 people in attendance from the End Torture initiative.



Presented in-person at the [Voyage Education Partnership's Leadership Conference for Equity, Diversity, and Inclusion](#). The conference was attended by 45 education leaders, including headteachers and teachers.



Published 12 newsletters and e-bulletins, with a readership of over 3,600 people, including an [Inclusive Education December 2023 round-up](#).



Key objective 2

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

Through our relentless campaigning efforts, we successfully initiated a collaboration with two Disabled People's Organisations (DPOs); Disabled People Against Cuts and Reclaiming Our Future Alliance. This powerful collaboration brought together individuals, DPOs, and other social justice organisations to campaign on the inhumane treatment that Disabled children and Young people face in residential educational/care home settings. Over 200 people engaged in this campaign.

Our [End Torture campaign](#), born out of eight virtual campaign gatherings, led to a Day of Action in December 2023 held in Parliament. There was an impressive line-up of speakers on the panel, consisting of Young Disabled people, John McDonnell MP who sponsored the event, and DPOs including DPAC, ROFA, Inclusion London, DEWA, and Winvisible. [Disability News Service](#) and [Inclusion Now magazine](#) reported back on the event. This campaign continues to be an essential part of ALLFIE's work for 2024-25.

We shared the work we did in response to the Government's SEND and AP consultation in 2022-23. In response to the consultation, in March 2023 the Government published their '[Special Educational Needs and Disabilities \(SEND\) and Alternative Provision \(AP\) Improvement Plan](#)'.

As expected, this prioritised resourcing segregated provisions for Disabled children and Young People over inclusive education settings. For example, between 2022 and 2025, £2.6 billion is being allocated to improve existing, and to build new special provisions. While adequate provisions for independent living would avoid Disabled children and Young People being placed into Short Break placements where they are removed from their homes and families, £30 million is being allocated for the Short Breaks programme. What's more, £18 million will be going towards Supported Internship programmes between 2022 and 2025, programmes which ALLFIE argues are blatantly exploitative. There is no equity, no justice— it is an outright unequal workplace training programme. Our Voice Youth project has expressed deep anger, and it is their intention in 2024 - 25 to continue their protest.

We also continue to be an active member of the [DPO Forum](#), a collective of over 50 DPOs whose work centres on independent living and its benefits. In these meetings, ALLFIE is the only DPO focused on inclusive education, and the [DPO manifesto](#) (to which ALLFIE contributed after many discussions to ensure the upholding of our values) was launched in September 2023 at [ROFA's hybrid conference](#) in Manchester on DPO sustainability. This was an excellent event that was well attended (over 200 people) with support from Andy Burnham MP, Mayor of Greater Manchester. We also continue to highlight concerns around the government programme where local authorities at risk of going bust are invited to join the Delivering Better Value in SEND as a so-called way to facilitate and manage spending within these boroughs. However, our concern is that this adds to the existing barriers that drive Disabled children and Young people out of mainstream settings.

During the year, our work involved:

Submitted three parliamentary consultations, including input into the Leigh Day law firm submission:

- Engaged with 20 MPs and Parliamentarians through our collaborative work including: Department for Education on [A World-Class Education System: The Advanced British Standard Consultation](#); Equality and Human Rights Commission on issues related to restraints and seclusions being used in schools; Olivia Blake MP, Chair of the SEND All-Party Parliamentary Group (APPG), including in relation to the End Torture campaign; Council for Disabled Children (CDC) on various aspects such as safeguarding children with disabilities and complex health needs in residential settings report.
- Submitted a response to the Department for Education Consultation: [Guidance for Schools and Colleges: Gender Questioning Children](#). Our response focused on the accessibility of the consultation process and other policy areas of work.
- Responded to the Department for Education’s [Elective Home Education \(EHE\) guidance consultation review](#).

Attended and shared our views at the Disability Action Plan roundtable on Disabled children which was attended by 20 people.



Wrote a [letter to Gillian Keegan MP](#), raising concerns about the [government’s announcement on school attendance](#).

Provided contributions on inclusive education at the DPO Forum, which consists of over 50 DPOs and meets bi-monthly.

Met with Newham Councillor for Education, Joshua Garfield, as part of our Newham campaign around building new segregated schools/units.

Collaborated with Inclusion London in meetings with the Greater London Authority (GLA) Free School Meals team to discuss issues for Disabled children, particularly those out of school (for whatever reason). This issue connects to poverty and marginalises families of Disabled children.

Engaged with the GLA DPO forum under the Stronger Voices project on education and cost of living.

Engaged with 20 MPs and Parliamentarians through our collaborative work including campaigning with the Equality and Human Rights Commission on issues around restraints and seclusions being used in schools. We also worked with Olivia Blake MP in relation to the End Torture campaign and the CDC on various issues such as safeguarding Disabled children and complex health needs in residential settings report.



Key objective 3

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

Building capacity for campaigns continues to remain a necessary area of ALLFIEs work. Throughout the year, we engaged in innovative and creative activities through collaborative efforts, enhancing our effectiveness as a voice for inclusive education. Thanks to ALLFIE's Disabled Black Lives Matter (DBLM), we were able to collaborate with Runnymede and, in 2022 – 2023, we secured resources to conduct research on the lived experiences of Black and Global Majority Disabled children and their families in education. This research involved focus groups with children and their parents, and the [report was published in 2024](#).

ALLFIE has always created spaces for Young Disabled people's involvement within and across our work. A key activity was led by Our Voice members Melody Powell and Lucy Wing. Chaired by former Our Voice member and current ALLFIE Trustee, Tasnim Hassan, our Annual Inclusive Education event included [a conversation](#) with prominent Activist within the DPO space, Mark Harrison, focused on the necessity of Young Disabled people campaigning within the Disabled People's Movement.

Another essential initiative was developing the work of our Youth Parliamentary Group, to ensure Young Disabled people's voices are included in government decision-making and policy development. We will announce the model in 2025. This initiative will provide Young Disabled people from the Our Voice project more opportunities to have their voices heard.

Additionally, during the year, we began developing the groundwork for our Inclusive Education Coalition. Our intention is to use this platform to explore what is required to influence and enact a law for inclusive education.



Image: ALLFIE's Michelle Daley and Edmore Masndeke at the Inequality and Diversity in Education Conference in Manchester



In addition to this work, ALLFIE also:

Produced 45 publications and resources, such as newsletters, podcasts, videos, articles, blogs and 3 issues of Inclusion Now magazine.

- Produced a podcast discussing ‘Concepts for Leeds University Teaching materials: [Designing Curriculum Content - Inclusive Teaching](#)
- Published a [blog post dedicated to International Women’s Day](#) and addressing topics related to being in work.
- [Our Voice interviewed Dr Miro Griffiths](#) for Inclusion Now magazine reaching over 3,000 people.



Conducted 17 workshops, training and speaking events which included:

- Collaborated with University College London for the Our Voice Youth project workshop and exhibition focused on eugenics, disability, and education, as part of their project titled ‘[Prejudice in Power](#), contesting the pseudoscience of superiority’ on eugenics. [Inclusion Now magazine reported back.](#)



- Organised four events through the Stronger Voices project, aligned with International Days, to bring together Disabled People’s Organisations (DPOs) and other social justice organisations.
- Facilitated discussions at a school as part of their Citizenship Week, involving 7 schools and 60 pupils, to discuss the concept of “inclusion”.
- Provided training sessions to schools, universities and youth organisations including Advocacy Academy on the [SEND and AP Improvement Plan](#).
- Facilitated workshops on the challenges in obtaining EHCPs, experiences of families on poverty, and pipeline for campaigning.

Featured 4 times in Disability News Service articles, each receiving over 500 views:

- [ALLFIE to build new coalition on fight for inclusive education](#)
- [UK Disability History Month begins with call for action on disablism in education](#)
- [‘Game-changing’ £1.5 million will fuel ALLFIE’s fight for inclusive education](#)
- [Parliamentary meeting demands end to segregation and abuse of young disabled people](#)



Key objective 4

Ensure maximum effectiveness of ALLFIE and its future sustainability

We're committed to continuous learnings and responsiveness to improve our effectiveness in campaigning for inclusive education within mainstream settings through ALLFIE's work.

During the past year, our staffing team has grown with the addition of three new roles focusing on capacity building, campaigns, and policy. These roles include a Project Consultant, a Youth Parliamentary Officer and a Justice and Campaigns Officer. We have also established a Mentor role to provide support to new staff, contributing significantly to on-boarding, staff care and well-being.

To enhance our operational efficiency, we developed a Grant Management System, providing an accessible dashboard for managing grants, which has been instrumental in identifying areas for improvement.

In 2023/24 we took the opportunity to leverage our work and presented at two-funders events, one which had over 100 delegates in attendance. These were ideal spaces to promote ALLFIEs work and create new networks.

Through collaborative efforts, we successfully secured a £1.5 million grant over 10 years from City Bridge Foundation, Anchor Programme. This grant represents a major achievement for ALLFIE, signalling recognition of inclusive education as both a social justice and human rights issue.

Additionally, we commenced work on grants from the Esmée Fairbairn Foundation (£205,700 over two years), Joseph Rowntree Foundation (£198,000 over three years), and Trust for London Disability Justice Fund (£98,250 over 3 years). Our other income also includes funding from Trust for London Stronger Voices (£165,000 over three years), Paul Hamlyn (£96,000 over two years), consultancy, grants, donations, and public speaking engagements.

Future Developments

In the year 2024/2025 we want to:

- Review ALLFIE's organisational and fundraising strategies.
- Implement the Youth Parliamentary model.
- Establish the Inclusive Education Coalition.
- Continue improvements on the ALLFIE website.
- Expand our presence on various social media platforms.
- Improve HR management systems.
- Develop Our Voice's campaigns focusing on transitions from education to employment.
- Publish ALLFIE's updated Manifesto, for use as a lobbying and Campaigning tool.
- Develop legal workshops on Special Educational Needs and Disability (SEND) and the law.
- Implement ALLFIEs new accountability and staff structure.
- Launch our research report on the lived experience of Black and Global Majority Disabled pupils, their families, and education, and disseminate findings.
- Implement the Anchor Programme grant on infrastructure development.

Inclusive Education resources

Inclusion Now Magazine



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

Who we are

The Alliance for Inclusive Education staff 2022-2023 were:

Michelle Daley, Director

Gelila Tekle-Mariam, Governance Support Officer

Catherine Bebbington, Communications Officer

Saifur Valli, Operations and Digital Officer

Lani Parker, Capacity Building Development Officer

Amelia McLoughlan, Policy and Research Officer, (resigned - September 2023)

Kariima Ali, Social Value in Education Researcher, (resigned - May 2023)

Iyiola Olafimihan, Capacity Building Development Officer, maternity cover up to November 2023. Appointed as Campaigns and Justice Officer - December 2023

Edmore Masendeke, Policy and Research Officer (appointed September 2023)

Yewande Akintelu-Omoniyi, Our Voice Project Youth Officer

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)

Anthony Ford-Shubrook

Sophia Anna Kleanthous, resigned on 08.08.23

Tasnim Hassan

Olcay Lee, appointed on 15.11.23

Independent Examiner

Burnside Chartered Accountants

61 Queen Square

Bristol

BS1 4JZ

Our Finances

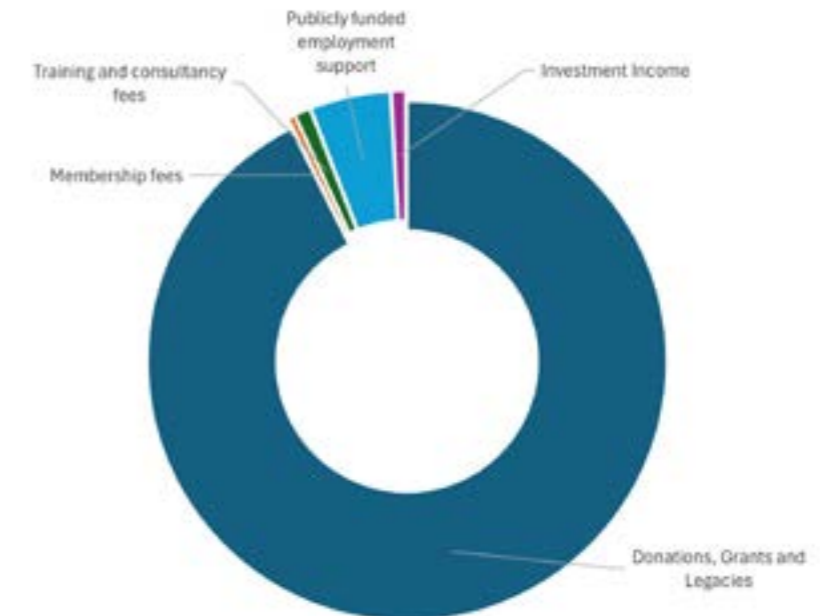
Statement of Financial Activities (incorporating the Income and Expenditure Account)

For the year ended March 31st 2024

	2024 Unrestricted Funds £	2024 Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Income				
Donations, grants and legacies	122,338	133,000	255,238	49,066
Other income	6,725	13,809	20,534	38,389
Total Income	129,063	146,809	275,872	87,455
Total Expenditure				
Charitable activities, capacity building and campaigning	107,208	104,599	211,807	164,846
Net income (expenditure)	21,855	42,210	64,065	(77,391)
Reconciliation of funds				
Total funds brought forward	57,556	14,659	72,215	149,606
Total funds carried forward	124,410	11,869	136,279	72,215

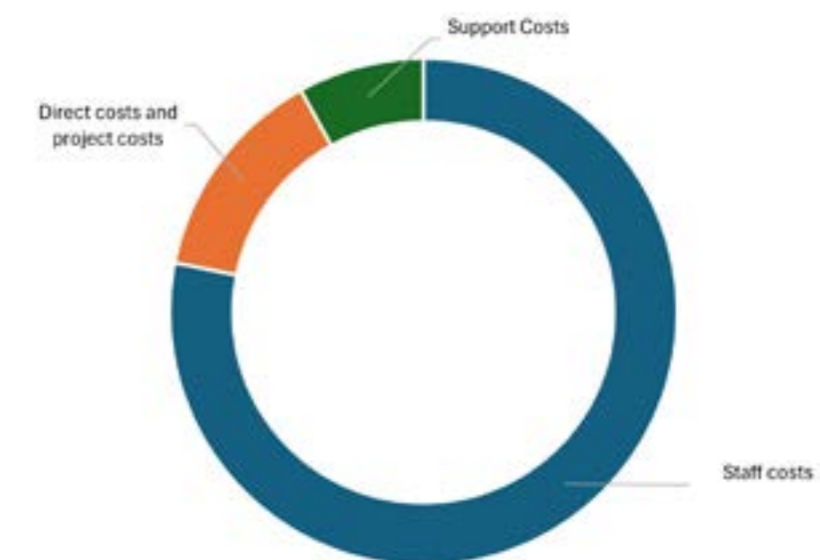
Thank you to our funders for their support:

Income and Expenditure 2023/24



Income (£275,872)

Expenditure (£211,807)



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 £211,807. On the 31st March 2024 the charity had total funds of £136,279, of which £11,869 were restricted funds and £124,410 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 2023/2024 ALLFIE's Esmée Fairbairn Foundation (£205,700 over two years), Joseph Rowntree Foundation (£198,000 over three years), and Trust for London Disability Justice Fund (£98,250 over 3 years). Our existing grants from Trust for London Stronger Voices (£165,000 over 3 years) and Paul Hamlyn Foundation (£96,000 over 3 years)

We have secured funding from City Bridge Foundation under their Anchor Programme for £1.5 million core costs for 10 years to start in the next financial year.

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.

The free reserves of the charity totalled £104,872. The target for free reserves is to hold between 4 to 6 months of expenditure, which currently equates to around £70,600 to £104,900).

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 2024 and signed on its behalf by:

Navin Kikabhaj, Chair



24 October 2024



Cover image: Our Voice at University College London event on eugenics

Alliance for Inclusive Education
336 Brixton Road
London SW9 7AA

Tel: 020 7737 6030
Email: info@allfie.org.uk
Website: www.allfie.org.uk

