

Charity Registration No. SC048713 (Scotland)

TIME FOR INCLUSIVE EDUCATION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2019



TIME FOR INCLUSIVE EDUCATION

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TIME FOR INCLUSIVE EDUCATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2019

The trustees present their report and financial statements for the year ended 30 September 2019.

Objectives and activities

The charity's objectives are to combat homophobia, biphobia, and transphobia in schools with LGBT-inclusive education. In order to obtain these objectives, the charity delivers services with dedicated volunteers to raise awareness, embed LGBT-inclusive education, heighten knowledge, and foster good relations in order to tackle prejudice and bullying.

The charity's purposes are 'the promotion of equality and diversity' and 'the advancement of education'. These purposes are achieved through the charity's core work, which includes:

- the provision of educational services
- the development of educational resources

The charity promotes, but not exclusively, its activities and delivery of operations to people within the defined 'Area of Benefit' who are lesbian, gay, bisexual and transgender people; their families, teachers, educators and the wider community.

Achievements and performance

During the period under review, the organisation; delivered school, community and educational engagement services, developed new and distributed existing educational resources, participated in national policy development, won it's campaign for LGBT-inclusive education in Scotland's schools, held public events to raise awareness of LGBT history, increased it's digital presence, and registered strong evaluative outcomes in the measurement of it's core activities.

The organisation's campaign for LGBT-inclusive education won in November 2018 when Scotland became the first country in the world to adopt LGBT-inclusive education in all public schools. This received global media coverage, the organisation received an organic online audience reach of almost 1 million users for the month, and the success was widely celebrated across the world.

The organisation delivered 41 school, community, and educational engagement services across Scotland. This consisted of 14 school assemblies, 15 educational workshops, 11 training seminars for teachers and education practitioners, and 1 regional teacher training event held in Glasgow. All of the organisation's services were delivered free of charge.

Evaluative data collected from school pupils who participated in sessions found that 85% of those who previously had a negative view of LGBT people said that their opinion had changed; 82% would stop using homophobic, biphobic, and transphobic language in school and around peers; and 75% would feel more confident challenging homophobic, biphobic, and transphobic behaviours and attitudes in school. Further, of teachers and practitioners who had participated in a training seminar or event: 91% felt that they now had enough information to begin delivering LGBT-inclusive education in their own settings.

The organisation launched its first public fundraising campaign in June 2018 with a target of attracting recurring monthly donors, and this was a success: of all donations received between June - September 2018, 73% were recurring with an average donation of £22.16.

We are pleased that the organisation also won the 'UK Campaign of the Year' award from the Sheila McKechnie Foundation at their National Campaigner Awards in London.

Financial review

A surplus of £18,808 arose during the year. At the year-end £18,808 is carried forward. Of the funds carried forward there were restricted funds of £9,706.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2019

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Plans for the future

This year, the charity embarked on a strategic effort to increase it's digital presence and researched, scoped, and developed various digital projects and resources which complement the 'Digital Learning and Teaching Strategy for Scotland'. This work is carried into the next period.

The charity's fundraising campaign will continue into the next period, and it is intended that efforts will be increased to grow the number of regular donors. The charity also intends to continue its academic engagement with Purdue University in the next period. The charity also intends to diversify the services that it currently offers to schools.

The charity will continue to deliver it's core services free of charge to school, and aims to secure sustainable funding which will allow the charity to reach its full potential and to be able to meet the expectations and demands that it faces, and to complete the numerous educational projects that it has planned. The charity's trustees will continue to identify opportunities to grow the charity and ensure that it is on a sustainable and secure footing, ready to depart from being reliant upon volunteer time and towards the full time structure that it requires. These efforts will continue into the next period.

Structure, governance and management

The charity is registered as a Scottish Charitable Incorporated Organisation, number SC048713. The charity was registered with the Office of the Scottish Charity Regulator (OSCR) in September 2018 and is governed by its Constitution dated 21st September 2018, with activities and finances managed by the Board of Trustees.

TIME FOR INCLUSIVE EDUCATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2019

Reference and Administrative Information

Charity name	Time for Inclusive Education
Charity number	SC048713
Registered Office and Operational address	c/o Big Issue Invest Floor 3 43 Bath Street Glasgow G2 1HW

The trustees and officers who served during the year were as follows: -

Trustees	Rhiannon Spear (Chair) Aamer Anwar Liam Stevenson Tiffany Kane Jordan Daly Ian Rivers Kieran Daly
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Independent Examiner	Fiona Haro CA Thomson Cooper 22 Stafford Street Edinburgh EH3 7BD
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Key management personnel	Jordan Daly Liam Stevenson
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Mr J Daly
Mr K Daly
R Spear

Trustees are appointed in accordance with the constitution, with the minimum number of three and not exceeding ten. None of the trustees have any beneficial interest in the company.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2019

Statement of trustees' responsibilities

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

The law applicable to charities in Scotland requires the trustees to prepare financial statements for each financial 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 of the charity for that year.

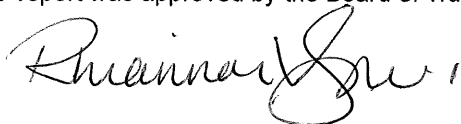
In preparing these financial statements, the trustees are required to:

- 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The trustees' report was approved by the Board of Trustees.



R Spear
Trustee

Dated: 16 November 2019

TIME FOR INCLUSIVE EDUCATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF TIME FOR INCLUSIVE EDUCATION

I report on the financial statements of the charity for the year ended 30 September 2019, which are set out on pages 6 to 10.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements in accordance with the terms of the Charities and Trustee Investments (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity's trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the 2006 Accounts Regulations does not apply. It is my responsibility to examine the financial statements as required under section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the financial statements.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and
 - (ii) to prepare financial statements which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Fiona Haro

Fiona Haro CA
Thomson Cooper Accountants
22 Stafford Street
Edinburgh
EH3 7BD

Dated: 16 November 2019

TIME FOR INCLUSIVE EDUCATION

RECEIPTS AND PAYMENTS ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2019

		Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019
<u>Receipts</u>				
Donations and legacies	2	15,449	10,000	25,449
Charitable activities		707	-	707
Total receipts		<u>16,156</u>	<u>10,000</u>	<u>26,156</u>
<u>Payments:</u>				
Charitable activities	3	7,054	294	7,348
Excess of receipts over payments for the year before transfers		<u>9,102</u>	<u>9,706</u>	<u>18,808</u>

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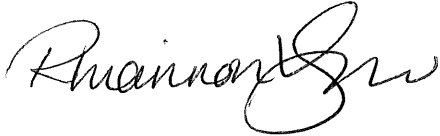
Statement of Balances

AS AT 30 SEPTEMBER 2019

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total 2019
	Notes		
Bank and deposit balances			
(Deficit)/Surplus in the year	9,102	9,706	18,808
Bank and deposit balances carried forward	9,102	9,706	18,808

The Accounts were approved by the board of trustees on 16 November 2019 and signed on its behalf by:

R Spear
Trustee



TIME FOR INCLUSIVE EDUCATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2019

1 Accounting policies

Charity information

Time for Inclusive Education is a Scottish Charitable Incorporated Organisation incorporated in Scotland. The registered office is c/o Big Issue Invest, Floor 3, 43 Bath Street, Glasgow, G2 1HW.

1.1 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total
	2019 £	2019 £	2019 £
Donations and gifts	14,766	-	14,766
The Postcode Lottery Grant	-	10,000	10,000
Other	683	-	683
	<u>15,449</u>	<u>10,000</u>	<u>25,449</u>

Other

Other donations of £683 consists of bank account funds introduced as surplus of a prior year campaign that was associated with the newly incorporated charity.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2019

3 Charitable activities

	2019 £
Merchandise	476
Project Costs	114
	<u>590</u>
Share of support costs (see note 4)	6,758
	<u>7,348</u>
	<u><u>7,348</u></u>
Analysis by fund	
Unrestricted funds	7,054
Restricted funds	294
	<u>7,348</u>
	<u><u>7,348</u></u>

4 Support costs

	Support costs £	Governance costs £	2019 £
Rent and Rates	2,087	-	2,087
Educational Resources	1,119	-	1,119
Travel and Accommodation	2,384	-	2,384
Website and Email costs	403	-	403
Postage and Stationery	99	-	99
Insurance	202	-	202
Legal and Professional	50	-	50
Training Materials and Events	221	-	221
Bank Fees and Charges	36	-	36
Sundry Expenses	157	-	157
	<u>6,758</u>	<u>-</u>	<u>6,758</u>
	<u><u>6,758</u></u>	<u><u>-</u></u>	<u><u>6,758</u></u>
Analysed between Charitable activities	6,758	-	6,758
	<u><u>6,758</u></u>	<u><u>-</u></u>	<u><u>6,758</u></u>

5 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2019

6 Employees

There were no employees during the year.

7 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds		
	Incoming resources	Resources expended	Balance at 30 September 2019
	£	£	£
Postcode Lottery Grant	10,000	(294)	9,706
	<u>10,000</u>	<u>(294)</u>	<u>9,706</u>

Postcode Lottery Grant

This grant was received to cover core costs.

8 Unrestricted funds

Unrestricted funds are income granted, donated or earned by the SCIO to be used at the discretion of the trustees to fund any activity, which is in furtherance of the charity's objectives.

	Movement in funds		
	Incoming resources	Resources expended	Balance at 30 September 2019
	£	£	£
Unrestricted Fund	16,156	(7,054)	9,102
	<u>16,156</u>	<u>(7,054)</u>	<u>9,102</u>

9 Related party transactions

There were no disclosable related party transactions during the year.