

Registered Company Number : CS003626

Registered Charity Number : SC048713

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 MARCH 2022

FOR

TIME FOR INCLUSIVE EDUCATION

TIME FOR INCLUSIVE EDUCATION
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For the Period Ended 30 March 2022

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TIME FOR INCLUSIVE EDUCATION

REPORT OF THE TRUSTEES

For the Period Ended 30 March 2022

The trustees present their report with the financial statements of the charity for the period ended 30 March 2022. Due to a request to change the charity's financial reporting year with the charity regulator, the charity operated an 18-month financial year during this period, which covers 1 October 2021 until 30 March 2022. The trustees have adopted the provisions of the 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 Ireland (FRS102 effective 1 January 2015).

Objectives and Activities

The charity's objectives are to combat homophobia, biphobia, and transphobia in schools and communities with LGBT Inclusive Education. In order to obtain these objectives, the charity delivers services with a dedicated team and 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
- Engagement and collaboration with educational stakeholders

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, peers, teachers, educators, and the wider community.

Achievements and performance

During the period under review, the charity; delivered school and community educational engagement services, developed new and distributed existing educational and curriculum support resources, developed and launched a new digital platform lgbteducation.scot linked to the delivery of the national policy area on LGBT Inclusive Education, engaged with national education stakeholders to improve outcomes for teachers and learners, and collaborated with new and existing partners to expand the reach of its work.

In this period, the charity was able to reach its ambition of building a team of staff dedicated to working towards achieving the charity's core aims and goals. A team of five full time staff members have been employed.

The charity developed, launched, and continue to manage the national platform lgbteducation.scot which provides free educational resources and professional learning to Primary and Secondary teachers in Scotland. By the end of the period under review, this platform had been accessed by 55,902 individual users, and 1,805 teachers in Scotland had active profiles on the platform. 479 Scottish places of education from all 32 Local Authority areas were registered on the platform. Resources from the platform, which include teaching and learning materials developed by the charity, had been downloaded 6,587 times. This platform, and the resources hosted there, will continue to be added to and evolve over time.

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REPORT OF THE TRUSTEES (continued)

For the Period Ended 30 March 2022

The charity developed and launched a suite of new educational resources, including lesson plans and teaching materials, multimedia learning content, and posters for schools. These resources equip Primary and Secondary teachers with the information that they need to begin taking a proactive and educational approach to addressing the prejudice that pupils who are LGBT, pupils who have LGBT family members, or pupils who are perceived to be LGBT can experience while at school. Themes covered within these resources include the stories of past and present figures and role models, key areas of history relevant to the LGBT community, developing an understanding of homophobia, biphobia, and transphobia, and learning from case studies of inequality.

The charity also developed, launched, and continue to deliver a national Teacher Professional Learning Programme on behalf of The Scottish Government. This is spread over two stages, with Stage 1 being an online E-Learning course which was developed by the charity, and Stage 2 being a fuller input delivered by the charity's team in schools. In the period under review, 98% of teachers who completed full evaluation reported that they had a stronger understanding of how to include LGBT Inclusive Education in their practice.

In this period, the charity developed a 2-hour professional learning input specifically for student teachers in training, to be provided through Initial Teacher Education institutions. This input complements the professional learning pathway set out by the LGBT Inclusive Education policy framework in Scotland and equips student teachers with the knowledge and understanding of the national policy approach; awareness of new resources to support their practice; and principles for effective teaching and learning related to LGBT Inclusive Education. In this period, these inputs were delivered to 1,845 students over 13 separate inputs within 9 Universities.

The charity continued to grow its levels of engagement with schools from the previous period, working with 206 schools, and engaging with 11,039 learners in this period. All of the charity's services were delivered to schools free of charge. The charity has continued to rigorously evaluate the impact of the resources and services it provides.

Three new Learner Workshops have been created by the charity, focusing on addressing issues relevant to LGBT school pupils - including challenging pejorative language use, developing an understanding of prejudice, and LGBT history. Learner Workshops are delivered across both Primary and Secondary schools in Scotland.

Evaluative data collected from school pupils who participated in sessions and completed full evaluation found that 4 in 5 of them had a stronger understanding of prejudice, including homophobia, biphobia, and transphobia. While 81% of pupils said that they regularly heard derogatory terms or slurs associated with LGBT people at school, 97% of pupils reported that they would no longer continue to use pejorative language like this after participating in our sessions.

For Primary pupils who participated in learning sessions, 100% of their teachers felt that the workshops met the stated goals of (a) learners having a better understanding of equalities and stereotypes, and (b) learners having a better understanding of what homophobic language is.

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REPORT OF THE TRUSTEES (continued)

For the Period Ended 30 March 2022

In their own words, primary school pupils said:

- *"I learned to treat everyone with respect."*
- *"I won't say the word gay to mean bad anymore and will tell my friends not to as well."*
- *"I want to think about what we could do in our school to stop homophobic language."*

When asked to comment on the structure, resources, or delivery of the workshops, primary school teachers who observed them said:

- *"The workshop was highly engaging, thought provoking and a little bit of fun! The mixture of discussions, listening, video clip and active activity was great."*
- *"I thought it was great - well placed and well delivered. It was good to see this work delivered by a practicing teacher as an example of how easy it is to do."*

We are delighted that the charity was nominated for the "Community Organisation of the Year" at the 2021 National Diversity awards.

We are also pleased with the charity's fundraising efforts in this period and extend gratitude to those who have continued to support the charity's work.

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REPORT OF THE TRUSTEES (continued)

For the Period Ended 30 March 2022

Financial Review

A surplus of £26,551 arose during the year. At the year-end date £42,359 is carried forward in total funds. Of the funds carried forward there were no restricted funds being held.

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 three months payroll expenditure. The Trustees consider 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 can be raised. Trustees are giving priority consideration to how the charity can increase its reserves in the next financial year.

The Trustees have assessed the major risks to which the charity is exposed and are satisfied that measures are in place to mitigate exposure to the major risks.

Plans for the Future

In this period, the charity has been successful in its aims of employing a small staff base to deliver the organisation's work-streams on a full-time basis. As we move forward it would be in our intention to expand the scale of our team of staff, and volunteers as the demand for our services continues to grow.

The promotion, innovation, and development of new resources and services for schools will be an area that we pay particular attention to in the coming period and helping schools, and Local Authorities continue their journey in LGBT Inclusive Education will be a priority. The charity will continue to deliver its core services free of charge to schools.

The charity will continue to identify opportunities to grow its finances in order to upscale its core work and operations. The charity intends to develop a new fundraising strategy to increase the number of regular donations received. 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 charity's Board of Trustees.

Appointment of new trustees

Trustees are either appointed by the board or by one of the organisations entitled to do so.

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REPORT OF THE TRUSTEES (continued)

For the Period Ended 30 March 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company Number
CS003626

Registered Charity Number
SC048713

Principal address

5.03 Clockwise, Savoy Tower,
77 Renfrew Street,
Glasgow, G2 3BZ

Trustees

Rhiannon Spear	Chairperson
Aamer Anwar	Trustee
Tiffany Kane	Trustee
Ian Rivers	Trustee
Joanna Murphy	Trustee
Linda Somerville	Trustee

Independent Examiner

Paul McKendry FCCA
Chartered Certified Accountant
13 The Wynd
Cumbernauld Village
Glasgow
G67 2ST

Bankers

Bank of Scotland
PO Box 17235
Edinburgh
EH11 1YH

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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REPORT OF THE TRUSTEES (continued)

For the Period Ended 30 March 2022

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 Standards (UK GAAP).

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 the incoming resources and application of resources of the charity for that year.

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

- Select suitable accounting policies
- 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
- Prepare the financial statements on the going concern basis unless it is appropriate 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 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 the financial statements may differ from legislation in the other jurisdictions.

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



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Rhiannon Spear - Chairperson

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
TIME FOR INCLUSIVE EDUCATION**

I report on the accounts for the period ended 30 March 2022 set out on pages 10 to 11.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (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 Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under Section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as 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 accounts.

Independent examiner's statement

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

(1) which gives me reasonable cause to believe that, in any material respect, the requirements

- to keep accounting records in accordance with Section 386 of the 2006 Act and Regulation 4 of the 2006 Accounts Regulations: and
- to prepare accounts which accord with the accounting records and to comply with Regulation 8 of the 2006 Charity Accounts Regulations have not been met: or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Paul McKendry
Chartered Certified Accountant

Date:04 October 2022.....

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STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 30 MARCH 2022

	Note	<u>2022</u> £	<u>2020</u> £
INCOME	3		
Donations and fundraising		18,869	8,176
Grants received		380,900	-
Charitable activities		-	300
Other Income		<u>10,000</u>	<u>23</u>
Total Income		409,769	8,499
EXPENDITURE ON CHARITABLE ACTIVITIES			
Expenditure relating to charitable activities	4	104,376	-
Administration and support costs	5	278,843	11,499
Other charity expenses		<u>-</u>	<u>-</u>
Total Expenditure		383,219	11,499
Net movement in funds for the year		<u>26,551</u>	<u>(3,000)</u>
RECONCILIATION OF FUNDS:			
Total funds brought forward		15,808	18,808
Net movement in funds above		<u>26,551</u>	<u>(3,000)</u>
TOTAL FUNDS CARRIED FORWARD		<u>42,359</u>	<u>15,808</u>

CONTINUING OPERATIONS

All income and expenditure have arisen from continuing activities.

The notes on pages 12 to 14 form part of the financial statements.

TIME FOR INCLUSIVE EDUCATION
STATEMENT OF FINANCIAL POSITION
AT 30 MARCH 2022

	2022	2020
	£	£
<u>Fixed Assets</u>		
Tangible Assets	-	-
<u>Current Assets</u>		
Cash at Bank and in Hand	43,642	15,808
Prepaid Rent Deposits	<u>5,240</u>	<u>-</u>
Total Current Assets	48,882	15,808
<u>Current Liabilities</u>		
Taxation and Social Security	5,433	-
Pensions and Other Creditors	<u>1,090</u>	<u>-</u>
Total Current Liabilities	(6,523)	-
Net Current Assets/(Liabilities)	<u>42,359</u>	<u>15,808</u>
<u>Charity Funds:</u>		
Restricted funds	-	-
Unrestricted funds	<u>42,359</u>	<u>15,808</u>
Total Funds	<u>42,359</u>	<u>15,808</u>

The notes on pages 12 to 14 form part of the financial statements.

The accounts were approved by the board of trustees on 04 October 2022 and signed on its behalf by:


04 October 2022

R Spear
 Trustee and Chairperson

TIME FOR INCLUSIVE EDUCATION

NOTES TO THE FINANCIAL STATEMENTS

For the Period Ended 30 March 2022

1. Accounting Policies

Basis of preparing financial statements

The financial statements of the charity, which is public benefit under FRS102, have been prepared in accordance with the Charities SORP (FRS102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting applicable in the UK and Republic of Ireland (FRS 102 effective 1 January 2015). The financial statements have been prepared under the historical cost convention.

There were no items requiring adjustment nor were there material changes to the accounting policies being applied.

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard in the UK and Republic of Ireland':

- The requirements of Section 7 Statement of Cash Flows
- The requirements of Section 3 Financial Statement Presentation paragraph
- The requirements of Section 11 Financial Instruments
- The requirements of Section 12 Other Financial Instruments

Income

All income is recognised in the Statement of Financial Activities once the charity has received the funds and the amount can be measured reliably. Turnover represents amounts receivable for goods and services provided in the normal course of business.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate the cost related to that category.

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment and accrued as expenditure.

The charity has adopted a change of accounting policy during the year and now accounts for all income and expenditure on an accruals basis rather than a receipts and payments basis.

Taxation

The charity is exempt from tax on its charitable activities.

2. Related Party Transactions

There were no related party transactions for the period ended 30 March 2022 and none of the trustees (or any person connected with them) received any remuneration or benefits from the charity during the year

TIME FOR INCLUSIVE EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the Period Ended 30 March 2022

3. Income	<u>2022</u>	<u>2020</u>
Donations and fundraising	18,869	8,176
Grants – Scottish Government	380,900	-
Charitable activities	-	300
Other income – Young Scot Enterprise	<u>10,000</u>	<u>23</u>
Total Income	<u>409,769</u>	<u>8,499</u>

4. Charitable Activities

	<u>2022</u>	<u>2020</u>
	£	£
Educational Resources	104,265	7,833
Merchandise Costs	11	-
Training Materials and Events	<u>100</u>	<u>182</u>
Totals	104,376	<u>8,015</u>

5. Support Costs

	<u>2022</u>	<u>2020</u>
	£	£
Salaries (inc. NIC)	197,827	-
Staff Pension Costs	4,901	-
Staff Training Costs	7,850	-
Rent and Rates	20,748	-
IT Software and Consumables	13,971	804
Travel and Accommodation	26,942	1,501
Insurance	914	-
Postage and Couriers	100	122
Printing and Stationery	901	-
Subscriptions	380	-
Advertising	-	334
Accounting Fees	3,830	600
Bank Charges	12	50
Sundry Expenses	<u>467</u>	<u>73</u>
Total support costs in relation to charitable activities	<u>278,843</u>	<u>3,484</u>

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NOTES TO THE FINANCIAL STATEMENTS (continued)
For the Period Ended 30 March 2022

6. Employees

The average number of employees during the year ended 30 March 2022 was 5.

There were no employees whose annual remuneration was £60,000 or more.

7. Restricted Funds

The income funds of the charity can include restricted funds comprising of unexpended balances of donations and grants held on trust for specific purposes. At the year-end there was no balance of restricted funds.

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.

	<u>2022</u>	<u>2020</u>
	£	£
Unrestricted Fund	<u>42,359</u>	<u>15,808</u>