

Charity number: SC048713  
Company number: CS003626  
(Scotland)

**Time for Inclusive Education**  
**Report of the Trustees and Unaudited Financial Statements**  
**For the year ended 31 March 2024**

**Time for Inclusive Education  
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For the year ended 31 March 2024**

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Time for Inclusive Education  
Report of the Trustees  
For the year ended 31 March 2024

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2024. The Trustees have adopted the provisions of 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 the Republic of Ireland (FRS 102) (effective 1 January 2019).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

The charity's objectives are to combat homophobia, biphobia and transphobia in schools and communities with LGBT Inclusive Education. In order to achieve these objectives, the charity delivers services to embed LGBT Inclusive Education in education settings, heighten knowledge, and foster good relations in order to effectively address prejudice and bullying through an educational approach.

The charity's purposes are as follows:

- The promotion of equality and diversity.
- The advancement of education.

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

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Time for Inclusive Education  
Report of the Trustees Continued  
For the year ended 31 March 2024

**ACHIEVEMENTS AND PERFORMANCE**

**Significant activities**

Current Year 31 March 2024

During the period under review, the charity delivered school and community educational engagement services, developed new and distributed existing educational and curriculum support resources, contributed to national policy development, and secured strong evaluative outcomes in the measurement of its core activities.

**Plans for the Future**

The charity will continue to engage and work collaboratively with national education stakeholders.

The promotion and development of the the charity's service offer will continue to remain an operational priority to support schools and local authorities to effectively implement LGBT Inclusive Education to benefit all young people. The charity will continue to evaluate service delivery and usage of resources to identify improvement opportunities and/or gaps in the current provision.

New areas of work will be explored with a focus on responding to emergent phenomena of children and young people being exposed to hateful content about LGBT people and other minorities online. We will ensure that our organisational output is responsive to this to address it effectively through the provision of educational services.

A new project will be developed and delivered in the forthcoming period, focusing on online spaces, extremist content, and disinformation. The charity intends to combine its expertise in anti-prejudice education to work collaboratively with counter-extremism experts at the Institute for Strategic Dialogue (ISD) to address the impact of disinformation and online hate on education settings. The charity intends to develop added resources and professional learning for teachers and educators in Scotland, providing them with the knowledge, skills, and tools to be proactive in equipping children and young people with the ability to navigate online spaces safely and critically.

Additionally, the charity intends to increase its engagement with elected representatives and national stakeholders to ensure that the national approach to LGBT Inclusive Education is understood.

The charity's fundraising initiatives and efforts, which have been successful in this period, will continue.

Time for Inclusive Education  
Report of the Trustees Continued  
For the year ended 31 March 2024

**Achievements against objectives**

During the period under review, the charity worked directly with 424 schools, an increase from the previous period (257 in 2023). This included the delivery of 210 school educational engagement sessions across Scotland; consisting of 152 learner inputs, 29 CPD inputs, and 29 educational showcase events. The charity worked with 10,030 school pupils across Scotland and delivered professional learning for 3,573 teachers and student teachers.

From the schools the charity worked with, 46.4% were secondary schools, 42.4% were primary, and the remainder were co-educational settings, junior high schools, or primary/secondary combined engagement sessions.

In this period, the charity introduced an operational model of engaging with local authorities and collaborating with schools in cluster settings in addition to direct school engagement, which has proven to be an effective model for supporting schools to work collaboratively. All the charity's school services continued to be delivered free of charge.

The charity's organisational website (tie.scot) was updated to provide more immediately accessible information for its primary user demographic - teachers, school staff and educators. The updated website includes clear information about LGBT Inclusive Education in Scotland, the package of services and resources available, as well as information directly for parents and carers.

The charity continued to manage the national platform for LGBT Inclusive Education (lgbteducation.scot), on behalf of the Scottish Government. In this period, the platform has been accessed and utilised by teachers and school staff in 32 local authority areas. A total of 11,626 independent users accessed the platform during this period, with 51,464 page views. Resources hosted by the charity on the platform received 5,894 downloads.

The charity continued to deliver the national professional learning programme "Delivering LGBT Inclusive Education" on behalf of the Scottish Government as its core CPD offer for teachers and school staff. In this period, 1,593 teachers and school staff completed the Stage 1 CPD module, and 29 Stage 2 CPD inputs were delivered across Scotland. This professional learning was reviewed and updated in this period, and the charity is pursuing a programme endorsement for the course in the forthcoming period.

Evaluation data from teachers and school staff who participated in this professional learning found that 96% had a stronger understanding of how to deliver LGBT Inclusive Education effectively, and 96% felt more confident in this approach to work.

A review of qualitative evaluation highlighted that teachers and school staff continued to welcome the collegiate development and discussion time that our professional learning course provides for cohorts. Key concepts outlined in the course continued to resonate with teachers and school staff, particularly the "mirrors" and "windows" curriculum-making tools, and the approach of integration rather than exceptionalism in developing anti-prejudice education locally.

In their own words, teachers and staff have said:

"Keeping LGBT education natural and included across the curriculum is integral to developing young people's understanding of key issues and resolutions"

(Secondary school teacher - West Lothian Council)

"Excellent delivery, wonderful real-life examples used. Thank you, this was very informative. I felt reasonably confident in this area but have left today with ideas and things to think over"

(Primary school teacher - Highland Council)

"The training was outstanding! So engaging, interesting and gave me tools that I easily incorporate into my teaching"

(Primary school teacher - Glasgow City Council)

Time for Inclusive Education  
Report of the Trustees Continued  
For the year ended 31 March 2024

Delivery of professional learning for student teachers through institutions providing Initial Teacher Education programmes continued in this period. The charity worked with 1,469 PGDE and BEd student teachers, delivering 14 inputs in total for 9 ITE providers. This work will continue in the forthcoming period.

Evaluation from secondary school pupils who participated in the charity's sessions found that 91% had a stronger understanding of the impact of homophobic, biphobic, and transphobic prejudice and bullying behaviour, and 88% said that they would no longer use pejorative language about LGBT people.

In their own words, secondary school pupils said:

"Yea thank u really good & means a lot to me as I am also gay & have never heard a gay person speak about being confident like that, so this was amazing"  
(Learner, S2)

"Best assembly we have had should have gotten it earlier. Helped me think about it all cos I do not really get LGBT but this makes sense cheers"  
(Learner, S6)

"This was so powerful and even make me think about how I use all that like Liam. Defos got to change that so respect"  
(Learner, S6)

Evaluation data from primary school pupils who participated in the charity's sessions highlighted that 96% reported a better understanding of what is meant by the term "homophobic language" and 95% now understood that the word "gay" should not be used as an insult or mean something bad. Also, 99% reported that they now understood what stereotypes are and that they are not always true, and 99% felt more confident in what to do if they witnessed or experienced prejudice or bullying behaviours in their school.

In their own words, primary school pupils said:

"I have learned that gay is not an insult but if you are using it in the wrong context, it is homophobic language and we should not use it in the wrong way"  
(Learner, P6)

"You can have your own opinion but do not bully other people"  
(Learner, P7)

"That homophobic language can be very hurtful to some people if you use it in a way of an insult, so you should never use homophobic, racist, sexist language towards others neither yourself"  
(Learner, P7)

Primary school teachers who observed the charity's school workshops said:

"Lesley was amazing. She took time to get to know the pupils and their names before the workshop started. The warmup game was engaging, and the pupils have asked if we can use this at other points. The structure and resources were appropriate and helped the pupils. The mixture of discussions and asks kept the pupils engaged in the workshop"  
(Primary teacher)

"The workshop was very interesting and engaging. The pupils got so much from the workshop as it was very engaging and appropriate for them. I am hoping that the pupils will start to think about the language they use before and the impact that it could have on others"

Time for Inclusive Education  
Report of the Trustees Continued  
For the year ended 31 March 2024

(Primary teacher)

The Cabinet Secretary for Education and Skills visited a primary school in Glasgow that the charity has worked with to speak to teachers, school staff and learners about the impact of LGBT Inclusive Education in the school. Staff shared curriculum plans, delivered lessons, and learners discussed their learning with the Cabinet Secretary.

The charity has published a series of new resources this year, including the updated primary school book reviews, secondary book and media reviews, early years book reviews, information for parents and carers, an animated video explainer covering our work, a collection of bespoke Scots poetry, an Art and Design unit, and Mathematics worksheets.

We have also engaged with international stakeholders in this period, including Purdue University, University of California, Los Angeles (UCLA), the Institute for Strategic Dialogue (ISD), the United Nations Independent Expert on sexual orientation and gender identity (IE SOGI) as part of the delegation visit to the United Kingdom, and the Council of Europe's European Commission Against Racism and Intolerance (ECRI) delegation visit to Scotland.

From this engagement, a researcher from UCLA has visited Scotland and observed the charity's work on two occasions during this period to independently research, analyse and evaluate the efficacy and impact of our work with schools. Early insights have been made available and show positive outcomes. This engagement will continue in the forthcoming period.

Responding to emerging patterns of homophobia and sexism/misogyny from demographics of young men in some secondary schools, we engaged with for the first time this year, we ran focus groups to identify effective educational responses. This supported the expansion of our "Challenging Homophobia in Football" programme, which has been made available for the secondary school setting. Additionally, we met with experts at the Institute for Strategic Dialogue (ISD) to better understand how prejudice is spreading online and impacting young people, which boys and young men discussed during focus group engagement. This work will be strengthened and expanded in the forthcoming period.

We have worked with a variety of national education stakeholders and representative organisations in this period and will continue to do so. We remain members of a variety of national working groups relevant to our area of expertise and remit.

Polling conducted by Survation on our behalf found that an overwhelming majority (70%) of parents and carers of children aged 3-18 supported the national approach to LGBT Inclusive Education in Scotland, and what it looks like in schools. Additionally, we published new information for parents and carers in this grant period including a brochure with answers to common queries, a video explainer, new sections of our website with further information, and polling results.

The charity has continued to receive support through fundraising in this period, and we extend our gratitude to individuals, organisations and community groups we worked with. We would like to thank our regular donors and the groups that have chosen to support us this year including the Glasgow Clan ice hockey club, the Glasgow FrontRunners and Scottish Summit for hosting fundraising initiatives.

We were pleased the charity, and its directors were finalists for the Proud Scotland Awards in this period.

#### **Investment performance**

The Trustees are mindful of their duties to obtain the best possible financial return on any cash holdings consistent with good practice in terms of social, environmental and ethical issues.

Time for Inclusive Education  
Report of the Trustees Continued  
For the year ended 31 March 2024

## FINANCIAL REVIEW

### Significant events

The results for the year ended 31 March 2024 show income of £350,961 (2023 £357,592) of which £324,549 related to restricted funds (2023 £321,000) and that a surplus of £27,560 has arisen (2023 £76,380) of which £3,549 relate to restricted funds and £24,011 to unrestricted funds.

As at the year-end date 31 March 2024 the charity had net assets of £104,390 (2023 £76,830). The net assets of £104,390 contained restricted funds of £3,549 as at 31 March 2024 (2023 £nil).

### Reserves

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 3 and 6 months 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.

For year ended 31 March 2024 this level of reserves has been maintained for the charity's current expenditure levels.

### Going concern

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. They consider the charity to be a going concern for the foreseeable future.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Governing document

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 reviewed in 2024, with activities and finances managed by the charity's Board of Trustees.

### Recruitment and appointment of trustees

Trustees are either appointed by the Board or by one of the organisations entitled to do so. Trustees are appointed in accordance with the constitution, with a minimum number of three and not more than ten. None of the trustees have any beneficial interest in the company.

## REFERENCE AND ADMINISTRATIVE INFORMATION

<b>Name of Charity</b>	Time for Inclusive Education
<b>Charity registration number</b>	SC048713
<b>Company registration number</b>	CS003626
<b>Principal address</b>	11.09 Clockwise Savoy Tower 77 Renfrew Street Glasgow G2 3BZ

### Trustees

The trustees and officers serving during the year and since the year end were as follows:

Rhiannon Spear - Chairperson  
Aamer Anwar  
Ian Rivers  
Linda Somerville  
Jamie Meechan  
Joanna Murphy  
Michelle Evans

Time for Inclusive Education  
Report of the Trustees Continued  
For the year ended 31 March 2024

**Independent examiners**

PM & Co Accounting Ltd  
Office 14, The Muirfield Centre  
1A South Muirhead Road  
Cumbernauld  
Glasgow  
G67 1AX

**Bankers**

Bank of Scotland  
PO Box 17325  
Edinburgh  
EH11 1YH

Approved by the Board of Trustees and signed on its behalf by



13 November 2024

Rhannon.Spear...Chairperson.....

Time for Inclusive Education  
Independent Examiners Report to the Trustees  
For the year ended 31 March 2024

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 March 2024.

**Responsibilities and basis of report**

As the charity trustees of the Company (and also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 ('the 2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 44 (1)(c) of the 2005 Act. In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

**Independent examiners statement**

Since the Company is required by law to prepare its accounts on an accruals basis and is registered in Scotland, your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I confirm that I am qualified to undertake the examination by virtue of my membership of Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act and Regulation 4 of the Charities Accounts (Scotland) Regulations 2006 (as amended); or
2. the accounts do not accord with those records with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view', which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



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PM & Co Accounting Ltd  
Office 14, The Muirfield Centre  
1A South Muirhead Road  
Cumbernauld  
Glasgow  
G67 1AX

13 November 2024

Time for Inclusive Education  
Statement of Financial Activities (including Income and Expenditure Account)  
For the year ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 £	2023 £
<b>Income and endowments from:</b>					
Donations and legacies	2	22,945	324,549	347,494	355,700
Other income	3	3,467	-	3,467	1,891
<b>Total</b>		<b>26,412</b>	<b>324,549</b>	<b>350,961</b>	<b>357,591</b>
<b>Expenditure on:</b>					
Charitable activities	4/5	(2,401)	(321,000)	(323,401)	(323,119)
<b>Total</b>		<b>(2,401)</b>	<b>(321,000)</b>	<b>(323,401)</b>	<b>(323,119)</b>
<b>Net income</b>		<b>24,011</b>	<b>3,549</b>	<b>27,560</b>	<b>34,472</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		76,830	-	76,830	42,358
<b>Total funds carried forward</b>		<b>100,841</b>	<b>3,549</b>	<b>104,390</b>	<b>76,830</b>

Time for Inclusive Education  
Statement of Financial Position  
As at 31 March 2024

	Notes	2024 £	2023 £
<b>Current assets</b>			
Debtors	11	5,240	5,240
Cash at bank and in hand		105,893	78,195
		<u>111,133</u>	<u>83,435</u>
<b>Creditors: amounts falling due within one year</b>	12	(6,743)	(6,605)
<b>Net current assets</b>		<u>104,390</u>	<u>76,830</u>
<b>Total assets less current liabilities</b>		<u>104,390</u>	<u>76,830</u>
<b>Net assets</b>		<u>104,390</u>	<u>76,830</u>
<b>The funds of the charity</b>			
Restricted income funds	13	3,549	-
Unrestricted income funds	13	100,841	76,830
<b>Total funds</b>		<u>104,390</u>	<u>76,830</u>

For the year ended 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:



Rhiannon Spear - Chairperson  
Trustee  
13 November 2024

Time for Inclusive Education  
Notes to the Financial Statements  
For the year ended 31 March 2024

**1. Accounting Policies**

**Basis of accounting**

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

Time for Inclusive Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

**2. Income from donations and legacies**

	Unrestricted funds	Restricted funds	2024	2023
	£	£	£	£
Donations received	22,945	-	22,945	34,700
Grants received	-	324,549	324,549	321,000
	<b>22,945</b>	<b>324,549</b>	<b>347,494</b>	<b>355,700</b>

**Analysis of grants received**

	2024	2023
	£	£
Creative Scotland	3,549	-
Scottish Government	321,000	321,000
	<b>324,549</b>	<b>321,000</b>

**3. Other income**

	2024	2023
	£	£
<b>Unrestricted funds</b>		
Other income	3,467	1,891
	<b>3,467</b>	<b>1,891</b>

Time for Inclusive Education  
Notes to the Financial Statements Continued  
For the year ended 31 March 2024

**4. Costs of charitable activities by fund type**

	Unrestricted funds	Restricted funds	2024	2023
	£	£	£	£
Provision of educational services	1,345	31,932	33,277	49,697
Support costs	1,056	289,068	290,124	273,422
	<b>2,401</b>	<b>321,000</b>	<b>323,401</b>	<b>323,119</b>

**5. Costs of charitable activities by activity type**

	Activities undertaken directly	Support costs	2024	2023
	£	£	£	£
<b>Support costs</b>				
Provision of educational services	33,277	290,124	323,401	323,119

**6. Analysis of support costs**

	2024	2023
	£	£
<b>Provision of educational services</b>		
Management	261,250	248,466
IT	3,541	9,007
Governance costs	25,333	15,949
	<b>290,124</b>	<b>273,422</b>

**7. Net income/(expenditure) for the year**

This is stated after charging/(crediting):

	2024	2023
	£	£
Accountancy fees	2,400	2,400
Staff pension contributions	5,300	5,036

Time for Inclusive Education  
Notes to the Financial Statements Continued  
For the year ended 31 March 2024

**8. Staff costs and emoluments**

Total staff costs for the year ended 31 March 2024 were:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Salaries and wages	215,368	202,744
Social security costs	17,195	17,301
Pension costs	5,300	5,036
	<b>237,863</b>	<b>225,081</b>

	<b>2024</b>	<b>2023</b>
Management & support staff	6	6
	<b>6</b>	<b>6</b>

**9. Trustee remuneration and related party transactions**

There were no related party transactions for the period ended 31 March 2024 and none of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

No member of staff or key management personnel were paid more than £60,000 per annum during the period reported.

**10. Comparative for the Statement of Financial Activities**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income and endowments from:</b>			
Donations and legacies	34,700	321,000	355,700
Other income	1,891	-	1,891
<b>Total</b>	<b>36,591</b>	<b>321,000</b>	<b>357,591</b>
<b>Expenditure on:</b>			
Charitable activities	(2,119)	(321,000)	(323,119)
<b>Total</b>	<b>(2,119)</b>	<b>(321,000)</b>	<b>(323,119)</b>
<b>Net income/expenditure</b>	<b>34,472</b>	-	<b>34,472</b>
<b>Reconciliation of funds</b>			
Total funds brought forward	42,358	-	42,358
<b>Total funds carried forward</b>	<b>76,830</b>	<b>-</b>	<b>76,830</b>

Time for Inclusive Education  
Notes to the Financial Statements Continued  
For the year ended 31 March 2024

**11. Debtors**

	2024 £	2023 £
<b>Amounts due within one year:</b>		
Other debtors	5,240	5,240
	<b>5,240</b>	<b>5,240</b>

**12. Creditors: amounts falling due within one year**

	2024 £	2023 £
Other creditors	6,743	6,605
	<b>6,743</b>	<b>6,605</b>

**13. Movement in funds**

**Unrestricted Funds**

	Balance at 01/04/2023 £	Incoming resources £	Outgoing resources £	Balance at 31/03/2024 £
<i>General</i>				
General	76,830	26,412	(2,401)	100,841
	<b>76,830</b>	<b>26,412</b>	<b>(2,401)</b>	<b>100,841</b>

**Unrestricted Funds - Previous year**

	Balance at 01/04/2022 £	Incoming resources £	Outgoing resources £	Balance at 31/03/2023 £
<i>General</i>				
General	42,358	36,591	(2,119)	76,830
	<b>42,358</b>	<b>36,591</b>	<b>(2,119)</b>	<b>76,830</b>

**Purpose of unrestricted Funds**

General

Fund receiving unrestricted funding and payment of unrestricted expenditure.

Time for Inclusive Education  
Notes to the Financial Statements Continued  
For the year ended 31 March 2024

**Restricted Funds**

	Incoming resources	Outgoing resources	Balance at 31/03/2024
	£	£	£
Restricted	324,549	(321,000)	3,549
	<b>324,549</b>	<b>(321,000)</b>	<b>3,549</b>

**Restricted Funds - Previous year**

	Incoming resources	Outgoing resources	Balance at 31/03/2023
	£	£	£
Restricted	321,000	(321,000)	-
	<b>321,000</b>	<b>(321,000)</b>	<b>-</b>

**Purpose of restricted funds**

Restricted

Grants where restrictions have been placed on the charity spend.

**14. Analysis of net assets between funds**

	Net current assets / (liabilities)	Net Assets
	£	£
<b>Unrestricted funds</b>		
<i>General</i>		
General	100,841	100,841
<b>Restricted funds</b>		
Restricted	3,549	3,549
	<b>104,390</b>	<b>104,390</b>

Time for Inclusive Education  
Notes to the Financial Statements Continued  
For the year ended 31 March 2024

**Previous year**

Net current assets / (liabilities) £	Net Assets £
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**Unrestricted funds**

*General*

General

76,830	76,830
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**Restricted funds**

<b>76,830</b>	<b>76,830</b>
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Time for Inclusive Education  
Detailed Statement of Financial Activities  
For the year ended 31 March 2024

	2024	2023
	£	£
<b>INCOME AND ENDOWMENT</b>		
<b>Donations and legacies</b>		
Donations	22,945	34,700
Grants receivable	324,549	321,000
	<b>347,494</b>	<b>355,700</b>
<b>Other income</b>		
Other income	3,467	1,891
	<b>3,467</b>	<b>1,891</b>
<b>Total incoming resources</b>	<b>350,961</b>	<b>357,591</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Cost of direct charitable activity	(33,277)	(49,697)
	<b>(33,277)</b>	<b>(49,697)</b>
<b>SUPPORT COSTS</b>		
<b>Management</b>		
Management	(261,250)	(248,466)
	<b>(261,250)</b>	<b>(248,466)</b>
<b>IT</b>		
IT	(3,541)	(9,007)
	<b>(3,541)</b>	<b>(9,007)</b>
<b>Governance costs</b>		
Governance costs	(25,333)	(15,949)
	<b>(25,333)</b>	<b>(15,949)</b>
<b>Total resources expended</b>	<b>(323,401)</b>	<b>(323,119)</b>
<b>Net Income</b>	<b>27,560</b>	<b>34,472</b>