



2020 Impact Report

1st February 2019 – 31st January 2020

Building a future of inclusion and social justice



www.educateandcelebrate.org

Registered charity 1159367

The Mission



Our Vision

Building a future of inclusion and social justice.

Our Mission

We equip you and your communities with the knowledge, skills and confidence to embed gender, gender identity and sexual orientation into the fabric of your organisation. With a focus on the experiences, representation and inclusion of LGBT+ people, every day we are making society a more welcoming place for everyone.

Our Values



Empower

We EMPOWER others to address the social injustices that exist.



Knowledgeable

We are KNOWLEDGEABLE on current legal developments and best practice



Open-Eyes

We OPEN-EYES and provide transformational insights that motivate others to join our vision for inclusion



Reassuring

We are REASSURING and provide a safe space for open discussion of sexual orientation and gender identity



Confident

We are CONFIDENT to have perceived difficult conversations



Support

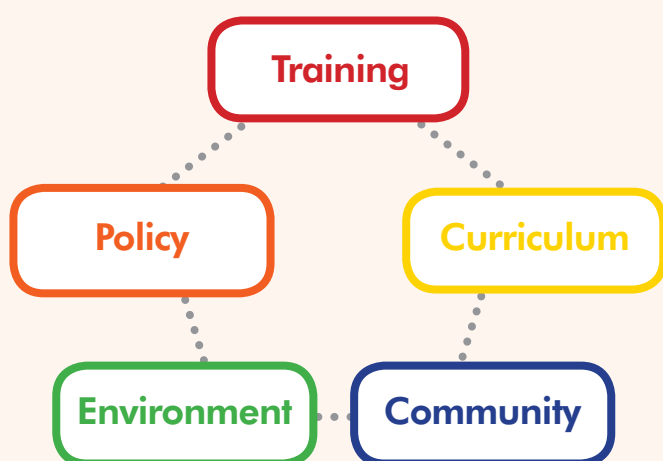
We SUPPORT organisations through the change process



Our Services



We provide a comprehensive range of LGBT+ inclusive training programmes and accompanying resources for all key stages and subject areas for all sectors of education. All stakeholders are encouraged to participate including Leadership Teams, Governors, Staff, Trainee Teachers, Support Staff, Parents and Pupils. See our **WEBSITE** for details of our programmes and how to register



Become an Exclusive E&C Member to access Premium Resources including:

- LGBT+ inclusive policy examples for primary and secondary
- Policy and curriculum guidance
- Lesson plans and curriculum maps for all key stages and subject areas
- Book collections for 3-18 year olds
- Assembly powerpoints
- Empowering classroom posters
- Sing-a-long songs
- Access to our members only chat pages
- Be the first to hear of events, new resources and programmes
- 10% discount on all our services

Subscribe Now

Welcome!

"It is with great pleasure I present the highlights of our journey this year and the impact we continue to make through the partnerships we form"



Julie Bremner
Chair of Trustees

Our report this year focuses on the expansion of our youth provision through our PRIDE Youth Network programme. We are delighted to have received a third year of funding from Children in Need to continue expanding our reach to over 120 campaigning groups of young people to lead the youth movement for LGBT+ inclusion.

The funding has enabled us to provide each group with a trained E&C trainer to facilitate sessions and monitor their progress through a series of targets aimed to create positive change within the school and local community through activism.

We are very proud to have given our network further opportunities to engage with each other by sharing their successes on social media and through our PRIDE Youth Network Conference, which this year was supported by the National Education Union, Sony and School Leader Development. The conference provided a day of interactive workshops for the pupils, panel debates, key speakers and stalls including Gay's the Word bookshop.

We were thrilled to present 30 more schools with our PRIDE in Inclusion Award, including 15 in Durham supported by Durham County Council. We send huge congratulations to all the schools and welcome their hard work in building a future of inclusion and social justice for young people, teachers, parents and communities.

Thanks to a new partnership with John Lyon's Charity we are now able to expand our reach to schools, colleges and organisations in Westminster, Hammersmith & Fulham, Ealing and Brent over the next three years. We have begun our pioneering Award Programme with 10 schools so far and delivered whole borough training. We are very much looking forward to the rest of the journey.

Additionally, our reach continues to expand internationally through the International School of Zug & Luzern in Switzerland and more recently through a partnership with Pedagogue Education in Bangkok, Thailand which allows us to reach schools in South East Asia.



JOHN LYON'S CHARITY



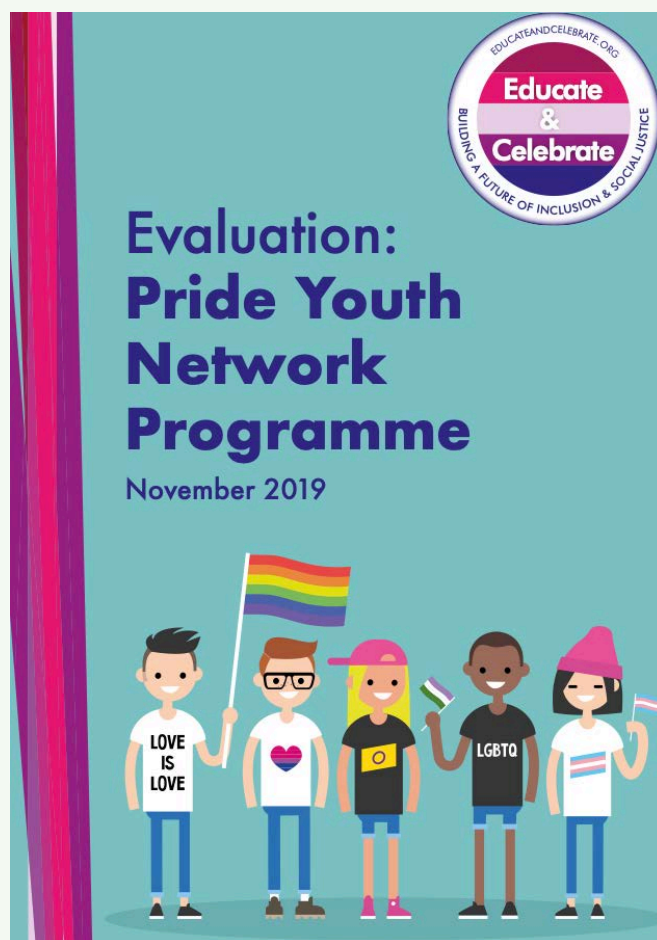
Our new Research

Authors: Dr Anna Carlile

Affiliation: Department of Educational Studies, Goldsmiths, University of London

Tallula Carlile

Affiliation: Department for Social, Therapeutic and Community Studies, Goldsmiths, University of London



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Data for this evaluation is drawn from surveys of teachers and students, participant observation and interviews with volunteer PYN facilitators, a Mentimeter digital response survey, focus groups with students at their schools and at the PYN conference, evidence folders submitted by the schools. The set of evaluation codes is outlined on page 11.

1. Enabling leadership in inclusive practices and decision making

Our school has just recently brought in gender inclusive toilets and we are forwarding a motion to bring in pronouns on emails of staff

3. Enabling personal development and positive self-esteem

The PYN does help, because people are accepting. My learning has improved since I have joined

2. Developing an awareness of a commitment to challenge social institutions and environments which can present as hostile

Pupils raised that perhaps there could be a specific page on the code of conduct about challenging HBT/Racist language as there is a banned items list but not a banned language list

4. Work-related skills development

The students also did fundraisers, and decided as a team what they would do with the money. One group did a rainbow cake bake sale

Pride Youth Network Pupil Voice



Problems that I faced

I had comments and names thrown at me at school for just under 2 years (from Year 8 to end of Year 9) by the same person each time, to the point where some days I felt scared to come to school. This person transferred schools and that's when the homophobic comments stopped. I didn't want to tell anyone about it because I didn't know who to go to and for the most part of it I was still in the closet to some people and didn't know how to tell anyone.

How the school helped me to be who I am

At the start of year 9, a new school club was introduced. It was a safe place for anyone who was part of the LGBTQ+ community and allies, for me it was somewhere I could be myself without the fear that someone was going to judge me. It was every Thursday and it was just somewhere we could come up with ideas on how to make the school more inclusive and where we could just socialise and play snooker.

How do I feel now?

Now, I know who I can go to if I need help, which is comforting to know, as I didn't have that before. I have people who accept and support me and I now accept myself and I am not as confused as I was before. I am able to go to school without feeling as scared as I did before because I know I have people at school who can help me.

What advice would I give to other young LGBTQ+ pupils?

Some advice that I would give to other young LGBTQ+ pupils would be to find someone that you can trust completely, whether it be a teacher, a family member or a friend, just so you have at least one person you can talk to about it, so you're not bottling up your feelings. I would also recommend finding somewhere you can be yourself and where you feel safe, like for me it was that school club, but for you it might be an LGBTQ+ group chat or forum, or maybe even just watching some inspirational youtube videos so you can educate yourself or just feel included. However I also think that if you are having any problems at all whether it be bullying, confusion or anything bothering you, that you ask for help, because it can make a difference.

Get involved!

You can be part of our mission to build a future of inclusion and social justice by;

- Sharing our work with friends and colleagues
- Encouraging your former or local school to engage with an LGBT+ inclusive education
- Sharing your story as to why an inclusive and supportive school is vital
- Making a donation to us [HERE](#)
- Hold a fundraiser for us: contact enquiries@educateandcelebrate.org
- Contribute lessons to our members area
- Become an E&C Member [HERE](#)
- Posting your inclusive work on social media and tag us



[View Insights](#)

[Promote](#)



Liked by [julie_bremner](#) and 56 others

educate_and_celebrate Met this wonderful lot today @uniwestminster presidents of #lgbtplus #lgbtq societies #Kent #London #Essex Beautiful experience to work with @studentpride on a UK University charter for #queer societies PLEASE JOIN and lead your #university to #inclusion #socialjustice



30 September 2019

Keep in touch with us



[educatecelebrate](#)



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[educateandcelebrate](#)



enquiries@educateandcelebrate.org



educate_and_celebrate



Liked by [dr_elly_b](#) and 37 others

educate_and_celebrate It's going to be a fantastic year with our #London #midlands #PRIDE in #Inclusion Award Schools!! Thank you @nationaleducationunion and John Lyon's Charity 💜 @TBAPBridge @beachcroftTBAP @sohoparishschool @lordswoodgirlsschool @NewhallJuniors @StMarylebone @Downsviewprimary ✅🌟 #genderneutral #intersex #lgbtq🌈 #lgbtplus #inclusion #education #schools

4 October 2019

educateandcelebrate.org

**THERE'S
NO
HIERARCHY
OF EQUALITY**



www.educateandcelebrate.org



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
Educate and Celebrate

No (if any)
1159367

Receipts and payments accounts

CC16a

For the period
from

Period start date
01/02/2019

To

Period end date
31/01/2020

Section A Receipts and payments

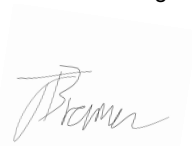
	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants	38,693	63,769	-	102,462	60,363
Book Sales	4,031	-	-	4,031	5,685
Sustainability (Awards Programme)	8,950	2,400	-	11,350	38,774
Workshops/Lectures	10,050	1,100	-	11,150	6,325
CPD/Staff Meetings	12,377	-	-	12,377	11,755
Donations	6,500	11	-	6,511	4,295
Miscellaneous	2,102	-	-	2,102	38
Reimbursed Travel Expenses	2,021	101	-	2,122	1,703
Sub total (Gross income for AR)	84,724	67,381	-	152,105	128,938
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	84,724	67,381	-	152,105	128,938
A3 Payments					
Salaries and Fees	32,367	52,860	-	85,227	86,144
Advertising/Marketing/Stationery	1,100	1,454	-	2,554	3,793
Rents	2,250	408	-	2,658	3,000
Travelling Expenses	4,569	2,442	-	7,012	7,082
Insurances	922	-	-	922	615
Purchases & Consumables	23,079	1,072	-	24,151	31,627
Website Fees	-	-	-	-	-
Committee and Miscellaneous	456	-	-	456	-
Staff Training	-	-	-	-	-
Sub total	64,743	58,236	-	122,979	132,260
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	64,743	58,236	-	122,979	132,260
Net of receipts/(payments)	19,981	9,145	-	29,126	- 3,323
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	21,624	10,301	-	31,925	-
Cash funds this year end	41,605	19,446	-	61,051	- 3,323

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Balances	41,605	19,446	-
		-	-	-
		-	-	-
	Total cash funds	41,605	19,446	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature



Print Name

JULIE BREMNER
CHAIR OF TRUSTEES

Date of approval

22/06/2020



CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Educate & Celebrate

On accounts for the year
ended

31st of January 2020

Charity no
(if any)

1159367

Set out on pages

1-2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

30/06/2020

Name:

**Pro Bono Communitas – Charity Accountants and Independent
Examiners**

Relevant professional
qualification(s) or body
(if any):

Address:

18, 3rd Floor,

5-7, Wenlock Street,

LONDON. N1 7NT

Section B**Disclosure**

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

The Independent Examination was carried out in accordance with the guidelines issued by the Charity Commission.

