

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

Black, Asian, Minority Ethnic Educators (BAMEED)

Charity Incorporated Organisation (C.I.O)

Financial Statements

For the period ended

31st December 2021

Registered Charity No: 1192628

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

Principal address:

71 Conway Road
London
N14 7BD

Trustees/ Committee Members:

Allana Gay
Arvind Kaushal
Amjad Ali
Lizana Oberholzer
Penelope Rabiger

Governing document

The organisation is operated under the rules of its constitution.

Independent Examiner and Accountant:

TACTS Accountant
Chartered Certified Accountant
61 Fountains Crescent
Southgate
London, N14 6BD

Bank:

Lloyds Bank

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

CONTENTS

Pages

- 4-7. Trustees Report**
- 8. Independent Examiners Report**
- 9. Statement of Financial Activities**
- 10. Balance Sheet**
- 11. Notes to the Accounts**

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

The trustees are pleased to present their financial report for the period ended 31st December 2021, the first accounting period of the Charitable Incorporated Organisation. The Trustees have adopted the provisions of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK

The financial statements have been prepared in compliance with the Charities Act 2011.

Structure, Governance and management

Black, Asian, Minority Ethnic Educators (BAMEED) is a charitable Incorporated Organisation (CIO), registered with the Charity Commission and governed by its constitution, dated 03rd December 2020.

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The affairs of the charity are managed on a day-to-day basis by the trustees, who may exercise all the powers of the CIO.

The trustees of served during the year are shown on page 2 of this report.

Appointment of Trustees

In accordance with the terms of the constitution, there must be at least three charity trustees. If the number falls below the minimum, the remaining trustees can act only to call a meeting of the trustees or appoint a new trustee.

The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

Each new trustee is given a copy of the constitution and the latest trustees' annual report and accounts, on or before appointment.

Our Objectives

The objectives as set out in the Charity's Objects are enhanced by the activities carried out in the Network. Our aim is to ensure our diverse communities are represented as a substantive part of the education workforce for teachers and leaders in education. We seek to address the inequities in the recruitment and retention of Black, Asian and minority ethnic colleagues into the teaching profession and the lack of support to ensure progress in those careers.

The objectives of the network are further explained on the website and written within the Constitution which include;

- Promoting activities to empower BAME educators;
- Promoting activities to foster understanding between people from diverse backgrounds;
- Promoting engagement with non BAME educators to cultivate a sentiment in favour of equality and diversity;
- Conducting or supporting research on equality and diversity issues;
- Assisting schools in attracting BAME educators, leaders and governors;
- Assisting schools in diversifying their curriculum and understanding the effectiveness of diversity taught in the curriculum;
- Supporting BAME educators as role models within the sector;

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

- Supporting BAME educators such that they are better able to participate fully in the education sector; and
- Liaising with organisations committed to developing Equality and Diversity in Education.

Our key objectives for the year included:

- To develop regional hubs to provide localised links for antiracist work.
- To deliver online training and events to supplement work through the pandemic
- To deliver coaching for a cohort of mentors that will build expertise in mentoring ethnically diverse practitioners.
- To support teaching colleagues in developing their careers
- To build and maintain an informative website that is easily navigated.

Review of Activities and Achievements

During the year, the network built its presence within the education sector. It provided support in areas such as

- Promotion of educator expertise - creating a speaker's directory on the website to promote diverse speakers on education focused topics. This works alongside discourse with conference organisers about having diverse expertise in their lineups.
- Promotion of jobs – creating a jobs board where school vacancies can be advertised to BAMEEd network newsletter and social media subscribers.
- Coaching training – provision of training with BASIC certification for second cohort of mentors.
- Hub development - The first wave of hubs was established in Bristol, East of England, Wales & West Midlands
- Curriculum development – Supporting the development of Antiracism in Wales

During the year:

- The network income from grants increased with a grant for Wales curriculum development and to develop mentor coaching.
- The network hubs were able to develop expertise in areas of antiracism specific to their local areas.
- Main network spend was on honorariums to speakers at events and to coaches for time dedicated to sessions.

Strategy and Policies

The Trustees as Charity Trustees have control of the Charity and its funds. They operate as stewards of the Network, overseeing the development of hubs, setting budgets and supporting pupils and staff. Pathways to transition new trustees into stewardship of the network are currently under development.

As a charity, all the income of BAMEEd Network is applied for educational purposes. The Trustees regularly review the finances, budgets and expenses as part of the stewardship of the Network. They ensure that there is a legitimate means of tracking donations and spend.

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)' and in particular its supplementary public benefit guidance on advancing education and fee charging.

Policy

It is the trustees' aim to provide the highest standards of support for those racialised as black, Asian or minority ethnic to enter, remain and gain promotion within education related careers.

Future Developments

In the upcoming financial year, the BAMEed network will be working towards:

- Simplifying accounting systems and budget reporting with improved use of a simplified financial software package
- Development of work with Departments for Education in England and Wales.
- Develop ongoing projects further.
- Improve efficiencies in spending to ensure sufficient funds are maintained by the charity for public facing activities.
- Manage the transition of trustees to well-trained new appointments who are knowledgeable on antiracism.

Financial Activities

The network's financial position is good. The trustees are using grants and donations to ensure that all expenses are covered. Low level charging for events ensures that food and other costs are covered. Any savings on costs are used to ensure future provision by the network can be provided. There is currently no investment undertaken by the network as they aim to use all funding for developmental purposes.

Risk management

The trustees continue to keep the Network's activities under review, particularly in regard to any risk that may arise from time to time. They monitor the effectiveness with regular oversights over finance and quality of activities. The Trustees have also examined other operational and social risks faced by the Charity.

The risks identified in the period was:

- Increased provision of strong leadership to manage all areas of the network.

Reserves Policy

As the charity aims to spend and maintain its margins only for its work, there are no identified reserves. There is potential for some savings to be built that would allow the charity's work to continue in times where donations and grants are limited.

Trustees

The Board looks to appoint Trustees with a diversity of skills to create a balanced group. There has been a resignation during the year. There has been an appointment during the year.

Our volunteers

BAMEED is very involved in the community and relies on voluntary help. Around 22 volunteers assisted with our on-going activities. We wish to thank our volunteers for their loyal support and contribution.

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

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.)

Charity Commission requires Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- comply with applicable accounting standards, including FRS 102, subject to any material departures disclosed and explained in the financial statements;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper 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 charity guidance and standard. 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 have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the 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.

Signed on behalf of all trustees,



Ms Allana Gay

(Trustee)

Date: 26/06/2023

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

Independent examiner's report to the trustees of Black, Asian, Minority Ethnic Educators (BAMEED).

I report on the accounts of the Trust for the year ended 31st December 2021, which are set out on pages 9 to 11.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. 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 no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

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 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

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.



Date: 26/06/2023

Chartered Certified Accountant
TACTS Accountant, 61 Fountains Crescent, London, N14 6BD

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

BLACK, ASIAN, MINORITY ETHNIC EDUCATORS (BAMEED)			
INCOME AND EXPENDITURE FOR THE PERIOD ENDING 31ST DECEMBER 2021			
	<u>Unrestricted</u>	<u>Restrict</u>	<u>Funds</u>
	<u>Funds</u>	<u>Funds</u>	<u>2021</u>
<u>INCOMING RESOURCES</u>	<u>£</u>	<u>£</u>	<u>£</u>
Voluntary Income	2,135	-	2,135
Grant to provide charitable activities			
Touch Consulting	-	6,950	6,950
Rhondda Cynnon Local Authority Fund	-	17,000	17,000
TOTAL INCOMING RESOURCES	2,135	23,950	26,085
<u>RESOURCES EXPENDED</u>			
Charitable Expenditure			
Sessional Workers & Consultancy	-	18,550	18,550
Advertising and Promotion	-	338	338
Finance Charges	-	7	7
Memberships and Subscriptions	-	581	581
Activity materials and resources	-	565	565
Website	-	520	520
Admin and office expenses	-	198	198
TOTAL RESOURCES EXPENDED	-	20,760	20,760
Net Incoming/Outgoing resources	2,135	3,190	5,325
FUNDS BROUGHT FORWARD	3,023	-	3,023
FUNDS CARRIED FORWARD	5,158	3,190	8,348

There were no recognised gains or losses for the above period other than those shown in the statement of financial activities for the above financial year. All incoming resources and resources expended are derived from continuing activities.

(The notes form part of these financial statements)

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

BLACK, ASIAN, MINORITY ETHNIC EDUCATORS (BAMEED) BALANCE SHEET AS AT 31 DECEMBER 2021

	Notes	£ <u>2021</u>	£ <u>2020</u>
Fixed Assets			
Tangible assets	(4)	-	-
Current Assets:			
Cash at Bank and In Hand		8,348	3,023
Current Liabilities:			
Creditors:			
Amount falling due within one year		-	-
Net Assets		<u>8,348</u>	<u>3,023</u>
As Represented By			
Unrestricted Fund		5,158	3,023
Restricted Fund	(5)	<u>3,190</u>	<u>-</u>
Total Funds		<u>8,348</u>	<u>3,023</u>

(The notes form part of this account)

The accounts were approved by the Committee Members on 26/06/2023 and signed on their behalf by: -



.....

(Trustee)

Ms Allana Gay

Black, Asian, Minority Ethnic Educators (BAMEED)

Annual Report for the year ended 31st December 2021

Notes to the accounts

1. Accounting Basis

These accounts are prepared under the historical cost convention. The financial statements have also been prepared and modified to include the revaluation of certain fixed assets and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2008).

2. Incoming resources

All incoming resources are included in the Income and Expenditure when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy.

3. Resource Expendable

All expenditure is accounted for on an accrual basis and has been included under expenses categories that aggregate all costs for allocation to activities.

4. Tangible fixed assets

No Fixed assets in this financial year.

5. Analysis of Restricted Fund

	Balance at 1st January 2021	Incoming resources	Outgoing resources	Balance at 31st December 2021
	£	£	£	£
Rhondda Cynnon Taff Local Authority	-	17,000	17,000	-
Touch Consulting	-	6,950	3,760	3,190
	-	23,950	20,760	3,190

Purpose of Restricted Fund: Educational activities

6. Black, Asian, Minority Ethnic Educators (BAMEED) is a registered charitable incorporated Organisation with charity commission.

7. Support and Governance cost

	General Support	Governance	Total
Administration Cost	198	-	198
Finance Cost	-	7	7
Website	520	-	520
	718	7	725

8. Staff Costs

The organisation did not have any staff on payroll in this financial year

All the trustees give their time freely and no remuneration was paid in the year. Expenses for work on behalf of BAMEed Network are paid.