

Black, Asian, Minority Ethnic Educators (BAMEed) Network

TRUSTEES REPORT

For the year ended 31 December 2022

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2022. 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 and Republic of Ireland issued in July 2014.

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

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 , they 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;
- 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.

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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 Speakers 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 – school vacancies were advertised to BAMEed network newsletter and social media subscribers. Career conferences were held that demystified progression.
- Coaching training – provision of training with BASIC certification for third cohort of mentors.
- Hub development - Hubs were supported in Bristol, East of England, Wales & West Midlands.
- Curriculum development – BAMEed Wales continues to work on the national remit of antiracism in Wales.
- Financial management - Improved systems for accessing donations and effective use of funds.

During the year:

- The network was able to work on the development of a jobs board that advertised to members about vacancies in schools actively seeking to recruit more diversely.
- The network hubs were able to support the development of 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.

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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.

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:

- Developing communication systems across hubs and main groups in order to accelerate connections across members.
- Further development of work with Departments for Education in England and Wales.
- Increase capacity for coaching
- Improve efficiencies in spending to ensure sufficient funds are maintained by the charity for public facing activities.
- Manage the increase of trustees who are 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:

- Diminishing focus of England's government department on antiracist work in schools.

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.

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For the year ended 31 December 2022

All Directors of the Company are also Trustees of the Charity, and there are no other Trustees. The Board of Directors has the power to appoint additional Trustees as it considers fit to do so. There has been a resignation during the year. There has been an appointment during the 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.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of BAMEed for the purposes of company law) 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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on its behalf.

Allana Gay
Trustee

BAMEed Network(Cockfosters) Limited

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF VITA ET PAX (COCKFOSTERS) LIMITED

For the year ended 31 August 2022

Opinion

We have audited the financial statements of Vita et Pax (Cockfosters) Limited for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF VITA ET PAX (COCKFOSTERS) LIMITED

For the year ended 31 August 2022

themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit. or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the trustees' annual report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise

BAMEed Network(Cockfosters) Limited

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF VITA ET PAX (COCKFOSTERS) LIMITED

For the year ended 31 August 2022

from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

BAMEed Network(Cockfosters) Limited

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF VITA ET PAX (COCKFOSTERS) LIMITED

For the year ended 31 August 2022

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are [the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

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London
EC1M 7AD

Balance Sheet

Black, Asian & Minority Ethnic Educators

31/10/2023

01/01/2022 - 31/12/2022

ASSETS	
10000 - Bank	
10210 - Bank Account BLA-30919138432568	1,782.61
10000 - Total Bank	1,782.61
14000 - Other Current Assets	
14400 - Undeposited Funds	0.00
14000 - Total Other Current Assets	0.00
TOTAL ASSETS	1,782.61
LIABILITIES & EQUITY	
Liabilities	
20000 - Accounts Payable	
20001 - Accounts Payable:Miscellaneous Suppliers	-1,124.00
20000 - Total Accounts Payable	-1,124.00
Total Liabilities	-1,124.00
Equity	
Net Income	2,906.61
Total Equity	2,906.61
TOTAL LIABILITIES & EQUITY	1,782.61