



2017 Impact Report

1st February 2016 – 31st January 2017

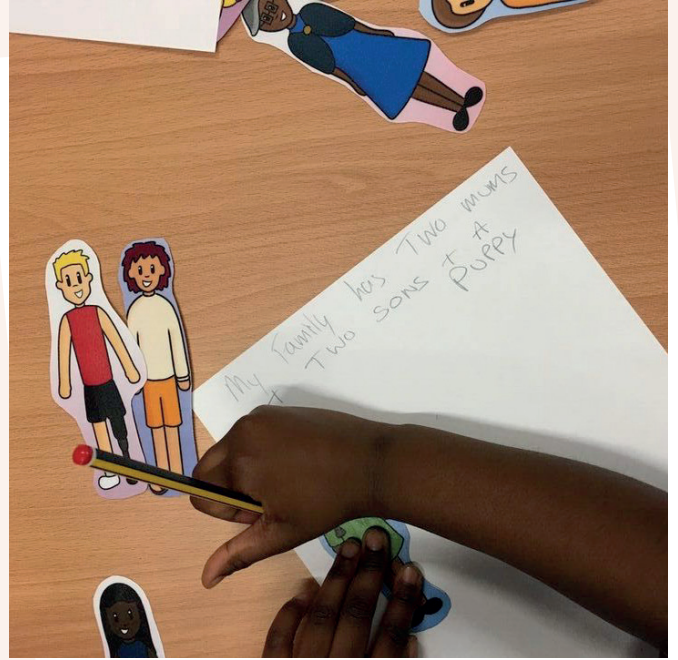
Transforming schools and organisations
into LGBT+ Friendly places



www.educateandcelebrate.org

Registered charity 1159367

The Mission

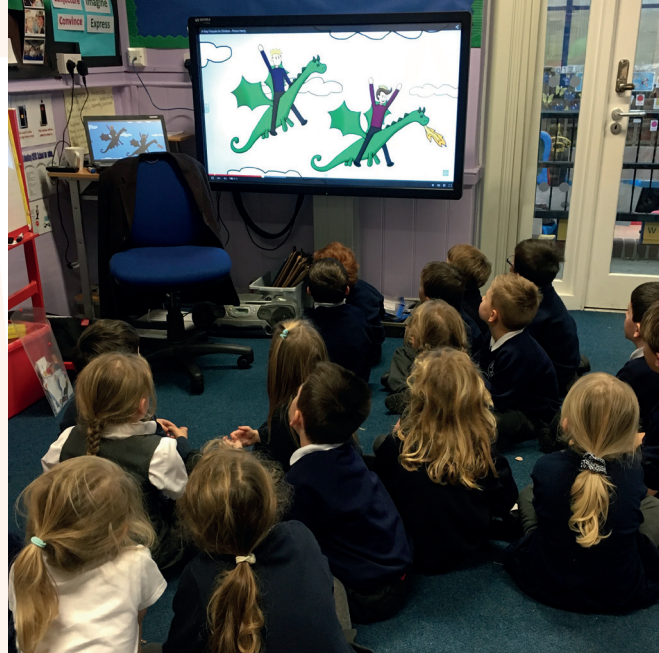


Our goal is to eradicate homophobia, biphobia and transphobia from all educational establishments. We work with nursery, primary and secondary schools, colleges, universities and organisations.

- We believe in a whole school or organisational approach to eradicating discrimination in all its forms to ensure all are on board with creating positive institutional change.
- Our team are experienced teachers and youth workers from a variety of school settings, specialising in all phases, levels and subject areas in education.
- We work throughout the UK, Channel Islands and Europe.
- Our approach is preventative, proactive and accessible to all. We believe every conversation is important to breaking down the barriers to LGBT+ Inclusion.

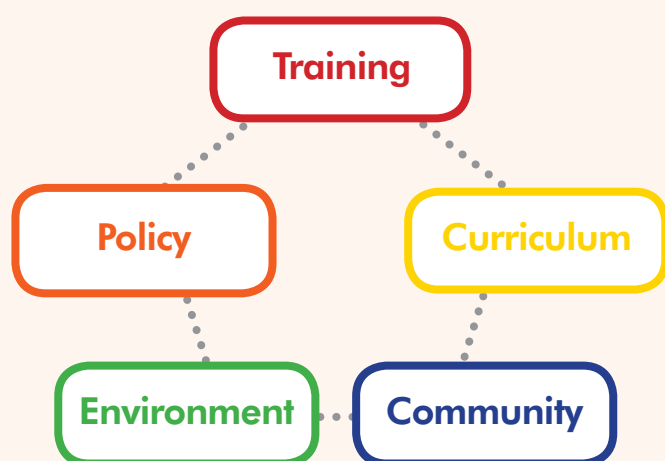


Our Services



We offer schools and organisations our Best Practice Award Programme, delivery of staff meetings, Continuing Professional Development days for individual staff members to be trained as a lead teacher or to whole organisations, PRIDE Youth Network programme, student workshops and a plethora of accompanying resources to help you on your journey to LGBT+ Inclusion.

Our 5 core areas for intervention:



After training in September 2016, a Channel Islands teacher emailed to say:

“ I just wanted to share that I used what I have learned following the Training Day to lead an Assembly, watched by all staff and all our children aged from 5 to 16 – not an easy audience. I was very nervous but I followed your advice and guidance and it could not have gone better; as a result of my increased confidence in discussing this topic it has improved my ability to be clear and articulate when I am asked a question, by a child and members of staff. So, thank you, I feel so empowered by what you did with us that day. **”**



Welcome!

"I have pleasure in telling you more about our journey as a charity between 1st February 2016 to 31st January 2017."



Dr Elly Barnes MBE
CEO and Founder of
Educate & Celebrate

This year's report focusses on our increasing reach in terms of geography and the types of educational settings that the programme has proved to be accessible to.

We continued our relationship with The Department for Education (DfE), year 3 and 4 with Birmingham City Council and years 2 and 3 with Durham County Council.

Our current trainers, Claire Patterson, Pauline Cayhill, Zed Lomax, Anna Gluckstein and Becca Grieg have all been lead teachers in their own schools and have achieved Best Practice status. They now pass on this knowledge to new schools in their respective areas. This approach has proved to be incredibly effective in terms of subject and local knowledge, sustainability and recruitment.

We offer Continuing Professional Development days for all to attend in London, Birmingham and Durham which can be booked via our website. We have expanded our reach this year by delivering CPD days in other areas of the UK, Channel Islands and Spain.

In December 2016, we received funding from Children in Need to create 150 Campaigning groups of students over the next three years. We call these groups PRIDE Youth Networks and the project is managed by a new member of the team, Jo Thompson.

The Best Practice Award Programme continues to go from strength to strength. We strive to ensure that the targets are relevant to school settings by gathering data through surveys and interviews with staff and students. For instance, policy examples, posters, trans guidance, lesson plans in 'hard to reach' subject areas, book collections, PowerPoints for assemblies have all been requested by our stakeholders and we have endeavoured to respond by providing the resources on the website for all to access.

We continue to have successful partnerships with all our schools in both the state and independent sector, federations, consortiums and academy chains alongside the Boarding Schools Association, teaching unions, Durham County Council, LGBT Leaders and developing relationships with Children in Need, Families LGTBI in Spain, Teaching Leaders and the Library Services.

I'd like to say a big thank you to our fabulous team, trustees, patrons and stakeholders who give their time willingly to support the charity. Please enjoy reading about our team's achievements in this report.



Success Stories

“ We are working towards the land of social justice where all are treated equally and fairly. When we see an understanding of this naturally coming from the mouths of children we know we have an enlightened and empowered new generation emerging. ”



Julie Bremner
Chair of Trustees

Howletch Primary Ofsted Report: January 2016

Teachers and pupils tackle challenging subject matter like ‘hate-crime’ and stereotyping head on. A group of Year 6 pupils frankly discussed lesbian, gay, bisexual and transgender issues

with appropriate respect and maturity. These opportunities are enabling positive social, moral and cultural development.

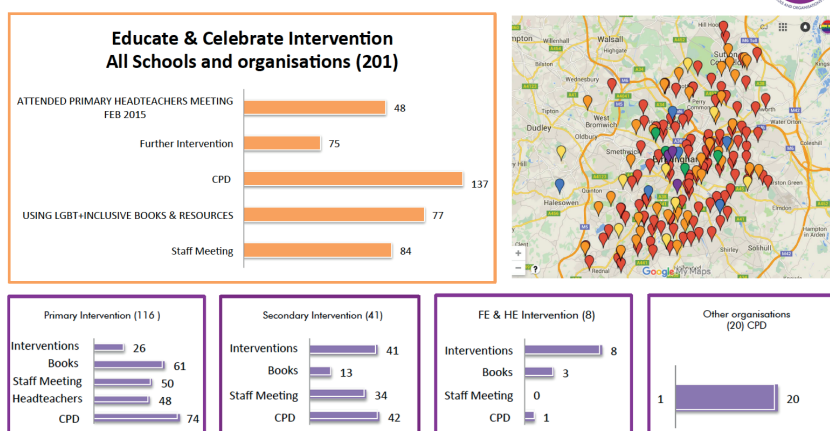
Total impact and reach: 1st February 2016 - 31st January 2017

We are very proud to have successfully delivered two major projects; one for the Department for Education 2015-16; the other for Birmingham City Council 2012-2016.

The DfE project saw 60 schools successfully complete our Best Practice Award Programme culminating in award ceremonies in London, Birmingham and Durham to celebrate the achievements of participants for

training staff, updating policies, embedding an inclusive LGBT+ curriculum, increasing visibility in the environment and engaging with the community. The cohort included faith schools, primary, secondary, college and special schools throughout the UK.

Key Statistical Data

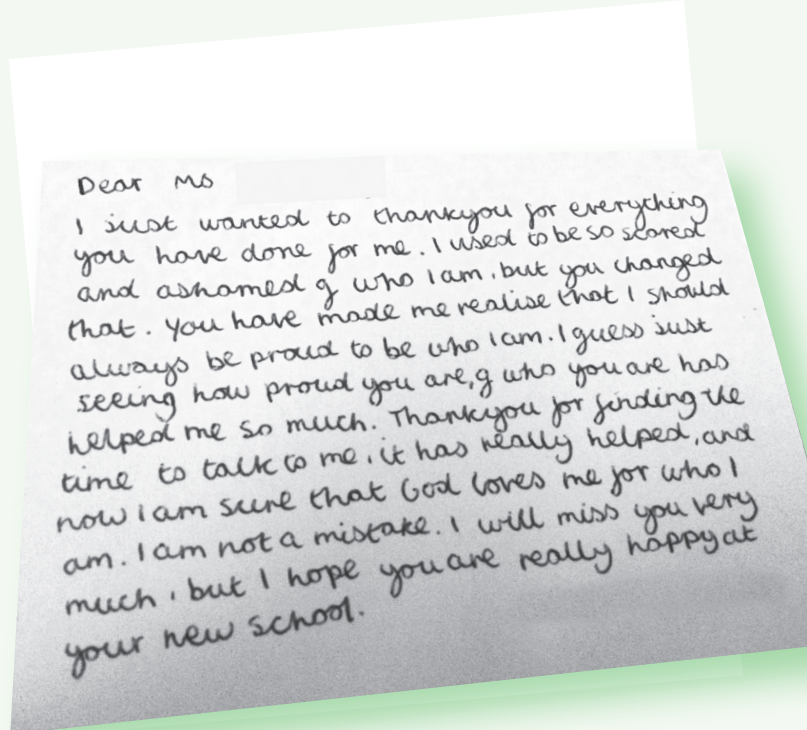


Further Interventions including but not limited to: Equality Song for Birmingham Project, Annual LGBT session delivered for ITT, Provided PRIDE Youth Network Guidance, Meeting with a homophobically bullied student, Phone support, Pilot Best Practice Programme school, PHSE drop down day delivered, Found speakers and support services for LGBT day, Meeting with SLT to support with trans, Equality Play for Birmingham project.

Educate & Celebrate is a Registered Charity (registration number 1159367)



Above: The key statistical data for the Birmingham City Council project over our four years of intervention:



Durham County Council had 10 schools participate in the DfE project and then went on to partner with us again for a third year in September 2016, creating a further 20 Best Practice Award Schools in the North East.

We have seen a growth in county councils and organisations booking us to deliver their CPD days, including Hampshire, Jersey, Guernsey, Lancashire and Northamptonshire. We have increased our delivery of PGCE training too through Universities and SCITT's by delivering sessions at Canterbury Christchurch, Ninestiles ITT, Goldsmiths University of London, Birmingham City University, University of Warwick, Durham University, Wadham College Oxford and Nottingham University.

Our CEO had an exciting year too by receiving an MBE in October for services to Equality and Diversity and a doctorate from Aberdeen University. This was followed by being invited to speak at the EU in November about LGBT+ Inclusivity in education. Well done Dr Elly Barnes MBE!

The Best Practice Award Programme continues to go from strength to strength with 72 schools in July 2016 achieving their Award with another 38 who registered for the programme in September 2016 who will complete in July 2017.

We are also very proud of the emerging Ofsted reports citing our interventions. For example, Poynton High School Ofsted Report January 2016:

“ Pupils have many opportunities to contribute to school development and leadership. In an initiative led by pupils, the school has become an ‘Educate & Celebrate’ best practice centre for its work on ensuring that homophobic bullying or negativity is not tolerated. In January, learners in the sixth form will take leading roles on a student development day aimed at promoting tolerance and diversity. ”



Statistics

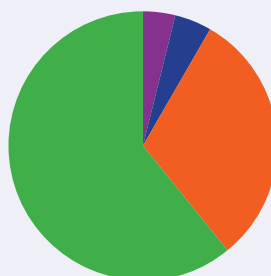
PRIDE in Education Book Collections sold



Primary	62
Early Years	12
Secondary	11
Total	85

Participation in our Best Practice Award Programme: 2016-2017

• Schools completing the programme in July 2016	72
• Schools registered to start the programme in September 2016	38
Total	110



Primary	67
Secondary	34
College	5
Special	4
Total	110

- This year we reached **151 schools** with our Award Programme and staff meetings.
- A further **98 schools** were reached through **12 CPD days** in the UK and Channel Islands.
- That's a **total of 249** (150 primary and nursery / 99 secondary, college and special) schools that have received our intervention, leading to **129,090*** students' lives being impacted upon.

* Taking an average of 260 students in each primary school and an average of 910 students in each secondary school according to gov.uk



Awards

“ Working for E&C allows me to feel part of something vitally important. To know that we are giving teachers across the country the confidence to smash heteronormativity and the tools to open the minds of future generations gives me an enormous amount of job satisfaction. I hope one day to live in the land of social justice and know that I was part of the team that played a part in society getting there.”

Claire – North East Trainer



“ I am so grateful for the opportunity to continue to work with E&C. It's incredibly rewarding to help schools broaden their equality procedures and practices and garner positive feedback from teachers and school staff. Staff are grateful for the wealth of information and resources we are able to support them with and leave sessions commenting that they are inspired and motivated. Things are improving rapidly, but young LGBT+ students continue to be some of the most vulnerable in schools and their safeguarding is of paramount importance.”

Becca – London Trainer



Pride Youth Network



We witness first-hand the detrimental effects on young people and teachers of not creating an inclusive environment. The queer community are the largest group to access mental health services. We know that our interventions improve attendance, attainment and well-being, giving students a positive experience where they are more likely to access and enter into further and higher education. Our PRIDE Youth Network programme will ensure all the young people participating across the country will receive support.

**Together We Can
Build
Cohesive Communities**



(click above to view film on YouTube).

“ As a young member of the queer community, I think it's common to feel isolated if you aren't engaging with the LGBT+ scene, so volunteering with E&C has really opened up my world and warmed my sense of community. I am constantly inspired by the team, and with their guidance, I am always learning about new ways to utilise my skills and expertise to help others. **”**

Naz – E&C volunteer

“ I've never sat in a room full of people before who were all from different walks of life, ages, races, religions, genders and sexual orientations, all supporting and campaigning for the same thing. It made me proud to be part of a collective community who one day will change lives and opinions and will make this world a better place. **”**

Scott – Year 11 PRIDE Youth Network student commenting on an E&C event




Get involved!

You can be part of our ambition to reach our objective of promoting equality and ending discrimination for the queer community in all educational establishments and organisations.


- You can share our work with friends and colleagues
- You can donate at:
www.educateandcelebrate.org/donate/
- You can volunteer your skills by sending your CV to:
enquires@educateandcelebrate.org



Keep in touch with us

 [educatecelebrate](https://twitter.com/educatecelebrate)

 [educate_and_celebrate](https://www.instagram.com/educate_and_celebrate)

 [educateandcelebrate](https://www.facebook.com/educateandcelebrate)

 enquiries@educateandcelebrate.org



educateandcelebrate.org





Financial Report

01/02/2016 to 31/01/2017

Educate & Celebrate is a charitable incorporated organisation (C/O - Foundation Registered 26 November 2014) a charity registered as a body corporate under Part 11 of the Charities Act 2012. 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 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

Reference and administration details

Charity name

Educate & Celebrate

Principal address

1 Penton Street
London
N1 9PT

Registered charity number

1159367

Trustees

The charity trustees shall manage the affairs of Educate & Celebrate and may for that purpose exercise all the powers of the CIO.

There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of Educate & Celebrate

Trustees for the reporting period

Julie Bremner - Chair
Deborah Hardy
Hugo Forrester

CEO for the reporting period

Dr Elly Barnes MBE

Summary of the objects of the charity

For the public benefit the promotion of equality and diversity of the LGBT+ community (lesbian, gay, bisexual and transgender) through;

- the elimination of discrimination on the grounds of, gender, gender identity or sexual orientation;
- advancing education and raising awareness in equality and diversity;
- promoting activities to foster understanding between people from diverse backgrounds;
- conducting or commissioning research on equality and diversity issues and publishing the results to the public;
- cultivating a sentiment in favour of equality and diversity;

Summary of the main activities undertaken for the public benefit in relation to these objects

The Educate & Celebrate charity equips and empowers school communities to tackle and reduce homophobia, biphobia and transphobia. We train staff in schools to effectively educate students in appropriate use of language and by increasing subject specific LGBT+ knowledge to ensure a confident delivery of an LGBT+ Inclusive curriculum.

Financial Report

01/02/2016 to 31/01/2017

Policy on reserves

Educate & Celebrate is currently not dependent on one source of income to sustain its activities. Educate & Celebrates reserves policy has been devised by analysing the charity's main financial obligations.

There is an agreed sum of unrestricted funds to cover all financial obligations for the short term (2 months). Trustees expect to ensure for the midterm (6 months) over the next two years, and will be monitored on a quarterly basis by the CEO and Chair of Trustees.

Independent Examiner

David Baker
Baker and Co
6 Brookbridge Court,
Syston Leicester LE7 2JT

Responsibilities of the examiner

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

Basis of independent examiner's statement

My examination was carried out in accordance with 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 the 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; requirements:

to keep accounting records in accordance with section 130 of the Charities Act; and to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities 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

David Barker
Baker and Co
6 Brookbridge Court, Syston
Leicester LE7 2JT

Date 09/02/2017

Financial Report

01/02/2016 to 31/01/2017

Educate & Celebrate Receipts and payments accounts

For the period from 01/02/2016 to Period end date 31/01/2017

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	-	163,403	-	163,403	159,962 -
Book Sales	4,790	-	-	4790	21,507 -
Sustainability	19,025	-	-	19,025	3,775 -
Workshops	7,162	-	-	7162	-
CPD and Holding	7,400	-	-	7400	-
Donations	5,109	-	-	5109	1,526 -
Miscellaneous	200	-	-	200	2,958 -
	-	-	-	-	-
Sub total (Gross income for	43,686	163,403	-	207,089	189,728 -

A2 Asset and investment sales, (see table).

	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	43,686	163,403	-	207,089	189,728 -

A3 Payments

Salaries and Fees	2160	151,203	-	153,363	114,743 -
Advertising and Stationery	2644	409	-	3,053	992 -
Rent	2600	-	-	2600	1,000 -
Travelling Expenses	3770	6,281	-	10,051	6,160 -
Insurance	424	-	-	424	307 -
Purchases and Consumables	14137	5,437	-	19,574	33,675 -
Website	-	-	-	-	6,060 -
Miscellaneous	392	2000	-	2,392	329 -
Staff Training	-	-	-	-	541 -
Sub total	26,127	165,330	-	191,457	163,807 -

A4 Asset and investment

	783 -	-	-	783	-
	-	-	-	-	-
Sub total	783 -	-	-	783	-
Total payments	&* Z- %\$	%) Z ' \$	-	192,240	163,807

Net of receipts/(payments)

A5 Transfers between funds

A6 Cash funds last year end

Cash funds this year end

%* Z++*	1,927	-	14,849	25,921
&%&	212	-	-	-
%&Z +&	14,549	-	25,921	-
&+Z- ' *	12,834	-	40,770	25,921

Financial Report

01/02/2016 to 31/01/2017

Statement of assets and liabilities at the end of the period

			Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £
Cash funds	Bank Balance		27,936	12,834	-
			-	-	-
			-	-	-
			27,936	12,834	-

			Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £
B2 Other monetary assets	Details		-	-	-
			-	-	-

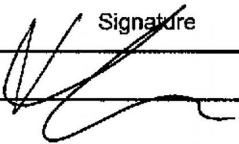
			Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	Details		-	-	-
			-	-	-

			Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained charity's own use	Details		-	-	-
			-	-	-

			Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Details		-	-	-
			-	-	-

Signed by trustee on behalf of all the trustees

Date of Approval

Signature	Print Name
	HUGO ARNESTEL

08 09 17