

REGISTERED COMPANY NUMBER: 08091536 (England and Wales)
REGISTERED CHARITY NUMBER: 1153717

Report of the Trustees and
Financial Statements for the Period 1 June 2015 to 31 March 2016
for
The CoED Foundation

R Holden
Suite 508a Hawthorns House
Halfords Lane
West Bromwich
West Midlands
B66 1BB

The CoED Foundation

Contents of the Financial Statements
for the Period 1 June 2015 to 31 March 2016

	Page
Report of the Trustees	1 to 5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8 to 9
Notes to the Financial Statements	10 to 12
Detailed Statement of Financial Activities	13 to 14

The CoED Foundation

Report of the Trustees
for the Period 1 June 2015 to 31 March 2016

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 period 1 June 2015 to 31 March 2016. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

The Trustees have had due regard to guidance published by the Charity Commission on public benefit.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

08091536 (England and Wales)

Registered Charity number

1153717

Registered office

62 Handsworth Wood Road
Handsworth Wood
Birmingham
West Midlands
B20 2DT

Trustees

M Coles
Professor D Woods
Professor M Waters
Mrs L Flint
Mrs R Darkin

Independent examiner

R Holden
Suite 508a Hawthorns House
Halfords Lane
West Bromwich
West Midlands
B66 1BB

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

The Directors of the company are also charity trustees for the purposes of charity law. Directors are selected to ensure representation from the fields of the arts and creative industries, equalities, primary, secondary and tertiary education and health. All Directors give up their time voluntarily.

Induction and training of new trustees

Director/Trustee induction is not a formal process as new recruits are drawn from areas of expertise relevant to the charity and its work. However, induction includes a meeting with the Chief Executive to explain day to day management and a meeting with the Chair of Directors to explain the role and responsibilities of governance.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The 15 members of the Trustees and Advisory Board (TAB) guide and advise the CEO and his team. Executive decisions are taken by the five trustees with a simple majority vote. The TAB meets three times per annum. In addition, trustees have one further meeting, the Annual General Meeting, normally held in June of each year, in which they will receive the charity's annual financial report prepared by its accountant. The approved accounts are then forwarded to Companies House and the Charity Commission.

Further there is a three person finance sub-committee responsible for overseeing budgetary affairs and recommending a budget to the TAB. It is chaired by the Chair of Trustees, and includes the CEO and the Foundation's Accountant. The TAB has approved the sub-committee's recommendation that the CEO be permitted to spend up to £1000 on foundation business without prior approval from the chairman. Any such expenditure will, of course be subject to the normal financial and accounting procedures. In addition, in line with charity commission guidelines CoED retains a reserve up to nine months of its finances to cover on-going costs. Such costs are minimal as there are no permanent staff and accommodation is provided free of charge by the CEO. All staff employed acts as private consultants and are paid either through grants secured or donations received.

Management

The CEO is responsible for the day to day management of the foundation. His activities are undertaken within the overall parameters of the agreed strategic plan. Any significant variation, especially if there are financial considerations is taken after consultation and agreement from trustees.

Risk management

The CoED Foundation has a detailed Risk Register outlining the potential risks divided into the four areas of governance, operational, financial and environmental or external factors. The register is reviewed annually by the trustees.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The CoED Foundation was incorporated as a not-for-profit company limited by guarantee on the 31st May 2012 and received charitable status on 6th September 2013. The Chief Executive Officer, himself a director, recruited an advisory board which includes practitioners from the fields of the arts and creative industries, equalities, primary, secondary and tertiary education, and health. Successfully accomplished, the combined directors and advisory board members (the Trustees and Advisory Board (TAB) meet three times a year with the five trustees holding executive and legal responsibility. The simple agreed distinction between the two groups is that trustees would receive no remuneration with the exception of travel expenses, but advisory board might be paid for their time. TAB members receive, amend and approve an annual strategic plan against which they hold the Chief Executive to account, a copy of which is publicly available on our website (www.coed.foundation.org.uk)

The objects of CoED Foundation are:

"The promotion of equality and diversity for the public benefit by:

- (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
- (b) advancing education and raising awareness in equality and diversity;
- (c) promoting activities to foster understanding between people from diverse backgrounds;

The promotion of racial harmony for the public benefit by:

- (a) advancing education and raising awareness about different racial groups to promote good relations between persons of different racial groups;
- (b) working towards the elimination of discrimination on the grounds of race.

The promotion of religious harmony for the benefit of the public by:

- (a) educating the public in different religious beliefs including an awareness of their distinctive features and their common ground to promote good relations between persons of different faiths;
- (b) promoting knowledge and mutual understanding and respect of the beliefs and practices of different religious faiths."

Public benefit

Our main activities and intended beneficiaries are described below. All our charitable activities focus on and are undertaken to further our charitable purposes for the public benefit. Our target groups are schools, colleges, policy makers and all those involved in the wider education services. To date, this has been achieved through the production of a range of articles outlining our developing strategic thinking in the fields of compassion and equalities; through a number of speaking engagements on related themes and through working with individuals, schools and organisations who are developing compassionate approaches.

ACHIEVEMENT AND PERFORMANCE

Review of Our Strategic Aims 2015-2016

Our strategic aims for this period included some carry overs from our first strategic plan; and a number of new targets which reflected the dynamic nature of the organisation. We isolated four targets for this period:-

Strategic Aim One: Enhancing the profile and sustainability of the Foundation

Strategic Aim Two: Continuing to Share Knowledge through Conferences, Events, Our Website, Publications and NICEN

Strategic Aim Three: Devising and Delivering a Range of projects with Schools and Others

Strategic Aim Four: Encouraging increased international collaboration and work with strategic partners.

WHAT THEN DID WE ACHIEVE IN 2015-2016?

Strategic Aim One: Enhancing the profile and sustainability of the Foundation

We succeeded in:

∅ Publishing our first e-bulletin in spring 2015

∅ Publishing the foundation's first seminal book, *Towards the Compassionate School: from Golden Rule to Golden Thread* in September 2015 which has received international acclaim

∅ Becoming an official partner of the Charter of Compassion and working with them to help promote the charter in the UK

ACHIEVEMENT AND PERFORMANCE

- ∅ Keeping the dynamic website up to date and improving upon it
- ∅ Appointing a part-time clerical assistant, Amarjot Butcher, from January 2016.

In addition, we

" Attended the launch of Facing History and Ourselves at the House of Lords with a view to further liaising with their worldwide organisation

" Met with Colin Diamond, Director of Children Services in Birmingham who is now a very keen advocate of the Foundation's work

" Met with and advised Lauri Johnson (Boston scholar) on her research in the UK concerning Black and Minority Ethnic Headteachers.

Strategic Aim Two: Continuing to Share Knowledge through Conferences, Events, Our Website, Publications and NICEN

We succeeded in:

∅ Organising three conferences based on the publication of Towards the Compassionate School in Leicester, Birmingham and Manchester in October/ November 2015. Some 60 attendees enjoyed the half day launch conferences. Outstanding evaluations revealed that 97.5 % of participants who responded to the evaluation questionnaire thought the conferences were good to very good, with three quarters of these believing them to be very good indeed

∅ Updating the website which has received very good reviews and which is often the first port of call for funders

∅ Developing the most comprehensive web based list of organisation involved in compassionate education in the world, via our National and international Compassionate Education Network (NICEN) which appears as Appendix 2 in our book.

In addition in year we:

" Attended the Andy Bradley's (Frameworks4change) excellent course, Closing the Compassionate Gap, as a result of which Andy has expressed a keen interest for further collaboration

" Ran a very successful workshop for a wide range of professionals at the Working Conference on Compassion: Its rigour and relevance in today's world, which allowed us to meet and spend some time with Karen Armstrong and the organiser, Professor Patrick Pietroni. Patrick is the founder and first director of the Darwin International Institute for Compassion (DIISC). As a result of our work and our book, the CoED Foundation will lead on the school education sub-group

" Attended a Slow Education Network conference in Burney which has resulted in an excellent working relationship with its director Joe Harrison-Greaves

" Published the first of our Think Pieces on refugees.

Strategic Aim Three: Devising and Delivering a Range Of Projects with Schools and Others

We succeeded in:

∅ Successfully negotiating and finally securing funding from Awards for All for our Compassionate Five graphic short story project which will work in two Birmingham primary schools with a story teller and graphic artist

∅ Receiving funding from Near Neighbours to run a very successful Sacred Spaces project in one Birmingham primary school that, in addition, negotiated and paid for the whole of the year group to be involved.

In addition in year we ran:

" A series of positive interfaith workshops in three schools involving almost 400 young people in a Near Neighbours funded project which became known as Birmingham Conversations

" A project with Parkfield Community school on compassion though Islam funded by the school themselves, by Birmingham Pride and by BRAG (the Birmingham Bullying Reduction Action Group)

" A very successful anti bullying week programme working particularly with the Parkfield' s schools No Outsiders project

" A workshop on fundamental British values and compassion for the Association of Muslim Schools.

" And we wrote an article for the magazine and organised a series of conferences to be delivered in throughout 2016 with the Birmingham Governors Network (BGN)

" Discussed and planned with the charity Uprising a student facilitated conference possibly at Eton College for 100 sixth formers.

Strategic Aim Four: Encouraging increased international collaboration and work with strategic partners.

We succeeded in:

∅ Working very closely in Austria with Dr. Fritz Plank and the Pilgrim Project in the submission of a bid to ERASMUS and the Austrian Ministry of education. Sadly, neither of which were successful but Dr. Plank from the ProED foundation is very keen to continue and enhance his work with us

∅ Distributing a number of personally signed books with a view to further speaking arrangements in the USA, via the good offices of our patron, Dr. Keith McGee

∅ Progressing the six country Compassionate Education- Cross Cultural Discovery project with our Canadian associate, Martin Itzkow and the Barrett Values Centre

∅ Continuing our association with St. Ethelburga's and the Christian Muslim Forum.

ACHIEVEMENT AND PERFORMANCE

FINANCIAL REVIEW

Reserves policy

In line with Charity Commission advice the Foundation aims to hold around 9 months of funding in reserve as unrestricted funds. Since the charity has been formed donations have been received towards this aim and this process will continue. Any diminution in this level of funds carried forward will seriously hamper the operation of the charity in pursuing its objectives.

The required level of reserves has been calculated by assessing the normal running costs of the charity together with associated overheads.

FUTURE DEVELOPMENTS

The TAB has extensively reviewed their second strategic plan and has agreed the third which covers the period 2016-2019. It can be accessed via our website. Although ambitious for an organisation with no full time paid staff, trustees believed that the targets outlined were achievable and that book publication would secure the uniquely innovative conceptual framework upon which a compassionate school can be built. In order to achieve this, and in order also to mirror the construction of the book, trustees agreed a new format of targets which would henceforth be clustered in the following way:

Strategic aim one: compassion through advocacy

Strategic aim two: compassion through collaboration

Strategic aim three: compassion through in-service and consultancy

Strategic aim: compassion through equalities.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 15 September 2016 and signed on its behalf by:

M Coles - Trustee

Independent Examiner's Report to the Trustees of
The CoED Foundation

I report on the accounts for the period 1 June 2015 to 31 March 2016 set out on pages seven to twelve.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this period (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, 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 the 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 statements 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 386 and 387 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

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.

R Holden
Suite 508a Hawthorns House
Halfords Lane
West Bromwich
West Midlands
B66 1BB

15 September 2016

Statement of Financial Activities
for the Period 1 June 2015 to 31 March 2016

	Notes	Unrestricted fund £	Restricted fund £	Period 1.6.15 to 31.3.16 Total funds £	Year Ended 31.5.15 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income		11,585	-	11,585	9,562
Investment income	2	-	-	-	5
Incoming resources from charitable activities					
Project funding		-	-	-	5,500
Consultancy		-	-	-	1,600
Books		770	-	770	-
Conferences		5,460	-	5,460	-
Grants received		-	8,050	8,050	-
Workshops		5,320	-	5,320	-
Total incoming resources		23,135	8,050	31,185	16,667
RESOURCES EXPENDED					
Charitable activities					
Project funding		-	-	-	3,500
Consultancy		-	-	-	400
Travel costs		1,769	-	1,769	750
Books		461	-	461	531
Conferences		5,505	-	5,505	1,599
Workshops		1,700	-	1,700	-
Publishing		2,998	-	2,998	-
Other resources expended		4,876	-	4,876	9,535
Total resources expended		17,309	-	17,309	16,315
NET INCOMING RESOURCES		5,826	8,050	13,876	352
RECONCILIATION OF FUNDS					
Total funds brought forward		1,343	-	1,343	991
TOTAL FUNDS CARRIED FORWARD		7,169	8,050	15,219	1,343

The CoED Foundation

Balance Sheet

At 31 March 2016

	Notes	Unrestricted fund £	Restricted fund £	31.3.16 Total funds £	31.5.15 Total funds £
FIXED ASSETS					
Tangible assets	5	38	-	38	225
CURRENT ASSETS					
Debtors	6	600	-	600	1,500
Cash at bank and in hand		7,181	8,050	15,231	3,495
		<u>7,781</u>	<u>8,050</u>	<u>15,831</u>	<u>4,995</u>
CREDITORS					
Amounts falling due within one year	7	(650)	-	(650)	(3,877)
NET CURRENT ASSETS		<u>7,131</u>	<u>8,050</u>	<u>15,181</u>	<u>1,118</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>7,169</u>	<u>8,050</u>	<u>15,219</u>	<u>1,343</u>
NET ASSETS		<u><u>7,169</u></u>	<u><u>8,050</u></u>	<u><u>15,219</u></u>	<u><u>1,343</u></u>
FUNDS	8				
Unrestricted funds				7,169	1,343
Restricted funds				8,050	-
TOTAL FUNDS				<u><u>15,219</u></u>	<u><u>1,343</u></u>

The notes form part of these financial statements

The CoED Foundation

Balance Sheet - continued

At 31 March 2016

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 March 2016.

The members have not required the charitable company to obtain an audit of its financial statements for the period ended 31 March 2016 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Board of Trustees on 15 September 2016 and were signed on its behalf by:

M Coles -Trustee

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery etc - 25% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. INVESTMENT INCOME

	Period 1.6.15 to 31.3.16 £	Year Ended 31.5.15 £
Deposit account interest	-	5
	<u> </u>	<u> </u>

3. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	Period 1.6.15 to 31.3.16 £	Year Ended 31.5.15 £
Depreciation - owned assets	187	225
	<u> </u>	<u> </u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 March 2016 nor for the year ended 31 May 2015 .

Trustees' expenses

	Period 1.6.15 to 31.3.16	Year Ended 31.5.15
	£	£
Trustees' expenses	1,769	2,999
	<u>1,769</u>	<u>2,999</u>

5. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 June 2015 and 31 March 2016	900
	<u>900</u>
DEPRECIATION	
At 1 June 2015	675
Charge for year	187
	<u>862</u>
At 31 March 2016	862
	<u>862</u>
NET BOOK VALUE	
At 31 March 2016	38
	<u>38</u>
At 31 May 2015	225
	<u>225</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.16	31.5.15
	£	£
Trade debtors	600	1,500
	<u>600</u>	<u>1,500</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.16	31.5.15
	£	£
Other creditors	650	3,877
	<u>650</u>	<u>3,877</u>

8. MOVEMENT IN FUNDS

	At 1.6.15 £	Net movement in funds £	At 31.3.16 £
Unrestricted funds			
General fund	1,343	5,826	7,169
Restricted funds			
Awards for All grant	-	8,050	8,050
TOTAL FUNDS	<u>1,343</u>	<u>13,876</u>	<u>15,219</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	23,135	(17,309)	5,826
Restricted funds			
Awards for All grant	8,050	-	8,050
TOTAL FUNDS	<u>31,185</u>	<u>(17,309)</u>	<u>13,876</u>

9. RELATED PARTY DISCLOSURES

During the year donations of £5,000 were received from trustees.

The CoED Foundation

Detailed Statement of Financial Activities
for the Period 1 June 2015 to 31 March 2016

	Period 1.6.15 to 31.3.16 £	Year Ended 31.5.15 £
INCOMING RESOURCES		
Voluntary income		
Donations	11,585	9,562
Investment income		
Deposit account interest	-	5
Incoming resources from charitable activities		
Project funding	-	5,500
Consultancy	-	1,600
Books	770	-
Conferences	5,460	-
Grants	8,050	-
Workshops	5,320	-
	<hr/>	<hr/>
	19,600	7,100
Total incoming resources	<hr/>	<hr/>
	31,185	16,667
RESOURCES EXPENDED		
Charitable activities		
Seminars	-	76
Conferences	5,505	1,523
Books	461	531
Workshops	1,700	3,500
Consultancy	-	400
Travel	-	750
Publisher	2,998	-
	<hr/>	<hr/>
	10,664	6,780
Support costs		
Management		
Trustees' expenses	1,769	2,999
Telephone	1,066	1,095
Postage and stationery	602	165
Advertising	-	334
Sundries	582	393
Travel	323	131
Entertaining	178	590
Computer costs	-	132
Website	760	321
Consultancy	-	2,500
Accountancy	650	650
Administration	528	-
Carried forward	6,458	9,310

This page does not form part of the statutory financial statements

The CoED Foundation

Detailed Statement of Financial Activities
for the Period 1 June 2015 to 31 March 2016

	Period 1.6.15 to 31.3.16 £	Year Ended 31.5.15 £
Management		
Brought forward	6,458	9,310
Computer equipment	187	225
	<hr/>	<hr/>
	6,645	9,535
Total resources expended	<hr/>	<hr/>
	17,309	16,315
	<hr/>	<hr/>
Net income	13,876	352
	<hr/> <hr/>	<hr/> <hr/>