

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

Report of the Trustees and
Financial Statements for the Year Ended 31 March 2018
for
The CoED Foundation

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

The CoED Foundation

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for the Year Ended 31 March 2018

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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 March 2018. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2015).

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

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.coedfoundation.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 2016-2017

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 five targets for this period which we divided into Core targets, i.e. those that we hope to achieve and Additional targets, which were in-year objectives:-

Strategic Aim One: Compassion through Advocacy

Strategic Aim Two: Compassion through Collaboration

Strategic Aim Three: Compassion through Education and the Arts

Strategic Aim Four: Compassion through In-Service and Consultancy

ACHIEVEMENT AND PERFORMANCE

Strategic Aim Five: Compassion through Equalities

What then did we achieve in 2016-2017?

Strategic Aim One: Compassion through Advocacy

We succeeded in:

" Publishing our second e-bulletin in Autumn 2016

" Keeping the dynamic website up to date and improving upon it

" Utilizing social media more effectively especially, via Twitter and Linked-In

" Sending a report to the Education Committee

" Writing four articles for various publications

" Finishing the Foundation's second book; "With Warm Heart and Receptive Mind, 101 Quotes on Education and Compassion"

" Completed Four Think Pieces

Strategic Aim Two: Compassion through Collaboration

We succeeded in:

" We successfully organised a series of seven two-hour sessions on aspects of compassionate education for the Birmingham Governor Network and wrote an article for their magazine

In addition in year we:

" Continued our successful work with Birmingham Bullying Reduction Action Group (BRAG)

" Continued our work with Martin Itzcow, our Canadian associate exploring the development of a compassionate values matrix.

" Signed a memorandum of understanding with Darwin International Institute for the Study of Compassion (DIISC). The CEO is now a senior fellow of the Institute.

Strategic Aim Three: Collaboration through Education and the Arts

We succeed in:

" Running an innovative project, the Compassionate Comics Project with Nishkam and Colebourne JI Schools, funded by The Big Lottery spanning two terms. In addition this led to the production to a short professional comic in collaboration with Dekko Comics.

In addition in year we,

" Worked with our Austrian associate to prepare an ERASMUS bid with six countries to develop the art of graphic novel writing with young people.

" Attended the launch of Fritz-Plank's successful graphic novel project with Austrian Refugees.

" Received a small grant from Near Neighbours to run a Peace Club with Handsworth Youths on Saturday mornings in term time.

Strategic Aim Four: Compassion through In-Service and Consultancy.

We succeeded in:

" Providing a full day workshop for the Doncaster Children's Services Trust.

" Running two sessions for Park Hill School, one for SMT and Governors and the other for the whole staff.

In addition we,

" We prepared a consultancy package to support schools in their Spiritual, Moral and Cultural/ Fundamental British Values journeys

" Provided a day's workshop on Compassion and Fundamental British Values to the Fairfield's Teaching Schools Alliance

" Ran a workshop on Compassion through spirituality at The International Conference of Spirituality and the Whole Child

" Ran a session for 40 GP's on how to retain compassion in a hostile environment

" In four cities promoted the film Paper Tigers which deals with ACE's (Adverse Childhood Experiences).

Strategic Aim Five: Compassion through Equalities

We succeeded in:

" Recruiting a volunteer to begin work on collecting data related to the backgrounds of BME (Black, Minority Ethnicities) in the UK

" Publishing the digest of The Prevent Duties

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 PLANS

The TAB has extensively reviewed their strategic plan and has agreed the most recent which covers the period 2016-2019. It is reviewed termly and can be accessed via our website. Although ambitious for an organisation with no full time paid staff, trustees believed that the targets outlined are achievable and that book publication would secure the uniquely innovative conceptual framework upon which a compassionate school can be built. This has proved to be the case and trustees have agreed to continue the format. As new opportunities arise The Foundation will seize them. Thus, for example, we are working on another ERASMUS project, a major conference with Birmingham Local Authority and some key work with Doncaster's Children's services Trust. In addition we are progressing our third book, From Heart to Head: Conversations on Compassion and Education.

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.

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.

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.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

08091536 (England and Wales)

The CoED Foundation

Report of the Trustees
for the Year Ended 31 March 2018

REFERENCE AND ADMINISTRATIVE DETAILS

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

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 17 September 2018 and signed on its behalf by:

M Coles - Trustee

Independent examiner's report to the trustees of The CoED Foundation ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2018.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

Holden and Co
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17 September 2018

Statement of Financial Activities
for the Year Ended 31 March 2018

	Notes	Unrestricted fund £	Restricted funds £	31.3.18 Total funds £	31.3.17 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		4,976	-	4,976	8,195
Charitable activities					
Project funding		-	7,139	7,139	21,884
Consultancy		-	-	-	1,269
Books		750	-	750	525
Conferences		-	2,948	2,948	770
Grants received		-	-	-	3,500
Workshops		-	436	436	600
Investment income	2	-	-	-	4
Total		5,726	10,523	16,249	36,747
EXPENDITURE ON					
Charitable activities					
Resources		443	507	950	-
Consultancy		-	2,785	2,785	3,300
Travel costs		-	2,447	2,447	9,369
Books		-	-	-	1,107
Conferences		600	-	600	2,243
Workshops		-	1,290	1,290	3,641
Publishing		1,487	-	1,487	-
Sundries		-	146	146	-
Production and editing		-	450	450	-
Other		11,750	120	11,870	9,922
Total		14,280	7,745	22,025	29,582
NET INCOME/(EXPENDITURE)		(8,554)	2,778	(5,776)	7,165
Transfers between funds	9	8,041	(8,041)	-	-
Net movement in funds		(513)	(5,263)	(5,776)	7,165
RECONCILIATION OF FUNDS					
Total funds brought forward		5,718	16,666	22,384	15,219
TOTAL FUNDS CARRIED FORWARD		5,205	11,403	16,608	22,384

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The CoED Foundation

Balance Sheet

At 31 March 2018

	Notes	Unrestricted fund £	Restricted funds £	31.3.18 Total funds £	31.3.17 Total funds £
CURRENT ASSETS					
Debtors	7	2,771	500	3,271	-
Cash at bank and in hand		3,184	11,023	14,207	23,134
		<u>5,955</u>	<u>11,523</u>	<u>17,478</u>	<u>23,134</u>
CREDITORS					
Amounts falling due within one year	8	(750)	(120)	(870)	(750)
		<u>5,205</u>	<u>11,403</u>	<u>16,608</u>	<u>22,384</u>
NET CURRENT ASSETS					
		<u>5,205</u>	<u>11,403</u>	<u>16,608</u>	<u>22,384</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>5,205</u>	<u>11,403</u>	<u>16,608</u>	<u>22,384</u>
NET ASSETS		<u>5,205</u>	<u>11,403</u>	<u>16,608</u>	<u>22,384</u>
FUNDS	9				
Unrestricted funds				5,205	5,718
Restricted funds				11,403	16,666
TOTAL FUNDS				<u>16,608</u>	<u>22,384</u>

The notes form part of these financial statements

The CoED Foundation

Balance Sheet - continued

At 31 March 2018

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2018.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2018 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 charitable small companies.

The financial statements were approved by the Board of Trustees on 17 September 2018 and were signed on its behalf by:

M Coles -Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. 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.

Computer equipment - 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

	31.3.18	31.3.17
	£	£
Interest on tax refund	-	4
	=====	=====

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.18	31.3.17
	£	£
Depreciation - owned assets	-	38
	=====	=====

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2018 nor for the year ended 31 March 2017 .

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2018 nor for the year ended 31 March 2017 .

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	8,195	-	8,195
Charitable activities			
Project funding	-	21,884	21,884
Consultancy	1,269	-	1,269
Books	525	-	525
Conferences	770	-	770
Grants received	-	3,500	3,500
Workshops	600	-	600
Investment income	4	-	4
Total	<u>11,363</u>	<u>25,384</u>	<u>36,747</u>
EXPENDITURE ON			
Charitable activities			
Consultancy	1,000	2,300	3,300
Travel costs	95	9,274	9,369
Books	1,107	-	1,107
Conferences	890	1,353	2,243
Workshops	-	3,641	3,641
Other	9,722	200	9,922
Total	<u>12,814</u>	<u>16,768</u>	<u>29,582</u>
NET INCOME/(EXPENDITURE)	<u>(1,451)</u>	<u>8,616</u>	<u>7,165</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	7,169	8,050	15,219
TOTAL FUNDS CARRIED FORWARD	<u><u>5,718</u></u>	<u><u>16,666</u></u>	<u><u>22,384</u></u>

6. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2017 and 31 March 2018	900
DEPRECIATION	
At 1 April 2017 and 31 March 2018	900
NET BOOK VALUE	
At 31 March 2018	-
At 31 March 2017	-

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.18 £	31.3.17 £
Trade debtors	500	-
Prepayments and accrued income	2,771	-
	<u>3,271</u>	<u>-</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.18 £	31.3.17 £
Other creditors	120	-
Accruals and deferred income	750	750
	<u>870</u>	<u>750</u>

9. MOVEMENT IN FUNDS

	At 1.4.17 £	Net movement in funds £	Transfers between funds £	At 31.3.18 £
Unrestricted funds				
General fund	5,718	(8,554)	8,041	5,205
Restricted funds				
Awards for All grant	3,669	(750)	-	2,919
Near Neighbours Peace Club	3,190	(3,087)	-	103
Ace's Paper Tigers	8,041	-	(8,041)	-
Birmingham Governor Network	1,766	1,843	-	3,609
Sharing Lives	-	380	-	380
Erasmus Project	-	4,144	-	4,144
Bradford Supplementary Schools Project	-	248	-	248
	<u>16,666</u>	<u>2,778</u>	<u>(8,041)</u>	<u>11,403</u>
TOTAL FUNDS	<u>22,384</u>	<u>(5,776)</u>	<u>-</u>	<u>16,608</u>

9. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	5,726	(14,280)	(8,554)
Restricted funds			
Near Neighbours Peace Club	-	(3,087)	(3,087)
Birmingham Governor Network	2,948	(1,105)	1,843
Sharing Lives	500	(120)	380
Erasmus Project	6,639	(2,495)	4,144
Bradford Supplementary Schools Project	436	(188)	248
Awards for All grant	-	(750)	(750)
	<u>10,523</u>	<u>(7,745)</u>	<u>2,778</u>
TOTAL FUNDS	<u>16,249</u>	<u>(22,025)</u>	<u>(5,776)</u>

Comparatives for movement in funds

	At 1.4.16 £	Net movement in funds £	Transfers between funds £	At 31.3.17 £
Unrestricted Funds				
General fund	7,169	(1,451)	-	5,718
Restricted Funds				
Awards for All grant	8,050	(4,381)	-	3,669
Near Neighbours Peace Club	-	3,190	-	3,190
Ace's Paper Tigers	-	8,041	-	8,041
Birmingham Governor Network	-	1,766	-	1,766
	<u>8,050</u>	<u>8,616</u>	<u>-</u>	<u>16,666</u>
TOTAL FUNDS	<u>15,219</u>	<u>7,165</u>	<u>-</u>	<u>22,384</u>

9. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	11,363	(12,814)	(1,451)
Restricted funds			
Near Neighbours Peace Club	3,500	(310)	3,190
Ace's Paper Tigers	19,918	(11,877)	8,041
Birmingham Governor Network	1,966	(200)	1,766
Awards for All grant	-	(4,381)	(4,381)
	<hr/>	<hr/>	<hr/>
	25,384	(16,768)	8,616
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	36,747	(29,582)	7,165
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10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2018.

The CoED Foundation

Detailed Statement of Financial Activities
for the Year Ended 31 March 2018

	31.3.18 £	31.3.17 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	4,976	4,580
Gift aid	-	3,615
	<hr/>	<hr/>
	4,976	8,195
Investment income		
Interest on tax refund	-	4
Charitable activities		
Project funding	7,139	21,884
Consultancy	-	1,269
Books	750	525
Conferences	2,948	770
Grants	-	3,500
Workshops	436	600
	<hr/>	<hr/>
	11,273	28,548
Total incoming resources		
	<hr/>	<hr/>
	16,249	36,747
EXPENDITURE		
Charitable activities		
Sundries	7	-
Conferences	600	2,243
Books	-	1,100
Workshops	1,290	3,641
Consultancy	2,785	3,300
Travel	2,259	9,369
Publisher	1,438	-
Room hire	117	-
Expenses recharged	695	-
Production and editing	450	-
	<hr/>	<hr/>
	9,641	19,653
Support costs		
Management		
Insurance	319	-
Telephone	1,698	1,609
Postage and stationery	192	619
Advertising	3,000	199
Sundries	1,576	1,444
Travel	1,544	2,562
Entertaining	301	394
Website	-	560
Accountancy	750	750
Carried forward	9,380	8,137

This page does not form part of the statutory financial statements

The CoED Foundation

Detailed Statement of Financial Activities
for the Year Ended 31 March 2018

	31.3.18	31.3.17
	£	£
Management		
Brought forward	9,380	8,137
Administration	2,982	1,747
Computer equipment	-	38
	<hr/>	<hr/>
	12,362	9,922
Finance		
Bank charges	22	7
	<hr/>	<hr/>
Total resources expended	22,025	29,582
	<hr/>	<hr/>
Net (expenditure)/income	<u>(5,776)</u>	<u>7,165</u>