



# Alliance for Inclusive Education



Annual Review  
2016 - 17

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ALLFIE staff and supporters at the Parallel London event (below)  
Behaviour management chart, Eastlea School (top)

**Chair’s Report**

Welcome to this year’s annual review. As you browse through its contents you will be staggered by the volume and increased intensity of our efforts to ensure inclusive education remains firmly on the agenda.

It will be no surprise that our educational landscape has radically changed. There have been significant educational reforms, increased educational segregation at every level of provision, all amidst political turmoil and uncertainty. Worryingly, with a total disregard of government, there is a serious concern about our human rights to inclusive education, and more broadly through the United Nations. ALLFIE has had to contend with reduced income, reductions in staffing hours and increased pressure on our capacity to ward off sustained educational attacks. Given this extremely difficult year, we have managed to press the importance of inclusive education, attained media coverage, held politicians and policymakers to account, continued building productive and mutually beneficent alliances, contributed to parliamentary debate, pursued leads, and fore-fronted campaigns that lobby for inclusive education. We have begun important negotiations with like-minded organisations to pool resources, experiences and skills. For ALLFIE, this has been a hostile and increasingly difficult political climate. We continue to seek funding, and are exploring future possibilities.

It is the amazing contribution and resilience of ALLFIE staff, volunteers and its Director that have made managing this educational assault possible. I’d also like to thank the trustees, for their continued support and contribution, and our ALLFIE members who have borne the brunt of the current educational changes time and time again.

Looking forward, we have continued uncertainties to contend with. We will remain proactive, as ever, seek to secure funding, and continue our important work. It has been obvious that we have witnessed a total disregard from government to realise our rights to inclusive education. It is our collective struggle that ALLFIE continues to challenge deep-seated and systemic prejudice in our education system that many take for granted. Is it too much to ask that we attend our local mainstream schools with our non-disabled peers, that we are schooled with our brothers and sisters, that we remain in our local communities, develop friendships, living a life and realising our potential? For ALLFIE it is not! It is our human right, our self-determination and call to justice that we continue to seek an end to segregated education.

Navin Kikabhaj, ALLFIE Chairperson

### Director’s Report

Well it’s been quite a year! Brexit has dominated the political and media debates so it has been quite a task for ALLFIE to keep inclusive education up there on the priority list for politicians. All that changed, of course, in the late summer with the new Prime Minister, Theresa May’s announcement about the Government intention to increase selective education. We immediately swung into action by launching a new phase of our “Educate Don’t Segregate” campaign which focussed on lots of social media opportunities for people to show their opposition to this new and extremely divisive policy (see front cover).

As always this document sets out the huge amount of work we have done this year to achieve our vision – everything from drafting the much delayed Shadow report for the UNCRPD Committee scrutiny of the UK Government alongside our DPO partners in ROFA and in the devolved administrations, right through to a group of ALLFIE staff, trustees, members and supporters participating in the Parallel London event to raise much needed funds for our campaigning work.

I am proud as ALLFIE’s Director that despite the enormous challenge that we face in terms of a difficult political climate, ALLFIE’s campaigning and influencing work remains consistent, principled, strategic and well evidenced. We continue to support our members and supporters with up to date information about what is happening with law and policy and lots of ideas for how to get involved in our work.

Finally the Annual Review gives me, as ALLFIE’s Director, a public opportunity to say a huge thank you to the amazing staff team who work so hard in support of ALLFIE’s vision. Thank you also to the ALLFIE trustees and Navin, ALLFIE’s Chairperson, who does such a great job shaping our work now and in the future. And of course a very big thank you to ALLFIE’s members, supporters and funders – your belief in our work makes it possible!

Tara Flood (Director)



Tara speaking at the UN

### Allfie Staff and Trustees



**Yewande Akintelu-Omoniye**  
Office Volunteer



**Simone Aspis**  
Campaigns & Policy Coordinator



**Gelila Tekle Mariam**  
Operations Support Officer



**Jessica Cahill**  
Communications Officer



**Tara Flood**  
Director



**Iyiola Olafimihan**  
Inclusion Champions Development Worker



**Janet Mearns**  
Finance Officer



**Sabina Laher**  
Office Volunteer



**Miro Griffiths**  
Trustee



**Joe Whittaker**  
Trustee



**Mike Lambert**  
Trustee



**Navin Kikabhai**  
Chair



**Anthony Ford**  
Trustee



**Stephen Cornish**  
Trustee



**Mohammed Mohsan Ali**  
Trustee, Treasurer



**Sarifa Patel**  
Trustee, Vice Chair

# Alliance for Inclusive Education (a charitable company limited by guarantee)

## Report and Financial Statements for the year ended 31 March 2017

### Report of the Council

Alliance for Inclusive Education Council members (who are trustees for the purposes of charity law) present their report along with the financial statements of the charity for the year ended 31 March 2017. This report also constitutes a directors' report as required by the Companies Act 2006 and has been prepared taking advantage of the exemptions conferred by Part 15 of this Act.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum & Articles of Association, and 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 company has taken advantage of the exemption to not have to prepare a strategic report in accordance with "The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013".

### OUR PURPOSES AND ACTIVITIES

The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, transgender, and any other protected characteristic), the ending of segregation of disabled learners categorised as having 'special educational needs' from the mainstream education system in the UK (and the right to the education and inclusion of all learners within fully resourced mainstream educational settings.)

The main activities of the charity continue to be lobbying for changes to legislation, policy and practices that discriminate against disabled learners with SEN labels and that prevent inclusion. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information, sharing work, fundraising for the core budget and engaging in new projects.

### Objectives for the years 2017 – 20

- To promote a wider understanding of the benefits of inclusive education for all;
- To lead the lobby for change in legislation and policy to ensure inclusive education as a right for all;
- To build the capacity of the inclusive education movement to become a more effective voice of influence; and,
- To ensure maximum effectiveness of ALLFIE and its future sustainability.

### ACHIEVEMENTS AND PERFORMANCE 2016/17

#### Objective 1: To promote a wider understanding of the benefits of inclusive education for all

ALLFIE has had a busy year responding to a government agenda which has placed education in a precarious competitive market place fixated on academisation, standards and further fragmentation of provision. The year started with working with London partners to produce a DPO Manifesto for the London Mayoral elections. This year we also:

- published three editions of Inclusion Now magazine which continues to be the key publication of the inclusive education movement and is a partnership between ALLFIE, World of Inclusion and Inclusive Solutions;
- Produced 6 Membership Briefings;
- Visited Eastlea Secondary school in Newham, which we then featured in Inclusion Now;
- As a member of the Reclaiming Our Futures Alliance (ROFA) drafted a civil society Shadow Report to the UN Committee on the Rights of Persons with Disabilities;
- ALLFIE's Director gave evidence to the UN Committee on the Rights of Persons with Disabilities List of Issues meeting in Geneva;
- ALLFIE contributed to a DPO response to the Government's rejection of the UN Human Rights Abuse Enquiry report.



### **Objective 2: To lead the lobby for change in legislation and policy to ensure inclusive education as a right for all**

The first half of the year and all political attention had turned towards the UK's membership of Europe and the referendum result. Amidst social, political, economic and cultural uncertainty, ALLFIE has been pushing for change to ensure inclusive education as a right. We successfully launched our DPO Manifesto for London which was well attended and included TV coverage (LondonLive). We have met with the Mayor of London's Education & Youth team to discuss the Mayor's commitment to Inclusive Education and inclusive apprenticeships.

As a way of acquiring information and influencing change we maintained regular meetings with the Director of SEND at the Department for Education. ALLFIE has been keen to follow the Labour Party SEND Policy Review, even though there had been a change of individual in the position of the Shadow Spokesperson, Angela Rayner. ALLFIE's Director met with Angela Rayner in January and secured a commitment to inclusive education. ALLFIE also:

- Identified disabled students in receipt of Disabled Students Allowance and willing to legally challenge changes in the higher education sector;
- Submitted a response to the Government's White Paper 'Educational Excellence Everywhere' consultation and the "Schools that Work for Everyone" Green paper, both relating to increasing selective education;
- Submitted a response to the Lenehan Review of Residential Special Schools;
- Submitted a response to the Government's Stage 2 High Needs Funding Formula Consultation;
- Produced Parliamentary Briefings for the Enterprise Bill;
- Met with the CEO of the National Union of Students – and found common ground, and shared areas of concerns;
- Supported the campaigning work related to the Higher Education Bill by the NUS
- Launched our 'Educate Don't Segregate' social media campaign which involved nearly 200 people submitting photos/videos in support;
- Pursued several Freedom of Information requests to the Department for Education related to Further Education funding and placements;
- Participated in a number of radio interviews and had letters published in the national and local press;

### **Objective 3: To build the capacity of the inclusive education movement to become a more effective voice of influence**

With the political climate becoming more hostile towards inclusion, the capacity for schools, colleges and universities to develop and sustain inclusive education has become increasingly difficult. Vested interest, the increased fragmentation of education, and the total transformation of education into a market place poses significant challenges to inclusive education. With this in mind, ALLFIE has concentrated its efforts in key areas. For example, ALLFIE continues to work with other DPOs through the Reclaiming Our Futures Alliance (ROFA). In July we co-hosted a ROFA national event in Sheffield with over 80 participants.

We have also been working with a group of DPOs through the Inclusion Champions Network (ICN) project. Currently the network has a membership of 12 DPOs. Through the ICN work we are able to support DPOs who are less familiar with inclusive education, sharing our knowledge and experiences of supporting young people and their families.

The London Voice for Inclusive Education group continues to meet and was central to developing the education and apprenticeship asks for the DPO Manifesto for London.



ALLFIE's campaigner Simone with Shadow Minister for Schools Mike Kane

### **Objective 4: To ensure maximum effectiveness of ALLFIE and its future sustainability**

It remains an uncertain time in terms of future funding and so ALLFIE has been focusing its energies on finding funding for core work. Our Communications Officer has now successfully settled in this new role. Our goal to increase our presence on the web is taking shape and is having an important impact in terms of its effectiveness with engaging with a wider audience. Between 1st May 2016 and 30th April 2017 there were 62,465 visits to the ALLFIE website.

ALLFIE's first attempt at raising monies from the London Marathon was a real success. Through the efforts of Richard Alderson, his family and supporters we raised just short of £5,000. Alongside this ALLFIE continues to seek new sources of funding to support our vital campaigning and capacity building work. We have also been considering finding ways to work more effectively at a time of scarce resources. We are actively working with other DPOs, finding allies and working with like-minded groups. We have also been seeking advice about identifying a potential partner to consolidate our work and resources. We are acutely aware of the precariousness of fundraising and the immense energy this takes.

Amidst our own future concerns, there has been significant policy and legislation change effecting every aspect of educational provision, and Inclusive Education has been increasingly under attack. There are serious concerns that have since emerged which have resulted in greater segregation of disabled people, directly affected our lives, our futures, and have violated our human rights. Our work with the UN, through ROFA, has been vitally important. We have been active in targeted events, meeting with individuals, to influence change.



Visiting students from Belgium with ALLFIE staff and volunteers

### Public benefit

The Charity Commission in its 'Charities and Public Benefit' Guidance requires that two key principles be met in order to show that an organisation's aims are for the public benefit: first, there must be an identifiable benefit and second, the benefit must be to the public or a section of the public. The Trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the Charity's Aims and Objectives.

### Financial Review

The financial statements show that the charity had net income for the year of £227 (2015/16 – net expenditure of £40,348). At 31 March 2017 the charity had total funds of £73,553, of which £69,976 were unrestricted funds. Unrestricted funds consist of £50,000 of designated funds and £19,976 of general unrestricted funds.

The trustees can confirm that the assets of the company are available and adequate to fulfill the obligations of the company.

### Principal Funding Sources

Funding the core of ALLFIE's work will continue to be a challenge in 2017/18.

**We are incredibly grateful to our funders and supporters for this year, who include the Esmée Fairbairn Foundation, Comic Relief, Trust for London and Inclusion London. Looking to the future we need to continue to find ways of using our current financial position and profile as a platform to secure additional core funding to support our work beyond the lifetime of current funding streams.**

Finally, and equally importantly, we want to say a big thank you to ALLFIE's membership who continue to be supportive of our work through donations and membership fees. We could not do what we do without you! The challenge of staying true to our Principles whilst working in an increasingly difficult political and funding climate is only possible because of the unifying strength we gain from knowing our members and supporters share our vision of an inclusive future for ALL.



**Risk Management**

The trustees have considered the possible major risks to the company and have established systems to mitigate these risks.

**Reserves Policy**

In light of ALLFIE's current financial situation, the trustees decided this year to adjust the Reserves Policy to hold unrestricted free reserves equivalent to three months' total expenditure to guard against unexpected events and loss of funding. This will allow the charity a period of time to respond and seek alternative funding and will help it to continue its activities and maintain its solvency during this period. Using total expenditure to calculate free reserves reflects that the charity's main activities are funded by restricted grants. Based on 2016/17 expenditure gives a free reserves target of £39,000. At £18,274, the unrestricted free reserves are £20,000 below target.

**Future Developments**

Even though we anticipate a difficult year ahead, ALLFIE will be identifying targeted events, maximising our impact on campaigning and policy discussions. Within a climate of educational fragmentation and political uncertainty, we will be mindful of:

- increasing our membership;
- opportunities to build our networks, secure funding, and continue to influence change;
- identify funders to continue our collaborative work with DPOs;
- implementing ALLFIE's Communications Strategy;
- involvement in ensuring principles of inclusion are central to policy discussions;
- continue to identify policy gaps and inconsistencies that segregate Disabled pupils and students
- Stage 2 of the Inclusion Champions project gets underway (funded by City Bridge Trust);
- developing new ways to engage with DPOs, parents and education providers through the use of an interactive online resource hub.

We are certain that 2017/18 will bring some new and exciting challenges for ALLFIE. We will continue to be proactive with ensuring disabled pupils and students have a right to education that is truly inclusive. Our work focussing on securing funding will continue to be crucially important, particularly our work with DPOs and capacity building for our members and supporters. Our UN work, through ROFA, will be a focus to ensure that the government is held to account in terms of its implementation of the UN Convention on the Rights of Persons with Disabilities, and in particular Article 24: the Right to Inclusive

Education. We will continue to offer critical scrutiny of policy, sharing information through our briefings, our campaigning, building relationships, and increasing our capacity to create an inclusive education system will remain our key priority. We remain steadfast in ensuring "a world where inclusive education is a right not a struggle".

**STRUCTURE, GOVERNANCE AND MANAGEMENT****Governing document**

The Alliance for Inclusive Education is incorporated as a company limited by guarantee. The governing document is the Memorandum and Articles of Association. The Alliance for Inclusive Education is also a registered charity.

**Recruitment and Appointment of Trustees**

We are delighted that disabled people remain a majority within the membership of the Council and as part of our recruitment policy we continue to seek new members who reflect a diverse community.

The commitment to disabled people remaining in the leadership of ALLFIE is reflected in the company's governing document which states that the membership of the Council is required to maintain the ratio of disabled to non-disabled directors at 60:40.

Under the requirements of the Memorandum and Articles of Association, Council members are elected for a period of three years after which they must be re-elected at the next AGM. The Council can elect to co-opt new members who will then be elected to full Council membership at the following AGM.

**Trustee Induction and Training**

As part of induction procedures ALLFIE invites proposed trustees to trustee board meetings, and to informal discussions about their interest and possible contribution. Once formally elected the new trustee is provided with an 'induction pack' which includes an audit skills check that documents the skills and experiences they bring to the charity. The pack also includes a form for information about any access requirements.

**Organisational structure**

The charity is under the overall control and direction of the trustee board who meet approximately every six weeks. Trustees delegate the day-to-day running of the company to the Chief Executive Officer, Tara Flood.

**The Alliance for Inclusive Education staff are:**

Tara Flood, Chief Executive Officer  
 Janet Mearns, Finance Officer  
 Gelila Tekle-Mariam, Operations Support Officer  
 Simone Aspis, Campaigns & Policy Co-ordinator  
 Iyiola Olafimihan, Inclusion Champions Project Worker  
 Jessica Cahill, Communications Officer

**Volunteers**

This year ALLFIE's work has been supported by Yewande and Sabina who are working with us on different areas of our campaigning work.

**Related parties**

The Alliance for Inclusive Education has a history of working collaboratively to achieve its objectives with multiple individuals and groups, from disabled people, families, educational staff, national and international groups, officials and local authority staff, to individuals in public office. ALLFIE is a national organisation and works in partnership on policy development, developing resources, transforming attitudes, disseminating knowledge and understanding.

ALLFIE will continue to seek to work with existing and new partners that share the same principles of inclusive education. Our definition of inclusive education is based on ALLFIE's seven principles which evolved after considerable discussion with members and partners.

**Our seven principles**

- Diversity enriches and strengthens all communities
- All learners' different learning styles and achievements are equally valued, respected and celebrated by society
- All learners are enabled to fulfil their potential by taking into account individual requirements and needs
- Support is guaranteed and fully resourced across the whole learning experience
- All learners need friendship and support from people their own age
- All children and young people are educated together as equals in their local communities
- Inclusive education is incompatible with segregated provision both within and outside mainstream education

**REFERENCE AND ADMINISTRATIVE INFORMATION****Charity name**

Alliance for Inclusive Education  
 Charity number: 1124424  
 Company number: 5988026

**Office and operational address**

336 Brixton Road  
 London  
 SW9 7AA

**Bankers**

Lloyds TSB  
 125 Balham High Road  
 London SW12 9AT

CAF Bank Ltd  
 25 Kings Hill Avenue  
 West Malling  
 Kent ME19 4JQ

**Chief Executive Officer**

Tara Flood

**Council Members**

Navin Kikabhai (Chair)  
 Sarifa Patel (Vice Chair)  
 Joe Whittaker  
 Miro Griffiths  
 Roseanna Walker (resigned Feb 2017)  
 Stephen Cornish  
 Lucia Bellini (resigned Sept 2016)  
 Mike Lambert  
 Mohammed Mohsan Ali  
 Anthony Ford

**Independent Examiner**

Hollingdale Pooley  
 Bramford House  
 23 Westfield Park  
 Clifton  
 Bristol  
 BS6 6LT

**TRUSTEES' RESPONSIBILITIES**

The charity trustees (who are also the directors of Alliance for Inclusive Education for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:



- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare financial statements on the going concern basis unless it is inappropriate to presume that the organisation will continue its activities.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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.

Statement as to disclosure to our independent examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and
- as the trustees of the charity we have taken all steps that ought to have been taken in order to make ourselves aware of any relevant audit information and to establish that the charity's independent examiner is aware of that information.

Approved by the Council on 26th July 2017 and signed on its behalf by:



Chair  
26th July 2017

	<b>2017</b>	<b>2017</b>	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>INCOME &amp; EXPENDITURE</b>	Unrestricted	Restricted	Total	
<b>INCOME:</b>				
Donations, grants and legacies	8,421	130,496	138,917	126,537
<b>Income from charitable activities:</b>				
Membership fees	5,873	-	5,873	6,674
Training & consultancy fees	3,645	-	3,645	8,481
Sales	58	-	58	441
Access to Work	5,594	-	5,594	14,732
Production of "Inclusion Now"	1,413	-	1,413	891
	<u>16,583</u>	<u>-</u>	<u>16,583</u>	<u>31,119</u>
Investment income (bank interest)	106	-	106	215
Other income	185	-	185	351
Total income	<u>25,295</u>	<u>130,496</u>	<u>155,791</u>	<u>158,222</u>
<b>EXPENDITURE</b>				
<b>Expenditure on charitable activities</b>				
Capacity building & campaigning	9,701	145,863	155,564	198,570
Total expenditure	<u>9,701</u>	<u>145,863</u>	<u>155,564</u>	<u>198,570</u>
Net income/(expenditure)	15,594	(15,367)	227	(40,348)
Transfers between funds	(201)	201	-	-
Net movement in funds	<u>15,393</u>	<u>(15,166)</u>	<u>227</u>	<u>40,348</u>
<b>Reconciliation of funds:</b>				
Total funds brought forward	<u>54,583</u>	<u>18,743</u>	<u>73,326</u>	<u>113,674</u>
Total funds carried forward	<u>69,976</u>	<u>3,577</u>	<u>73,553</u>	<u>73,326</u>

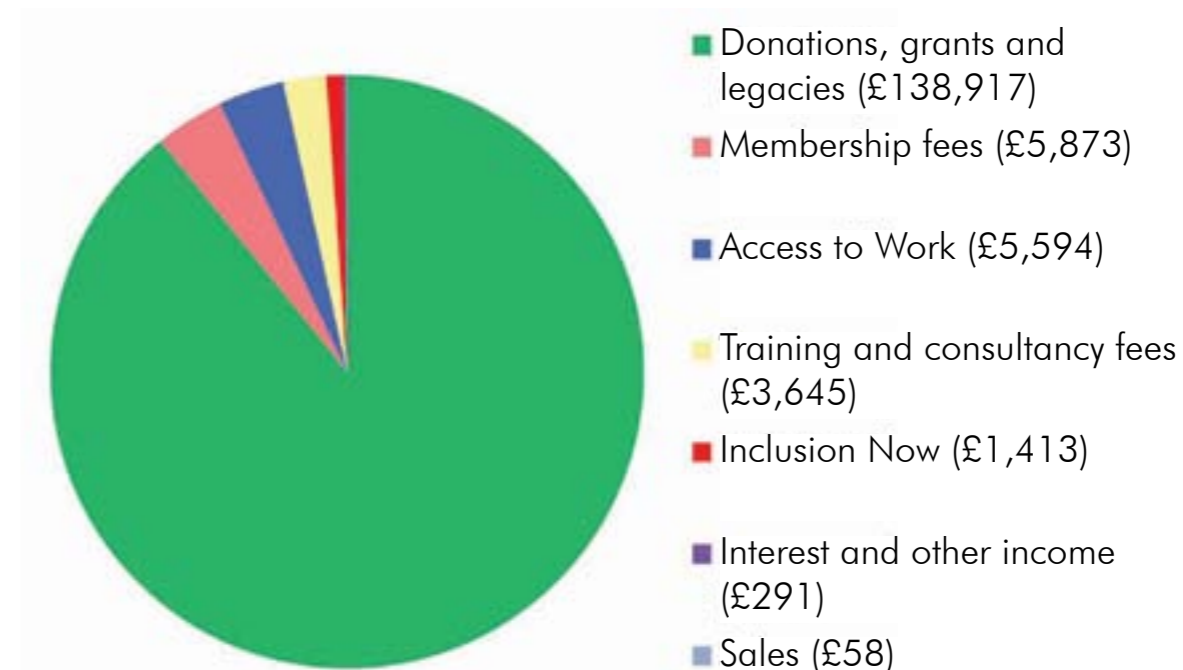
The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

**BALANCE SHEET AT 31 MARCH 2017**

	2017	(restated) 2016
	£	£
<b>FIXED ASSETS</b>		
Tangible assets	1,702	2,270
<b>CURRENT ASSETS</b>		
Debtors	10,204	
Cash at bank and in hand	105,157	109,449
	<u>115,361</u>	<u>109,449</u>
<b>CREDITORS</b>		
Amount falling due within one year		
Creditors/Accruals	(19,650)	(19,650)
Deferred grants	(23,860)	(18,743)
	<u>(43,510)</u>	<u>(38,393)</u>
<b>NET CURRENT ASSETS</b>	<u>71,851</u>	<u>71,056</u>
<b>NET ASSETS</b>	<u>73,553</u>	<u>73,326</u>
<b>THE FUNDS OF THE CHARITY:</b>		
Restricted reserves	3,577	18,743
Unrestricted reserves	69,976	54,583
<b>Total funds</b>	<u><b>73,553</b></u>	<u><b>73,326</b></u>

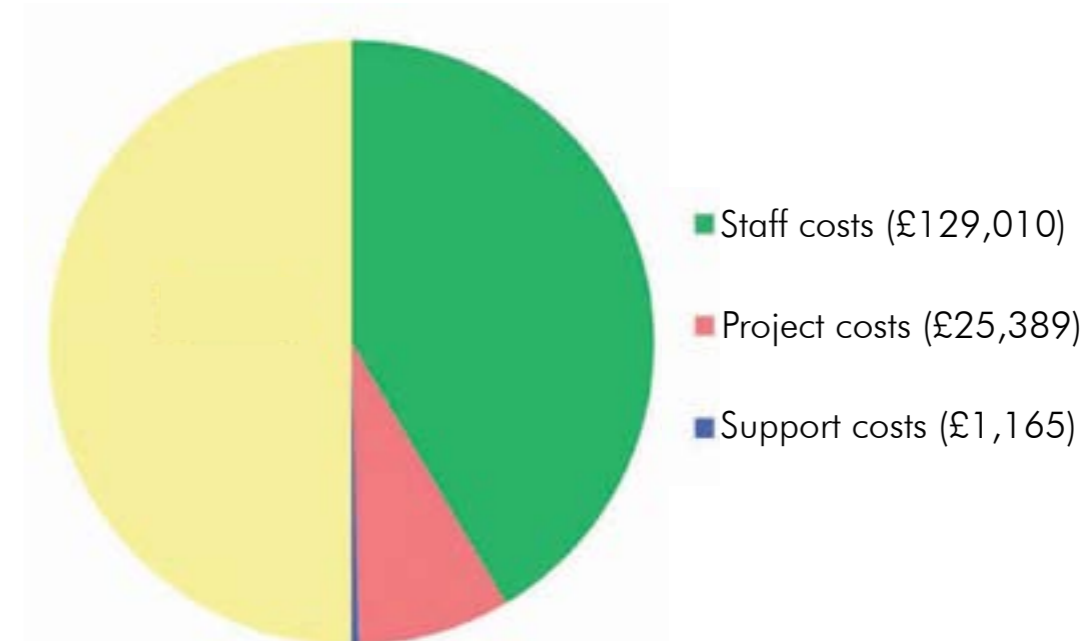
**Income and Expenditure 2016/17**

**Income (£155,791)**



**Expenditure (£155,564)**

100% of ALLFIE's expenditure pays for our campaigning and capacity-building work



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**336 Brixton Road**  
**London SW9 7AA**

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**Website: [www.allfie.org.uk](http://www.allfie.org.uk)**

**A company limited by guarantee**  
**Company No. 5988026**  
**Charity No. 1124424**

