

Causeway Education Ltd

Report and Financial Statements for the year ended 31 March 2022

Company Number England 09239703

Charity Number England and Wales 1175109

Charity Number Scotland SCO48038

Contents

2021-2022 Highlights.....	5
Company information	6
Trustees	6
Registered office.....	6
Independent Examiners	6
Bank.....	6
Directors and key personnel.....	6
Trustees' report.....	7
Our mission.....	7
Public benefit statement	7
Our values.....	8
Our key programmes.....	9
Training, research and consultancy.....	9
Student workshops and mentoring.....	9
Resources	10
Key achievements in the year	10
Training, research and consultancy.....	10
Student workshops and mentoring.....	10
Resources	11
Impact highlights from FY 2021-2022	11
Reach for financial year 2021-22.....	13
How we are funded	14
Future strategic plans.....	14
How we manage our affairs	15
Trustees	15
Appointment of Trustees	15
Trustee induction and training	15
Trustee decision making.....	15
Pay policy.....	15
Trustee responsibilities	16
Compliance information.....	16
Data protection	16
Fundraising	16
Whistleblowing policy	17
Child safeguarding.....	17

Equal opportunities	17
Anti-bribery, anti-corruption and anti-fraud policies	17
Independent Examiner	17
Financial review	18
Risks & uncertainties	18
Reserves and reserves policy.....	18
Going concern.....	19
Independent examiner’s report to the members of Causeway Education	20
Causeway Education Statement of financial activities.....	21
For the year ended 31 March 2022	21
Causeway Education Statement of financial position	22
As at 31 March 2022.....	22
Causeway Education Statement of cash flows.....	23
For the year end 31 March 2022	23
Notes to the accounts	24
1. Accounting policies.....	24
1.1 Going concern.....	24
1.2 Public benefit entity	24
1.3 Incoming resources and funds.....	24
1.4 Support costs	24
1.5 Fixed assets.....	25
1.6 Corporation Tax	25
1.9 Operating lease.....	25
1.10 Fund accounting	25
1.11 Expenditure and irrecoverable VAT.....	25
1.12 Debtors	26
1.13 Cash at bank and in hand	26
1.14 Creditors	26
2 Statutory information and status of the charity.....	26
4 Programme costs	27
5 Support and general costs	28
6 Governance Costs	28
7 Employee information	29
8 Debtors	30
9 Creditors	30
10 Analysis of the fund position: unrestricted funds (Current year).....	30
10b. Analysis of the fund position: unrestricted funds (Prior year)	31
11 Analysis of the funds position: restricted funds (Current year)	31

11b. Analysis of the funds position: restricted funds (Prior year).....	31
12 Analysis of net assets (Current year)	32
12.b Analysis of net assets (Previous year)	32
13 Pension obligations.....	32
14 Related party transactions	32
15 Reconciliation of net income / (expenditure) to net cash flow from operating activities.....	33
17 Operating lease commitments	33
18 Share capital	33

2021-2022 Highlights

Supporting young people to overcome barriers in accessing higher education and apprenticeships

OUR SUPPORT IS HIGH-QUALITY AND PRACTICAL

In the past year we have

Delivered high quality workshops to **2195 professionals**
(2021: 2096)



Improved **progression to universities** for our students¹

83% of our Application Mentoring participants applied to a higher tariff university, compared to 53% in a matched comparison group



WE ARE COLLABERATIVE AND EVIDENCE-LED

We piloted the first ever **Post-Graduate Certificate in Access, Outreach and Social Mobility** with Aspire to HE and the University of Wolverhampton. This supported professionals across the country to develop evidence-led approaches to tackling barriers to social mobility in education.

We worked with Allen & Overy to launch a new digital component to their **Smart Start** work experience programme. Feedback from participants showed that 90% of students reported feeling better prepared to carry out experience in the workplace as a result of taking part in the Smart Skills course.

Further information on our impact and achievements can be found on pages 7-11.

We exist to make sure that progression is not determined by privilege

¹ This information has been derived from the Universities and Colleges Admissions Service STROBE analytical data service.

Company information

Trustees

- Iain Littlejohn (Chair)
- Andrea Carr (resigned 13/10/2022)
- Natalie Perera
- Natalie Whitty
- Michael Englard
- Angela Newton (resigned 8/7/2022)
- Christine Kinnear
- Penelope Peng (appointed 8/7/2022)
- Nicola Ladier (appointed 8/7/2022)
- Tirenoluwa Ajilore (appointed 8/7/2022)
- Andreas Piepke (appointed 8/7/2022)

Registered office

Causeway Education
Second Floor
168 Shoreditch High Street
London E1 6RA

Independent Examiners

S M Robinson
Kreston Reeves
Second Floor
168 Shoreditch High Street
London E1 6RA

Bank

Unity Trust Bank
4 Brindley Place
Birmingham
B1 2JB

Directors and key personnel

- Sam Holmes, CEO
- Clare Addy, Head of Partnerships
- Katie Buckingham, Head of Programmes

Trustees' report

Our mission

Supporting young people to overcome barriers in accessing higher education and apprenticeships.

We exist to make sure that progression is not determined by privilege.

With the right support in exploration, choices and applications, all young people can find and realise their ambition. In our unequal society, some young people face far greater challenges than others in accessing higher education. Dedicated teachers, advisors and outreach professionals work tirelessly on redressing these inequalities. We are there for all those confronting these barriers, helping to bring about:

1. Expert support

We give teachers the skills and resources they need to ensure all their students can navigate HE applications effectively.

2. Transformational outreach

We help universities, charities and corporates to develop initiatives which inspire *and* equip participants to take their next steps.

3. Outstanding applications

We support students directly, providing impactful workshops and mentoring to help them successfully clear the hurdles of a complex application process.

Public benefit statement

The only objects for which the Charity is established are for the public benefit to promote the education of people under the age of 25 in the UK in particular but not exclusively by increasing the chances of students accessing higher education, further training, apprenticeships and careers.

Our values

Our work is:

1. High-quality

Our impact is greatest when the quality of our work is highest.

- We bring strong expertise in the areas where we work.
- We are passionate about what we do, and this motivates us to strive for constant improvement.
- We believe high quality is achieved through an open, honest and critical approach to our own work and that of our partners.

2. Collaborative

Our mission is shared by a vast range of individuals and organisations – through supporting each other we can reach more individuals with higher quality interventions.

- Everyone we work with is a partner.
- We work hard to understand our partners, recognise their expertise and speak a common language.
- We are approachable and empowering in the support we provide.

3. Practical

Take-up of our support is greatest when it is easy to implement.

- We provide actionable support to partners in the form of user-friendly tools and sector-leading resources
- We apply our extensive first-hand experience of working with schools, colleges and universities to develop frictionless strategies for improving application support

4. Evidence-led

The best solutions build on the greatest accumulation of insights

- We take time to understand problems in detail, identify needs and form considered solutions
- We apply insights from published research as well as our own evaluation data and practical experience

Our key programmes

Our work at Causeway falls into three main strands:

1. Training, research and consultancy for teachers and outreach professionals at universities, charities and corporates
2. Workshops and mentoring for students
3. Practical resources

Our key programmes in each of these areas are outlined below.

Training, research and consultancy

Post-Graduate Certificate in Access, Outreach and Social Mobility

We collaborated with Aspire to HE and the University of Wolverhampton to deliver the first ever Post-Graduate Certificate in Access, Outreach and Social Mobility. This supports professionals across the sector to develop evidence-led approaches to tackling barriers to social mobility in education.

Sutton Trust Teacher Champions

The Sutton Trust Teacher Champions Programme supports schools and 6th form colleges to increase progression to competitive HE courses through an annual series of best-practice webinars. These focus on enhancing ongoing systems of support for students and have been distilled from analysis of relevant research, as well as Causeway's extensive experience in this area.

Supported Mentoring

With the shift to online provision in response to the COVID-19 Pandemic, we adapted our mentoring platform to enable other organisations to use it for their own programmes. We now support a range of universities and other organisations to deliver online mentoring through our platform. Causeway provides training and oversight of mentors (usually student ambassadors or Widening Participation staff members) as well as technical support.

Student workshops and mentoring

Application Mentoring

Our Application Mentoring supports students through the admissions process to Higher Education, particularly in the last, most decisive stages. Students follow subject-specific pathways developed by academics and teachers and get support from an expert mentor trained in applications. We deliver the programme for a number of partners, including the Sutton Trust, University College London, and Wadham College, Oxford.

Offer-holder mentoring

A growing strand of our work is supporting university offer-holders in their final year of school/college, before they transition to university. We have piloted this with Lucy Cavendish College, Cambridge. Year 13 students were given regular academic tutorials online to help them excel in their current studies and prepare for the academic level required at university. They also benefitted from meeting their future classmates in these tutorials and developing a sense of cohort before the start of term.

Pathways to Law

We deliver part of the Sutton Trust's Pathways to Law programme, providing support to students on personal statements and the LNAT.

Smart Start

We deliver elements of the Allen & Overy Smart Start Programme. This includes managing recruitment, and the design and delivery of the Smart Start week.

Access Ashurst

We deliver workshops on personal statements and the LNAT as part of the Access Ashurst work experience scheme.

Resources

OSCAR

OSCAR (Online System for Completing Applications & References) is our online platform which has been designed with outstanding university applications in mind. OSCAR supports students to develop competitive, subject-focused personal statements and teachers to produce effective references. It allows students to submit drafts of their personal statement for review and teachers or mentors to submit line-by-line feedback and comments. OSCAR is a free tool available to all state schools in the UK. This year we have developed specific apprenticeship tools on the platform to support applicants to higher and degree apprenticeships.

Key achievements in the year

Training, research and consultancy

Sutton Trust Teacher Champions

For the second year, we successfully deliver the programme as a national online scheme. In collaboration with the Sutton Trust we achieved:

- 550 session attendees
- 83% respondents strongly agreed that the sessions were useful and 75% strongly agreed they felt better able to support their students thinking about HE
- Estimated student reach of 60,000

Student workshops and mentoring

Smart Start

We worked with Allen & Overy to redesign their Smart Start work experience scheme to include a two-week e-learning course for successful and unsuccessful applicants. Delivered via the online learning platform Future Learn the Smart Skills course included video messages from A&O staff and introduced students to the 8 Skill Builder Essential Skills. The virtual Smart Start work experience week was redesigned and delivered virtually for the second time.

Sutton Trust Online

We delivered a series of 44 live webinars on personal statements, admissions tests and interviews to 1658 students on the Sutton Trust Online platform.

Offer-holder support

In 2021 we worked with Lucy Cavendish College, Cambridge to deliver our offer-holder mentoring pilot to Year 13 offer-holders in their final year of school/college. Students were given regular academic tutorials online to help them excel in their current studies and prepare for the academic level required at university. They also benefitted from meeting their future classmates in these tutorials and developing a sense of cohort before the start of term.

We also designed and delivered offer-holder support programmes for the University of Bristol and Cardiff University. Both programmes consisted of a series of webinars covering topics such as 'Planning your first week', 'Making the most of your first term', 'Healthy Living', 'Successful social life' and 'Independent research skills'.

Resources

Sutton Trust Online – Taster Videos

We produced a series of short taster videos to be hosted on the Sutton Trust Online platform. The videos were designed to give students a taste of Causeway's key messages around personal statements, admissions tests and interviews.

Advancing Access - Modules

We produced content to be used in resources on the Advancing Access website. The content was on the theme of creating cultures of success within schools and colleges with respect to access to competitive universities. The project involved sourcing case studies of best practice from staff in schools and colleges, creating seven self-contained learning modules and producing video content for these, devising an evaluation approach to gauge the impact of the material on its audience and promoting the completed material to a network of over 100 schools and colleges.

Impact highlights from FY 2021-2022

Application Mentoring

Our evaluation of Application Mentoring demonstrated that the programme continues to make an impact on outcomes of participating young people:

- The evaluation of our 2020-21 cohort by the UCAS STROBE service found that that young people who participated in the programme were significantly more likely to apply to higher tariff HE institutions and Russell Group HE institutions than similar students benchmarked by the UCAS STROBE service. 83% of mentees applied to higher tariff HE compared with 53% of similar students and 83% of mentees applied to Russell Group HE institutions compared to 55% of similar students. 89% of those who applied to HE went on to accept a place.

92% of our 2020-21 cohort rated the feedback and guidance that they received as helpful or very helpful, and 94% felt confident that they'd written a high-quality personal statement.

- *"I would definitely recommend this to everyone! My mentor really helped me and as a first generation student, I didn't have any idea of how to structure my personal statement and so my*

mentor gave me tips on how to write a personal statement for a competitive course at competitive unis.”

Smart Start

- 92% of participants rated their mock job interviews as useful or very useful
- 94% rated our webinars on course choices, personal statements and admissions tests as useful or very useful.

90% of students reported feeling better prepared to carry out experience in the workplace as a result of taking part in the Smart Skills course.

- *“Although I generally knew the skills required in a workspace, I did not know its full depth on how it works and functions in scenarios, for example a team at Allen and Overy. Breaking down the skills required help highlight the skills that need improvement too.”*
- *“I feel like I'm able to identify the skills I've been using and how to improve on them when participating in placements.”*
- *“I found the videos taken by different members of staff at A&O incredibly useful in understanding how the different skills we learned apply in the workplace and how it interacts in various settings.”*
- *“The support from all the webinars and the course itself was detailed and very informative. The depth and effort behind it was very helpful.”*

OSCAR for schools

In 2021-22 we reached 1214 education professionals and 5,372 students through the OSCAR for Free initiative, when we reached out to state-maintained schools to offer the chance of using the platform for free.

Lucy Cavendish Offer-holder mentoring

In 2021, the overall success rate for students enrolled on the programme was 85%.

- *‘I'd like to say a final thank you for mentoring me this year, and I hope that you have success in getting the go-ahead for the continuation of the programme next year! I know many students would benefit from it as much as I and the other mentees have.’*
- *‘The skills I've learnt over these six months will come with me to Cambridge for sure so I cannot thank you enough!’*
- *‘Although I am in a few Cambridge offer holder group chats, they can be quite an overwhelming place to be so it's been great to be able to get to know a couple of people, just so there will be some familiar faces once we arrive!’*

Reach for financial year 2021-22

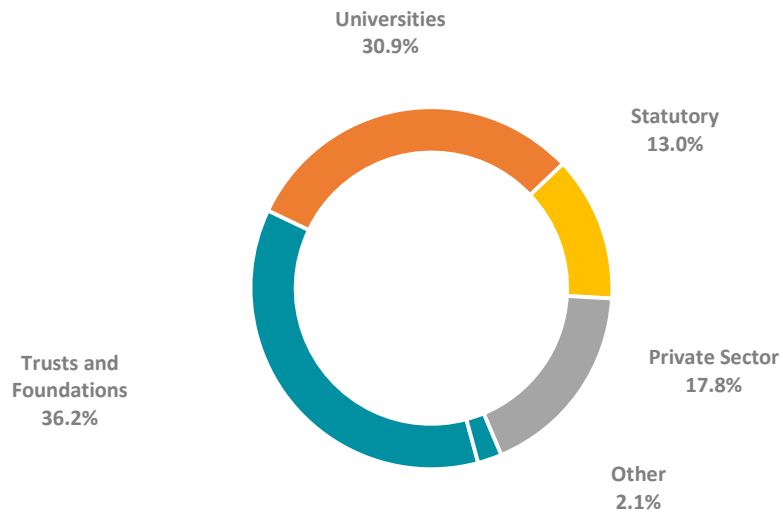
	Schools direct reach	Professionals direct reach	Students direct reach	Professionals indirect reach	Students indirect reach
Application mentoring – UCL Sutton Trust Summer School	0	0	35	0	0
Application mentoring – UCL Summer School	0	0	73	0	0
Application mentoring – UCL Building Futures	0	0	12	0	0
Application mentoring – Wadham	0	0	112	0	0
Application mentoring – STSS	0	0	611	0	0
Application mentoring – Computer Science	0	0	6	0	0
Sutton Trust Online	0	0	1658	0	0
A&O Smart Start	0	0	464	0	0
Sutton Trust Teacher Champions	0	550	0	0	60,000
Lucy Cavendish offer holder mentoring	0	0	27		
OSCAR for Schools	68	1214	5372	0	0
Events and small projects	7	431	1876	0	0
Grand Total	75	2,195	10,246	0	60,000

Notes:

- Schools: A primary- or secondary-level educational institution with a DfE number (or equivalent), from which people – either staff or students – have benefitted from our services.
- Professionals: People we are training as part of their job, or as work they have volunteered to do, and who work with students.
- Students: Young people who we would consider the ‘end users’ of our services, such as our mentoring programmes and student-facing events
- Direct reach: People (or organisations) who we have directly worked with, trained, or mentored.
- Indirect reach: People who have benefitted second-hand from people we have reached directly (for example students who benefit from a professional, such as teacher, who we have trained). We currently only measure indirect reach for the Access Champions programme.
- ‘Other delivery’ covers one-off events that are not part of a larger programme, such as workshops, training sessions or events.

How we are funded

Causeway's funding comes from a large range of partners. Our largest single funder is The Sutton Trust, funding various programmes. These included Access Champions, Teacher Champions, Application Mentoring, and the Online digital platform tool.



Future strategic plans

For the last few years, we have been involved in delivering large programmes for various NCOP (now UniConnect) consortia. We increased our organisational capacity in line with this work, and have now streamlined our capacity as these programmes have drawn to a close. As part of this, the balance of our portfolio of work has shifted from a small number of large programmes, to a larger number of medium-sized projects.

Our key focus remains the achievement of systemic change in schools and colleges. We want to develop and embed better systems of support for students so that both current and future cohorts can overcome barriers to accessing Higher Education. We are in the second stage of a five-year plan to refine our operations by using a new school/college-based metric to target our work and maximise our impact. This involves the following stages:

Stage 1 (FYs 2020-21 and 2021-22)

During this stage we will research, develop and implement a new impact metric based on school/college-level progression data to post-18 destinations. We will also evaluate our current programme offering in terms of its effectiveness at delivering systemic change within schools/colleges, using this to refine and extend our programmes where necessary.

Stage 2 (FYs 2022-23, 2023-24 and 2024-25)

During this stage we will seek funding for, and carry out, an evidenced-based scaling up of our programmes. Through this, we aim to deliver systemic change across the schools and colleges serving young people who face the greatest barriers in accessing Higher Education.

How we manage our affairs

Trustees

Causeway Education is a charitable company limited by shares, incorporated on 29 September 2014 and registered as a charity in England and Wales on 11 October 2017 and in Scotland on 9 January 2018.

The company was established under a memorandum of association detailing its objects and powers and is governed under its articles of association by a Board of Trustees.

The Board's work includes critical analysis of the strategic plans and agreeing our financial plan. The Board acts on advice and information from regular meetings with the Senior Management Team. They are also responsible for management of the Chief Executive Officer.

All our trustees give their time voluntarily and receive no benefits from the organisation. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

In 2021-22 the Board had four meetings. Each meeting has a set agenda that usually involves, but not limited to, reviewing Charity performance, strategy, policy and the organisations risks and mitigating actions.

Appointment of Trustees

The appointment of trustees is governed by our Articles of Association. Our trustees are also directors of Causeway Education for the purposes of company law.

Trustee induction and training

We make new trustees aware of their legal obligations under charity law and company law. Our induction programme for new trustees includes an overview of our decision-making processes, our strategic aims, and our recent performance. As part of our safer recruitment processes we ensure trustees have an enhanced DBS, provide two references and take online safeguarding training. Trustees are invited to see our programme delivery in action. We involve trustees in specific pieces of work depending on their interests and expertise. They are also invited to specific Trustee related training courses run by external suppliers.

Trustee decision making

Pay policy

Our trustees are responsible for the annual salary review for staff in the organisation on recommendation of the Senior Management Team, at which pay is normally increased in line with annual inflation (RPI). Trustees review and approve appointment salaries and salary increases for senior staff; appointment salaries and salary increases for junior staff are reviewed and approved by the senior management team. Recruitment panels for senior management must include at least one trustee

A new formal pay policy is due to be implemented in the coming financial year that will look at the pay of individual roles as well as the individuals within the roles to ensure fairness, transparency and stability across the organisation.

Trustee responsibilities

Our trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Shareholders of the charity will lose their shares in the event of the charity winding up. The total number of such guarantees at 31 March 2022 was 7 (2021: 8). The trustees are shareholders of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity and this is monitored by each board member completing their declarations of interest.

Compliance information

Data protection

Our policies and procedures are robust and we meet the General Data Protection Regulation, in effect from May 25 2018. We are registered with the Information Commissioner's Office.

Fundraising

We comply with all relevant statutory regulations and with a range of codes of practice and standards. We are members of the Institute of Fundraising and are registered with the Fundraising Regulator. We are committed to best practice and to responding to and learning from any complaints we receive; our complaints procedure is published on our website. Our fundraising promise, also published on our website, is to

- Commit to high standards
- Be clear, honest and open
- Be fair and reasonable
- Be accountable & responsible

We do not use volunteers to fundraise, and we do not fundraise from members of the public.

Whistleblowing policy

Our whistleblowing policy protects anyone who discloses concerns from discrimination.

Child safeguarding

All staff, volunteers, contractors, and third-party organisations with whom we partner are bound by our Child Safeguarding policy and procedures. All staff, contractors and volunteers are required to complete child safeguarding training as part of their induction. We publish our Child Safeguarding Policy on our website and have a dedicated e-mail address to which concerns can be reported.

Equal opportunities

We are committed to the principle and practice of equal opportunities in employment, recruitment, and programme delivery.

Anti-bribery, anti-corruption and anti-fraud policies

Our Anti-Bribery and Anti-Corruption policy and our Anti-Fraud policy and related procedures ensure that we have controls and processes designed to prevent and detect fraud and dishonesty. We investigate any allegations that arise and take appropriate action where needed.

Independent Examiner

Susan Robinson of Kreston Reeves LLP was appointed as the charitable company's independent examiner during the year and has expressed her willingness to continue in that capacity.

Financial review

This year, the charity has further consolidated its transition from a larger organisation delivering significant Uni Connect funded programmes, to a smaller organisation focused on medium-sized projects. Costs have again reduced significantly which, accompanied by a healthy increase in revenue, means the charity has now returned to a surplus. During 2021-22, we saw an increase in bookings across all our areas of activity. This included the more strategic areas of resource development and training, which had reduced significantly during the pandemic. Already in 2022-23 we have seen this trend continue and, as a result, the charity anticipates maintaining this surplus in this coming financial year.

Income has increased from £483k to £702k, a 45% increase. The proportion of our total income which comes from The Sutton Trust reduced from 64% to 34%, and the proportion of our income which comes from Allen and Overy reduced from 25% to 15%.

Other programmes run by Causeway Education account for 50% of the charity's total income.

Expenditure has decreased by a further 14%, from £647k to £559K.

Risks & uncertainties

Our trustees are responsible for ensuring proper risk management processes are in place. A formal risk register has been formulated and agreed, and trustees discuss risks and uncertainties at each trustee meeting.

The trustees consider that the most significant risks facing the charity are:

- **Shortfalls in future funding.** The organisation regularly monitors and reports on the future funding opportunities that the charity has at least a year into the future. Over the past year, the charity has continued to consolidate and expand our most secure income streams, as well as developing a number of new projects.
- **Cash flow.** Due to the current economic conditions, the organisation is at risk from sudden cash flow shortfalls in the medium term. The senior management team along with the Trustees regularly monitor cash flow forecasts over 12 months in the future highlighting significant risk that cash will fall below a safe level considerably in advance of it happening, with agreed actions in place should this occur.
- **Information security breach.** With the increasing shift towards online working and service delivery, the security of our IT systems and our online platform (OSCAR) have become even more important. To ensure the organisation has a very high level of protection in place, we have obtained Cyber Essentials Certification and carried out a comprehensive audit and penetration test of OSCAR (refreshed on a monthly basis). We also have specific insurance to cover this area.

Reserves and reserves policy

Reserves have increased by 193 % to £218k, (2021: £75k). The total funds of the charity, excluding the share capital, have been classified as either Unrestricted or Restricted funds.

All unrestricted funds are free reserves to be used at the trustees' discretion to take advantage of opportunities or to mitigate against negative financial impact of unforeseen events. As at the end of the financial year, these stood at £66k, (2021: -£28k).

Restricted funds, which are not available for general purpose, have increased to £152k, (2021: £102k). Further details of the restricted funds can be found in note 11.

The charity has no investments or tangible fixed assets.

The reserve policy of the charity is to maintain available funds above a level equal to three months of overheads, with cash flow forecasts being monitored regularly. If within three months the available funds are due to fall below this safe level, an extraordinary meeting of the Trustees is called to decide if any immediate actions are required.

Going concern

The Charity has £218k in reserve and with plans to turn a comfortable surplus in the coming year.

The trustees' annual report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 7/12/2022 and signed on their behalf by



Iain Littlejohn

Causeway Education – Chair of Trustees

Independent examiner's report to the members of Causeway Education

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 19 to 31.

Responsibilities and basis of report

As the charity 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 company'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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 that in any material respect:

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.

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.

Signed:



S M Robinson BA FCA FCIE DChA MCFI

Kreston Reeves LLP

Chartered Accountants
Second Floor
168 Shoreditch High Street
London E1 6RA

Date: 12th December 2022

Causeway Education

Statement of financial activities

For the year ended 31 March 2022

		Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Unrestricted Funds 2021 as restated	Restricted Funds 2021 as restated	Total Funds 2021
	Notes	£	£	£	£	£	£
Income from charitable activities:							
Resources	3	144,386		144,386	92,661	-	92,661
Training, Research and Consultancy	3	90,878	14,617	105,495	36,822	33,000	69,822
Student Delivery	3	170,356	281,381	451,737	135,995	183,815	319,810
Other Income	3	792		792	703	-	703
Total Incoming Resources		406,412	295,998	702,410	266,181	216,815	482,996
Expenditure from:							
Direct Programme Costs	4	(25,437)	(84,075)	(109,511)	(34,885)	(57,836)	(92,721)
Staffing Costs	4	(200,778)	(132,761)	(333,539)	(282,791)	(187,083)	(469,874)
Other Costs	5	(31,212)	(29,404)	(60,616)	(40,401)	(32,895)	(73,296)
Total cost of charitable activities		(257,427)	(246,240)	(503,667)	(358,076)	(277,814)	(635,891)
Raising Funds:							
Research Costs	5	(5,110)		(5,110)	(11,560)		(11,560)
Fundraising activities	5	(50,196)		(50,196)	-	-	-
Total Resources Expended		(312,733)	(246,240)	(558,973)	(369,637)	(277,814)	(647,451)
Net Income for the year	6	93,679	49,758	143,438	(103,456)	(60,999)	(164,455)
Transfers between funds				-	(14,940)	14,940	-
Net Movement in Funds		93,679	49,758	143,438	(118,396)	(46,059)	(164,455)
Reconciliation of funds:							
Total funds brought forward		(27,921)	102,483	74,562	90,476	148,542	239,018
Total funds carried forward		65,758	152,241	217,999	(27,920)	102,483	74,562

The statement of financial activities includes all gains and losses recognised in the year.

Causeway Education

Statement of financial position

As at 31 March 2022

	Notes	2022 £	2021 £
Current Assets			
Debtors	8	84,670	83,306
Fixed Assets		0	0
Cash at bank and in hand	15	228,326	70,666
		312,997	153,972
Creditors: Amounts falling due with one year			
	9	(94,987)	(79,400)
Net Assets			
		218,009	74,572
Unrestricted Funds	10	65,758	(27,921)
Restricted Funds	11	152,241	102,483
Share Capital	18	10	10
Total Funds		218,009	74,572

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.



Approved by the trustees on 31/12/22 and signed on their behalf by Iain Littlejohn

Company registered number: 09239703

For progression not determined by privilege

Page 22

www.causeway.education

Causeway Education

Statement of cash flows

For the year end 31 March 2022

	Notes	2022 £	2021 £
Net cash used in operating activities	14	<u>157,660</u>	<u>(63,545)</u>
Movement in Fixed Asset		<u>0</u>	<u>0</u>
Change in cash and cash equivalents		157,660	(63,545)
Cash brought forward		70,666	134,211
Cash carried forward	15	<u>228,326</u>	<u>70,666</u>

Notes to the accounts

1. Accounting policies

These accounts have been prepared in accordance with “Accounting and Reporting by Charities” the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting standard applicable in the UK and Republic of Ireland (FRS 102), effective 1st January 2019. The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. The charitable company’s accounts are prepared in British Sterling and rounded to the nearest Pound.

1.1 Going concern

At the time of approving the accounts, the trustees believe that Causeway Education has adequate resources to continue trade into the foreseeable future. These accounts have therefore been prepared on a going concern basis. The trustees have reviewed the accounts, funding and liquidity of the charity and agree that there are no material uncertainties that prevent it operating.

1.2 Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

1.3 Incoming resources and funds

All income in the accounts is recognised if the charity has entitlement to the funds; it is probable that the income will be received; and the amount can be measured reliably.

Income is assessed as either unrestricted- and can be used at the discretion of the trustees to further the charitable objectives-or restricted-and subject to specific conditions by funders as to how it is used. Expenditure attributable to these resources is charged to the funds.

Income should be recognised in year received or receivables, whichever is earlier, unless funder specifies for future financial period, in which case it is deferred.

1.4 Support costs

Support costs are those functions that assist the work of the charity but do not directly influence charitable objectives. These may include but are not limited to finance, office costs, payroll and governance. Agreements with funders mostly have a support cost allocation included and therefore these accounts include this allocation where applicable and charged to the appropriate fund.

Most of the employees of the charity can and have been allocated to the programme that they predominately support.

Remaining support costs are re-allocated to each of charitable activities based on the size of the corresponding activity.

1.5 Fixed assets

It is the policy of the charity that any assets purchased over the value of £5,000 will be capitalised.

As at 31 March 2022, there have been no assets purchased over £5,000 and therefore currently the Charity has no fixed assets.

1.6 Corporation Tax

Causeway Education became a charity in October 2017. The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.7 Financial Instruments Policy

The charitable company only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.8 Pension Policy

The charitable company offers a defined contribution pension scheme, and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year

1.9 Operating lease

Rental charges are charged on a straight-line basis over the term of the lease.

1.10 Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

1.11 Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Expenditure is recognised on an accruals basis as a liability incurred, including any VAT which cannot be fully recovered.

Fundraising is the costs of raising funds related to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering the Access Champions and other programmes undertaken to further the purposes of the charity and their associated support costs.

Research and Policy is the costs associated with evaluation of the work being done by the charity and to influence government policy to further the work of Causeway Education.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.12 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.13 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash is also held by an outside company for the purposes of loading onto prepaid corporate cards to be used by employees for general expenses, these funds are also included.

1.14 Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

A doubtful debt provision has been made on a case-by-case basis depending upon the likelihood of receipt and age of debt.

2 Statutory information and status of the charity

Causeway Education is a registered charity limited by shares and is incorporated in England. Its registered office and principal place of business is Second Floor, 168 Shoreditch High Street, London E1 6RA

3 Income from charitable activities

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021
	£	£	£	£	£	£
Trusts and Foundations	52,637	201,741	254,378	42,611	174,773	217,383
Universities	122,808	94,257	217,064	112,226	37,042	149,268
Statutory	91,093		91,093	42,777		42,777
Private Sector	124,845		124,845	57,892		57,892
Schools and Colleges	8,000		8,000	1,058		1,058
3rd Sector	6,237		6,237	9,413		9,413
Other Income	792		792	5,205		5,205
Bank Interest			-			-
			-			-
Total	406,413	295,997	702,410	266,181	216,815	482,995

4 Programme costs

Included within programme costs is restricted expenditure of £246,239, split between The Sutton Trust Summer Provision. Application Mentoring UCL and Sutton Trust Teacher Champion Programmes

Programme	Direct Programme Costs				Total 2022 £
	Staffing	Freelancers	Direct Costs	Support Allocation	
	2022 £	2022 £	2022 £	2022 £	
Sutton Trust Summer Provision	(64,080)	(60,109)		(24,838)	149,026
Application Mentoring UCL	(42,686)	(23,966)		(13,330)	(79,982)
Sutton Trust - Teacher Champions	(14,359)			(2,872)	(17,231)
Other Programmes		(23,270)	(2,166)	(231,991)	(257,428)
Total	(121,125)	(107,345)	(2,166)	(273,031)	(503,667)

The Charity received no benefits in kind for the Financial Year 2021 -22.

Programme costs (Prior Year)

Programme	Staffing	Freelancers	Direct Costs	Support Allocation	Total
	2021 £	2021 £	2021 £	2021 £	2021 £
Access Champions	(14,933)	-	(7)	-	(14,940)
Academic Apprenticeship	(39,035)	(11,625)	(32)	(6,901)	(57,592)
Pathways to Law	(32,390)	(10,000)	-	(5,215)	(47,605)
Pathways to Coding	-	-	-	-	-
Teacher Champions	(16,839)	-	-	(3,368)	(20,207)
Other Programmes	(83,885)	(64,993)	-	(346,669)	(495,548)
Total	(187,082)	(86,618)	(38)	(362,153)	(635,891)

5 Support and general costs

	Staffing 2022	Other 2022	Total 2022	Staffing 2021	Other 2021	Total 2021
	£	£	£	£	£	£
Support and General Costs						
Executive, Governance and Finance	(79,781)	(12,781)	(92,562)	(185,744)	(17,920)	(203,664)
IT, Communication and Evaluation	(31,129)	(28,805)	(59,934)	(26,309)	(41,805)	(68,114)
Overheads		3,917	3,917	27,594	(14,865)	12,729
General Programme Costs	(101,503)	(22,947)	(124,450)	(98,334)	(4,770)	(103,103)
Support Total	(212,414)	(60,616)	(273,030)	(282,793)	(79,360)	(362,153)
Research & Policy	(5,110)		(5,110)	(11,559)	-	(11,559)
Fundraising activities	(50,196)		(50,196)		-	-
Grand Total	(267,720)	(60,616)	(328,336)	(294,352)	(79,360)	(373,712)

6 Governance Costs

Stated after charging:	Total 2022	Total 2021
	£	£
Independent Examination Fees	(1,560)	(1,500)
Trustees Expenses	-	-
Operating Lease on property	(5,250)	(9,600)

7 Employee information

	Total 2022	Total 2021
Raising Funds	1	0
Charitable Activities	8	7
Support (Including Governance)	2	4
Average Employees	11	11

Staff Costs Including directors' remuneration	Total 2022	Total 2021
	£	£
Wages and Salaries	(334,514)	(416,544)
Social Security	(32,025)	(40,808)
Pension	(22,306)	(24,083)
Total	(388,845)	(481,434)

The total number of employees whose emoluments (salaries, wages and benefits in kind) fell within the following bands

	Total 2022	Total 2021
	£	£
£80,000 - £89,999	1	1
Total	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £98,674. (2021: £163,870).

There were no redundancy costs in the year. (2021: £0)

The charity trustees have not received any remuneration.

There were no expenses paid to Trustees' (2021: £0).

8 Debtors

	Total 2022	Total 2021
	£	£
Trade Debtors	72,913	79,593
Accrued Income	11,757	3,750
Other Debtors (suspense account)	0	(37)
Total	84,670	83,306

9 Creditors

	Total 2022	Total 2021
	£	£
Trade Creditors	(1,306)	(1,254)
Other Creditors	(40,030)	(12,983)
Deferred Income	(21,151)	(42,363)
Staff Expenses	0	0
Accruals	(32,500)	(22,800)
Total	(94,987)	(79,400)

Deferred Income Breakdown

Deferred Income Brought Forward	(42,363)
Deferred Income Released in Year	69,157
Income Deferred in Year	(47,945)
Total Deferred Income	(21,151)

10 Analysis of the fund position: unrestricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	(27,921)	406,412	(312,733)	-	93,679	65,758
Total	(27,921)	406,412	(312,733)	-	93,679	65,758

10b. Analysis of the fund position: unrestricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
General Fund	90,476	266,181	(369,637)	(14,940)	(118,397)	(27,921)
Total	90,476	266,181	(369,637)	(14,940)	(118,397)	(27,921)

11 Analysis of the funds position: restricted funds (Current year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	2,687			-	-	2,687
Pathways to Law	57,054			(57,054)	(57,054)	(0)
Teacher Summer Schools	16,496			(16,496)	(16,496)	0
Application Mentoring UCL	-	94,257	(79,982)		14,275	14,275
Sutton Trust - Teacher Champions	26,246	14,617	(17,231)	16,496	13,882	40,128
Sutton Trust - Summer Provision	-	187,124	(149,026)	57,054	95,151	95,151
Total	102,483	295,998	(246,239)	-	49,759	152,241

11b. Analysis of the funds position: restricted funds (Prior year)

	Opening Balance	Income	Expenditure	Transfers	Movement in Year	Closing Balance
	£	£	£	£	£	£
Academic Apprenticeship	60,711	82,095	(140,118)	-	(58,023)	2,687
Pathways to Coding	0	-	-	-	-	0
Pathways to Law	74,379	30,280	(47,605)	-	(17,325)	57,054
Teacher Summer Schools	(0)	71,440	(54,943)	-	16,496	16,496
Access Champions - Sutton Trust	-	-	(14,940)	14,940	0	0
Access Champions - Scotland	-	-	-	-	-	-
Teacher Champions - Sutton Trust	13,453	33,000	(20,207)	-	12,793	26,246
Innovate	-	-	-	-	-	-
Total	148,543	216,815	(277,814)	14,940	(46,059)	102,483

Purpose of Restricted Funds

The purposes of the above funds are to provide monies to run each of the programmes. Each of the programmes have a separate agreement and run past 31 March 2022 into the new financial year and beyond. Further information on the purposes of the programmes can be found in the annual report on page 6.

All the restricted funds are linked to the charitable objectives of the organisation which is improving the life chances of children and young people in the UK by supporting them and their influencers through key educational transitions.

The balances of the Pathways to Law and Teacher Summer Schools funds were moved to become part of the current programmes, Sutton Trust – Teacher Champions and Sutton Trust – Summer Provision.

No restricted funds ran into deficit to 31 March 2022.

12 Analysis of net assets (Current year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	76,085	152,241	228,326
Other net current assets /(liabilities)	(10,317)		(10,317)
Creditors of more than one year			
TOTAL	65,768	152,241	218,009

12.b Analysis of net assets (Previous year)

	Unrestricted Fund	Restricted Funds	TOTAL
	£	£	£
Cash at bank and in hand	- 20,317	90,983	70,666
Other net current assets /(liabilities)	(7,594)	11500	3,907
Creditors of more than one year			
TOTAL	(27,921)	102,483	74,572

13 Pension obligations

The Charity has a defined contribution pension scheme where both the employee and employer pay contributions every month in the employees' pension.

The amount owed to the pension scheme was £14,242 (2021: £7,198). There are 9 employees enrolled on the pension scheme.

14 Related party transactions

The Charity had no related party transactions in the current year or prior year. There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

15 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	Total 2022	Total 2021
	£	£
Net income / (expenditure) for the reporting period	143,438	(164,456)
(Increase)/decrease in debtors	(1,364)	66,005
Increase/(decrease) in creditors	15,587	34,904
Total	157,660	(63,546)

16 Analysis of cash and cash equivalents

	Total 2022	Total 2021
	£	£
Cash at bank and in hand	227,823	66,211
Prepaid Cards	503	4,431
Petty Cash	0	24
Total	228,326	70,666

17 Operating lease commitments

	Property 2022	Property 2021
	£	£
Less than one year	(5,250)	(9,600)
Total	(5,250)	(9,600)

Causeway Education has an operating lease on its office space, the total of which expensed in the year was £5,250. (2021: £9,600). It has no other operating leases as at 31 March 2022.

18 Share capital

The Charity is a private company limited by shares. The Charity has 10 £10 shares which have been partly paid, with the shares held by the Trustees of the Charity.