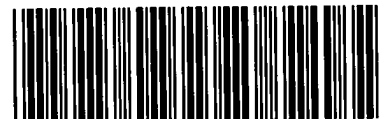


TALENT-ED EDUCATION

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

THURSDAY



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TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022

The trustees (who are also the directors of the company for the purposes of company law) present their report together with the financial statements and the independent examiner's report for the year ended 31 August 2022

Trustees:

The trustees who served during the year were:

Rowenna Abel

Ruth Ballett

David Campbell

Neil Carmichael (Chair)

Raphael Cohen

Neil Ehrenzweig (Treasurer)

Dr Simon King

Jessica McClymont - resigned 10 March 2022

Dr Claudia Mollidor

Contact Information:

Talent-Ed Education

Impact Hub, 34B York Way, King's Cross, London N1 9AB (Registered Charity Address)

info@talent-ed.uk

www.talent-ed.uk

Independent Examiner:

Paul Cartwright – Chartered Accountant

31 Melbourn Road

Royston, Hertfordshire, SG8 7DE

Bank:

Lloyds Bank, PO Box 1000, Andover BX1 1LT

Legal Status and full registered name:

Talent-Ed Education is a registered charity, number 1149130, and is constituted as a company limited by guarantee, number 08182391. It is governed by Articles of Association, incorporated on 16th August 2012.

The charity was registered with the Charity Commission on 27th September 2012.

Objectives of the Charity:

1. The advancement of education; and
2. The relief of those in need by reason of financial hardship or other disadvantage

Structure, Governance and Management:

The charity is constituted as a company limited by guarantee and governed by a board of trustees. The charity is managed on a day-to-day basis by its Chief Executive.

The trustees are responsible for setting the strategy of the organisation and ensuring that it is implemented to further the objectives of the charity. They also provide oversight of the Chief Executive, who in turn manages all other staff.

The trustees meet, together with the Chief Executive, at least 4 times per year. Trustees also participate individually in specific responsibilities agreed with the Chair.

Trustees are recruited and appointed through an open advertisement and interview process, which includes at least two existing trustees including the Chair.

No trustees receive any remuneration or other benefits in connection with their work.

Strategy:

Talent-Ed believes every young person deserves the support they need to flourish, regardless of background. We envision a world where there is no disadvantage gap between disadvantaged young people and their better-off peers, and our mission is to transform young peoples' futures through truly excellent tuition. We aim to improve students' academic attainment and build their confidence and other essential skills.

Our approach is based on robust evidence. Our tutors are qualified and highly experienced teachers, and we provide additional support to ensure they are ready to deliver the highest quality support to our students. Tutors work with small groups of students to maximise impact while also ensuring cost effectiveness.

We run two programmes that further our mission: the Schools Programme, where we partner directly with schools to support their students in English, Maths, and Science; and the Maths Masterclass Tutorials, where we work directly with parents/students to provide challenging and stimulating extra maths to help students become excellent mathematicians.

Summary of the charity's main achievements of the year:

Talent-Ed focused on our public benefit objectives as a charity and achieved them in the following ways:

- Supported 2,102 young people with high-quality targeted tuition (an increase of +166% on the previous year)
- Delivered nearly 9,000 hours of tuition (an increase of +166% on the previous year)
- Pupil Premium eligible students on our Schools Programme improved by 6.5 months' learning in Maths and English relative to a comparison cohort not on the programme
- While all students on our Schools Programme are loosely classified as disadvantaged, this year 65% of students were eligible for the Pupil Premium (up from 55% previous year)
- 91% of students on our Maths Masterclass Tutorials said the programme helped them become a more confident mathematician
- We continue to enjoy good support from a wide range of education partners and grant funders.

Further information on our impact can be reviewed at <http://www.talent-ed.uk/our-impact>

Talent-Ed thereby achieved its public benefit objectives and the trustees have focussed on these objectives throughout the year.

Financial Review

Talent-Ed's total income increased to £743,672 in 2020-21 (2020-21: £504,438). This was due to increases in both paid for services and fundraising income from grants and donations.

The charity achieved an increase in paid for services of 50% to £317,320 (2020-21: £210,970). The charity's participation in the National Tutoring programme, as well the impact of the pandemic continuing to subside, combined to drive a significant increase in the provision of tutoring services to our beneficiaries.

The charity spent £769,317 (2020-21: £498,466) during the year, of which 87% (2020-21: 88%) was on its charitable activities – delivering support to bright students from low-income backgrounds, with the remainder on fundraising and other support costs.

As a result of expenditure exceeding revenues, the charity experienced a net deficit of £25,645 (2020-21: £5,973 surplus) and therefore reports a net deficit on total funds of £19,383. However, the trustees also took the decision to

pay off a substantial portion of our debt to the Young Foundation to improve our balance sheet and reduce future interest payments. The trustees consider that the charity continues to forecast sufficient cashflows to meet its liabilities as they fall due.

The charity is operating within its reserves policy, and restricted funds continue to be set aside for the purposes stipulated by their donors.

Further details of the activities of Talent-Ed are set out in the Statement of Financial Activities below.

Reserves Policy:

Our reserves policy ensures that the charity can meet all current contractual obligations without generating any further revenue.

This takes the following into consideration:

1. Current funds in our bank account - considering restricted and unrestricted funds.
2. Monies contractually committed to the charity, designated as such by a written commitment to pay from the payer and/or an invoice raised.
3. Our financial obligations and commitments, which includes all staff costs for the duration of employees' notice periods.

Trustees ensure that, at a minimum, (1) + (2) is greater than (3) at all times.

Management reporting then identifies a reasonable margin of safety to reduce the likelihood of any breach of this policy.

Talent-Ed's Future:

In 2022-23 Talent-Ed will continue to support disadvantaged young people, with tailored tuition by high-quality, qualified tutors. We will look to increase and expand our impact in a number of ways:

- We are delighted to have been re-approved as one of the National Tutoring Programme Tuition Partners for the third year in a row and are one of only 9 out of more than 60 approved providers that are not for profit. This will allow us to reach even more disadvantaged students through our Schools Programme, with costs to schools heavily subsidized.
- We will continue growing, and we aim to work with over 2,500 students across our two programmes. We are building towards supporting over 10,000 students by 2026.
- We also plan to expand our footprint into new parts of the country where educational disadvantage is highest, such as the North-East, the North-West, and Yorkshire.
- We will continue to focus on the quality of our tuition, with a new tutor recruitment and assessment approach, improved quality assurance processes, and better impact assessment measures.
- We will invest in streamlining our delivery processes to improve efficiency and reduce repetitive manual tasks, with a particular focus on automations in our CRM.

Acknowledgements:

The charity gratefully acknowledges the significant contributions of all those involved with its activities, and the generosity of its donors.

Statement of Trustees' Responsibilities:

Company Law requires the trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charitable company and of the incoming 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 methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent

TalentEd

Tailored tuition to help students grow

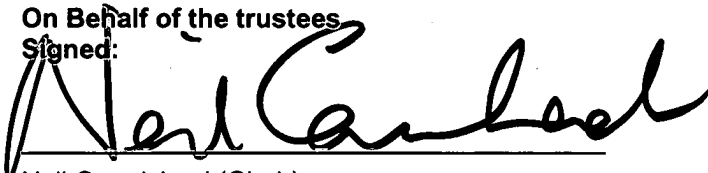
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy 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 as well as exercising financial controls.

On Behalf of the trustees

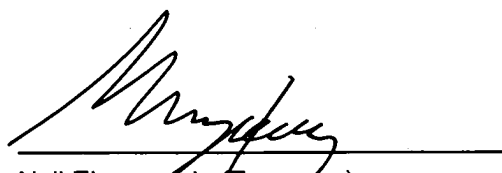
Signed:



Neil Carmichael (Chair)

Date

17 May 2023



Neil Ehrenzweig (Treasurer)

Date

17 May 2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TALENT-ED EDUCATION ("THE COMPANY")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2022, which are set out on pages 6 to 11.

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

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 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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act;
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

P. Cartwright

Paul Cartwright – Chartered Accountant
31 Melbourn Road
Royston, Hertfordshire, SG8 7DE

22 May 2023

Date

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income & Expenditure Account)
FOR THE PERIOD ENDED 31 AUGUST 2022

| | Note | Unrestricted Funds £ | Restricted Funds £ | Total 2022 £ | Total 2021 £ |
|--|-------------|--------------------------------|------------------------------|------------------------|------------------------|
| Income: | | | | | |
| Grants & Donations | 2 | 76,986 | 349,362 | 426,348 | 293,463 |
| <i>Income from Charitable Activities</i> | | | | | |
| Trading Income | 3 | 317,320 | - | 317,320 | 210,970 |
| Other income | 4 | - | - | 4 | 5 |
| Total Income | | 394,310 | 349,362 | 743,672 | 504,438 |
| Expenditure: | | | | | |
| Costs of Raising Funds | 4 | 92,821 | 7,456 | 100,277 | 59,740 |
| Expenditure on charitable activities | 5 | 301,188 | 367,852 | 669,040 | 438,726 |
| Total Expenditure | | 394,009 | 375,308 | 769,317 | 498,466 |
| Net income (expenditure) and net movement in funds for the year | | 301 | (25,946) | (25,465) | 5,972 |
| Reconciliation of funds | | | | | |
| Total Funds Brought Forward | | (40,982) | 47,244 | 6,262 | 290 |
| Total Funds Carried Forward | | (40,681) | 21,928 | (19,383) | 6,262 |

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

All income and expenditure derives from continuing activities.

The Notes on pages 8 to 12 form an integral part of these accounts.

BALANCE SHEET AS AT 31 AUGUST 2022

| | Note | 2022 | 2021 |
|--|------|-----------------|--------------|
| | | £ | £ |
| Current Assets: | | | |
| Bank & Cash | | 97,520 | 168,385 |
| Debtors | 9 | 9,406 | - |
| Liabilities | | | |
| Creditors falling due within one year | 10 | (23,631) | (16,862) |
| Creditors falling due after more than one year | 11 | (102,678) | (145,261) |
| Net Assets | | (19,383) | 6,262 |
| The Funds of the charity: | | | |
| Unrestricted income funds | | (40,681) | (40,982) |
| Restricted Income funds | 12 | 21,298 | 47,244 |
| Total charity funds | | (19,383) | 6,262 |

The trustees (who are also the directors of the company for the purposes of company law) confirm that for the year ended 31 August 2022 :

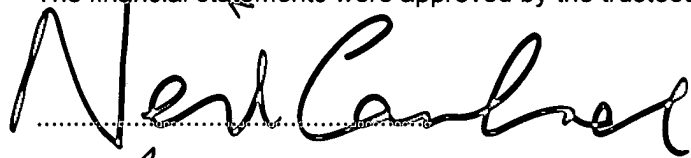
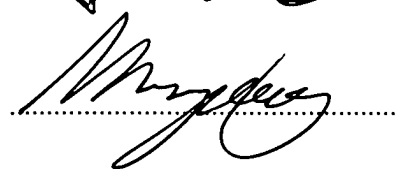
- the company was entitled to exemption from audit under section 477 of the Companies Act 2006, and
- members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act. However, in accordance with section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report appears on page 4.

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

The Notes on pages 8 to 12 form an integral part of these accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006, with the Charities (Accounts and Reports) Regulations 2008 and with the Statement of Recommended Practice Financial Reporting Standards for Smaller Entities (effective 1 January 2015).

The financial statements were approved by the trustees on 17 May 2023 and signed on their behalf:

Neil Carmichael
Director and trustee

Neil Ehrenzweig
Director and trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting Policies

a Basis of accounting

These financial statements have been prepared under the historical cost convention, in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Charities' SORP 2005 (Statement of Recommended Practice: "Accounting by Charities") and the Companies Act 2006.

b Incoming Resources

Income, including from grants, is recognised where there is entitlement, reasonable certainty of receipt, and the amount can be measured with sufficient reliability. Amounts receivable for future periods are shown as deferred income. Contract income is recognised in the period in which the activity is carried out.

c Resources Expended

Expenditure is included on an accruals basis when incurred, which is when there is legal or constructive obligation. Expenditure includes irrecoverable VAT.

Expenditure is apportioned between functional categories based on estimated staff time as appropriate.

Costs of fund-raising include the time costs of bidding for external funds and loan interest payable.

The value of services provided by volunteers is not incorporated into these financial statements. Where services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

d Funds

Restricted funds are incoming resources received or generated for specific purposes as laid down by the donor or the terms of the grant. Expenditure which meets these criteria is drawn from the fund.

Unrestricted funds are other incoming resources received or generated for general charitable purposes.

2) Income from Grants & Donations

| | Unrestricted Funds £ | Restricted Funds £ | Total 2022 £ | Total 2021 £ |
|--|----------------------------|--------------------------|--------------------|--------------------|
| Grants Receivable: | | | | |
| 29 th May 1961 Charity | - | 10,000 | 10,000 | - |
| A&O Foundation | - | - | - | 5,000 |
| Ark UK Programmes | - | 216,605 | 216,605 | 5,085 |
| Brian Murtagh Charitable Trust | - | 9,839 | 9,839 | - |
| BBC Children in Need | - | - | - | 12,665 |
| Charitable Giving Benevity | 2,377 | - | 2,377 | 1,145 |
| Chris Whitehouse | 400 | - | 400 | 350 |
| Co-Op Fundraising | 390 | - | 390 | - |
| Deloitte | 541 | - | 541 | 780 |
| The Dulverton Trust | - | 35,000 | 35,000 | - |
| Edward Cadbury Trust | - | 3,000 | 3,000 | - |
| Eveson Charitable Trust | - | 10,307 | 10,307 | 10,000 |
| Garfield Weston Foundation | - | - | - | 40,000 |
| The Green Hat Foundation | - | 10,000 | 10,000 | - |
| The Grocer's Charity | - | - | - | 5,000 |
| IPSOS MORI | - | 28,630 | 28,630 | - |
| The Hobson Charity | - | 4,025 | 4,025 | - |
| James Hambro & Par Dischma Charitable Trust | - | - | - | 500 |
| John Lyons Charity | - | - | - | 10,000 |
| Sir Jules Thorn Charitable Trust | - | - | - | 1,000 |
| National Lottery Community Fund | - | - | - | 9,700 |
| National Tutoring Programme | 2,152 | - | 2,152 | 31,363 |
| Nesta | - | - | - | 50,000 |
| Prospectus | - | 7,456 | 7,456 | - |
| Tallow Chandlers | - | 8,000 | 8,000 | 3,000 |
| The Lake House Charitable Trust | - | - | - | 2,500 |
| The Walcot Foundation | - | - | - | 24,188 |
| Worshipful Company of Basket Makers | - | 1,500 | 1,500 | - |
| Sir Walter St. John Educational Charity | - | 5,000 | 5,000 | - |
| Worshipful Company of International Bankers | - | - | - | 1,000 |
| Other | 71,126 | - | 71,126 | 80,187 |
| | 76,986 | 349,362 | 426,348 | 293,463 |

3) Income from Charitable Activities

| | Unrestricted Funds £ | Restricted Funds £ | Total 2022 £ | Total 2021 £ |
|---|----------------------------|--------------------------|--------------------|--------------------|
| Fees from schools | 276,174 | - | 276,174 | 197,478 |
| Income from Parents of non-disadvantaged students | 41,146 | - | 41,146 | 13,492 |
| Other Income | 4 | - | 4 | 5 |
| | 317,324 | - | 317,324 | 210,975 |

4) Costs of Raising Funds

| | £ | £ | £ | £ |
|--|---------------|--------------|----------------|---------------|
| Support costs apportioned (see note 6) | 92,821 | 7,456 | 100,277 | 59,740 |
| | 92,821 | 7,456 | 100,277 | 59,740 |

5) Expenditure on Charitable activities

| | £ | £ | £ | £ |
|--|----------------|----------------|----------------|----------------|
| Direct costs on school sessions | 128,165 | 341,831 | 469,996 | 308,379 |
| Support costs apportioned (see note 6) | 173,023 | 26,021 | 199,044 | 130,347 |
| | 301,188 | 367,852 | 669,040 | 438,726 |

6) Analysis of Support Costs

| | Charitable Activities £ | Raising Funds £ | Total 2022 £ | Total 2021 £ |
|---------------|-------------------------------|-----------------------|--------------------|--------------------|
| Staff costs | 156,775 | 86,189 | 242,964 | 169,461 |
| Office Costs | 42,269 | 9,415 | 51,864 | 13,489 |
| Finance costs | - | 4,673 | 4,673 | 7,137 |
| | 199,044 | 100,277 | 299,311 | 190,087 |

Staff and Office costs are apportioned based on the amount of staff time spent on fundraising versus managing and running our programmes.

Finance costs relate to interest payable on our Loan from the Young Foundation – See also note 11.

7) Staff Costs

| | 2022 £ | 2021 £ |
|-----------------------|----------------|----------------|
| Salaries | 307,728 | 230,339 |
| Social Security Costs | 77,203 | 27,179 |
| | 384,931 | 257,518 |

The charity had an average number of 10.3 full-time equivalent employees during the year (2021 – 6.5).
One employee earned £60,000-£70,000 during the year (2021: One).

8) Trustees' remuneration & expenses

The trustees did not receive any remuneration during the year (2021: Nil).

9) Debtors

| | 2022 £ | 2021 £ |
|-----------------------------|--------------|-----------|
| National Tutoring Programme | 9,406 | - |
| | 9,406 | - |

10) Creditors falling due within one year

| | £ | £ |
|------------------|---------------|---------------|
| Trade Creditors | 1,520 | 3,134 |
| Payroll accruals | 22,110 | 13,728 |
| | 23,630 | 16,862 |

11) Creditors falling due after more than one year

| | £ |
|-------------------------------------|----------------|
| Young Foundation Loan | |
| Balance owing on 1 Sep 2021 | 145,261 |
| Interest Payable | 4,673 |
| Repayments Made | (47,256) |
| Balance owing on 31 Aug 2022 | 102,678 |

The Young Foundation Loan matures on 31 August 2025 and carries interest payable at 5% per annum.

12) Restricted Funds

| | Note | Funds 1 Sep 21 £ | Incoming Resources £ | Resources Expended £ | Funds 31 Aug 22 £ |
|---|------|------------------------|----------------------------|----------------------------|-------------------------|
| 29 th May 1961 Charity | a | - | 10,000 | 10,000 | - |
| Ark UK Programmes | b | - | 216,605 | 216,605 | - |
| BBC Children in Need | c | 9,665 | - | - | 9,665 |
| Brian Murtagh Charitable Trust | d | - | 9,839 | 9,839 | - |
| The Dulverton Trust | e | - | 35,000 | 35,000 | - |
| Edward Cadbury Trust | f | - | 3,000 | 3,000 | - |
| Eveson Charitable Trust | g | - | 10,307 | 10,307 | - |
| The Green Hat Foundation | h | - | 10,000 | 10,000 | - |
| The Hobson Charity | i | - | 4,025 | 4,025 | - |
| IPSOS MORI | j | - | 28,630 | 28,630 | - |
| Nesta | k | 7,200 | - | 7,200 | - |
| Prospectus | l | - | 7,456 | 7,456 | - |
| Tallow Chandlers | m | - | 8,000 | 5,221 | 2,779 |
| The Lake House Charitable Trust | n | 2,500 | - | 2,500 | - |
| Sir Walter St. John Educational Charity | o | - | 5,000 | - | 5,000 |
| Worshipful Company of Basket Makers | p | - | 1,500 | - | 1,500 |
| Other | q | 27,879 | - | 25,525 | 2,354 |
| | | 47,244 | 349,362 | 375,308 | 21,298 |

- a. 29th May 1961 Charity funded programmes at Hall Green Secondary School
- b. Ark UK Programmes contributed to our Maths Masterclass Tutorials.
- c. BBC Children in Need is funding programmes in Southwark
- d. Brian Murtagh Charitable Trust funded programmes at Kings Academy Prospect
- e. The Dulverton Trust funded programmes at Thorpe St. Andrews, Ladypool & Lutterworth
- f. Edward Cadbury Trust funded tutor recruitment in Birmingham
- g. Eveson Charitable Trust contributed to programmes in the West Midlands
- h. The Green Hat Foundation funded programmes in Blackpool
- i. The Hobson Charity contributed to technology development of our Salesforce system
- j. IPSOS MORI funded programmes at Kingsbury
- k. Nesta funded digital development including the launch of our online learning platform
- l. Prospectus funded our intern programme
- m. Tallow Chandlers supported our efforts to recruit high quality tutors
- n. The Lake House Charitable Trust supported 3 programmes in primary schools
- o. Sir Waler St. John Educational charity will fund our schools programme in 2022-3
- p. Worshipful Company of Basket Makers will fund a programme in 2022-3
- q. A donation was received to pay for one of our programme officers