



Changing 1000 Lives: Year Three

ANNUAL REVIEW & STATEMENT OF ACCOUNTS 2023-2024

More learning, less walking



Stay At School is creating positive change for 1000 lives in Nepal. Our mission is to help young people from very poor communities in eastern Nepal overcome the physical and financial barriers to education, opening up a world of opportunities.

Cover photo: Morning assembly at Junbesi Secondary School



Letter from Founder and Chair

Nepal is one of the UN's 'least developed countries'. Over a quarter of Nepali families survive on less than £1 per day. And in rural mountain communities, like Solukhumbu where we work, family incomes, education, health and social welfare lag far behind the rest of the country. This is where Stay At School is working to make a difference.

Within these communities, the most disadvantaged are girls and women. Nepali families have traditionally promoted boys' education over girls'. Girls are more likely to drop out of primary and secondary school. Girls are more likely to be married by the age of 14. And girls are far more likely than boys to be trafficked or socially excluded.

The only way to change these historical injustices is through better educational opportunities for girls. If girls 'stay at school' and progress to secondary or higher education, their life outcomes are transformed.

Every year, Stay At School boarding houses provide a safe and inspiring home for over 200 girls (aged 12-16) to study and learn with their peers... instead of doing menial chores on an isolated, dead-end family landholding.

Stay At School Fellowships have, over the years, enabled almost 100 young women to pursue studies in A-levels, vocational and university courses and to go on to exciting jobs in Nepal's national economy.

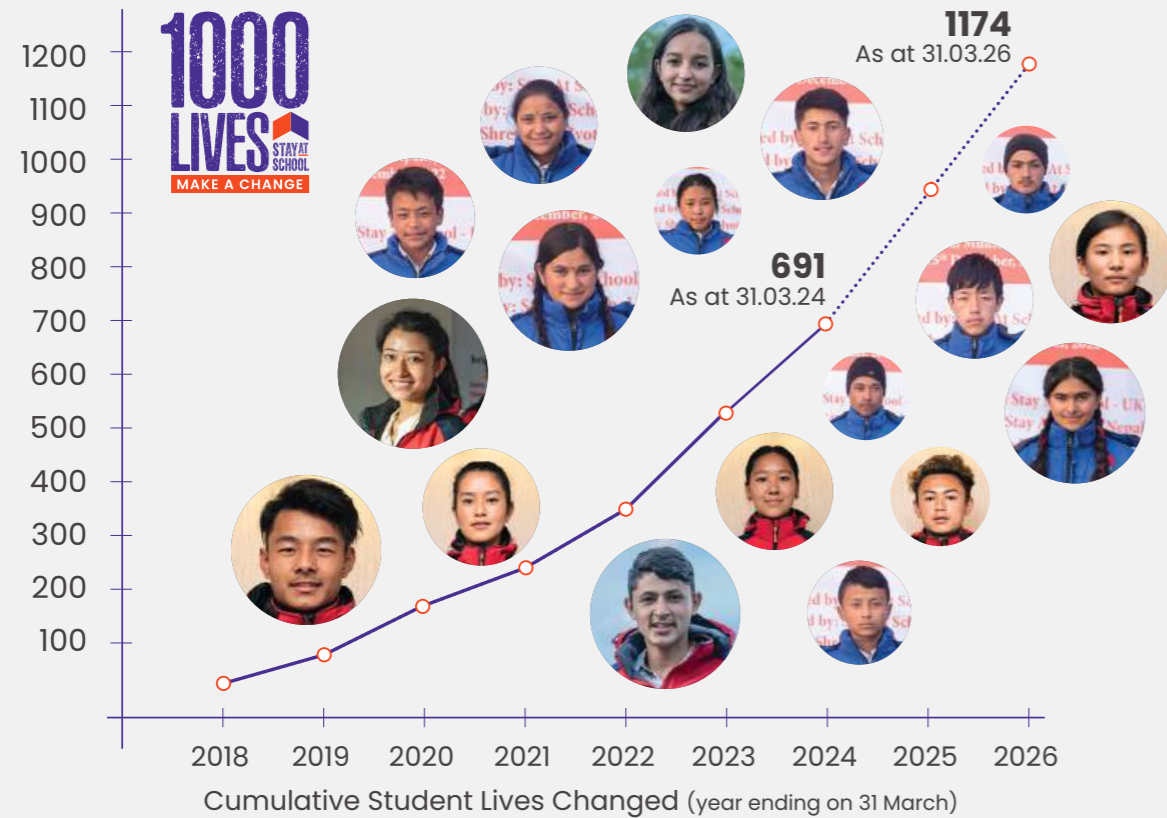
And I have never met a parent who did not want these types of opportunities for their children... girls or boys.

As always, thank you for helping us to help them.

Peter

“ The only way to change these historical injustices is through better educational opportunities for girls.

Statement of 1000 Lives



Our five-year goal is to make a meaningful difference to the lives of 1000 young people from very poor mountain communities in eastern Nepal.

In very poor, sparsely populated mountain regions of eastern Nepal, students wishing to stay in school and complete their education face huge challenges.

We work with communities to address these challenges, building and operating quality boarding facilities at secondary schools across the Solukhumbu district, enabling students to fulfil their learning potential and complete their secondary education. Our Fellowships programme supports those who graduate to upper secondary, university and vocational studies, facilitating access to meaningful opportunities in the growing Nepali economy.

Our goal is to deliver better outcomes for students while improving skills and facilities in our partner schools and local communities. Our impact on student well-being, academic achievement and life outcomes delivers local, sustainable change, ensuring both students and communities assume greater responsibility for their own futures.

Investing in the lives of disadvantaged young people, we continue to strive for brighter futures through better education.

What have we achieved this year?

- Expanded Our Reach**

With the launch of Stay At School in Basakhali, we are now providing a home-from-home learning experience across five communities.
- Improved Grades, Brighter Futures**

Stronger exam results from our boarding students are opening doors to new opportunities, helping them unlock their full potential.
- Expanded Our Reach**

Our robust Fellowships programme is targeting the hardest-to-reach students both in the region and in Kathmandu, ensuring no-one is left behind.
- Improved Grades, Brighter Futures**

With 539 boarding students and 152 Fellows now supported, we've impacted 691 lives and are on track to hit our 1000 Lives goal.
- Expanded Our Reach**

Our interns and Young Sirdars are driving fresh, exciting initiatives, bringing new energy and ideas to our projects.
- Expanded Our Reach**

Our team in Nepal continues to impress with their dedication to pursuing positive outcomes for students at an individual level, whilst also developing the community links needed to drive our projects forward successfully.
- Expanded Our Reach**

It is both a privilege and immensely fulfilling to be part of the Stay At School journey. It is a journey made possible by the unwavering support of so many and we extend our thanks to all of those who have backed our endeavours. It is with your help that we will reach our target and change the lives of 1000 disadvantaged young people in Nepal.

The joy of working for Stay At School is being part of a team that is driven by a desire to bring about change. Our staff in the UK and Nepal share a commitment to improve lives, expand educational opportunities and create sustainable change in some of the world's most remote and impoverished communities. The push to meet our 1000 Lives target underpins our actions every day.

Over the past year, the enthusiasm, creativity and dedication of our teams has been more evident than ever. In the UK, there have been great strides forward across all areas - from our fundraising capacity to our communications reach and to our understanding of sustainability planning and development.

Our team in Nepal continues to impress with their dedication to pursuing positive outcomes for students at an individual level, whilst also developing the community links needed to drive our projects forward successfully.

It is both a privilege and immensely fulfilling to be part of the Stay At School journey. It is a journey made possible by the unwavering support of so many and we extend our thanks to all of those who have backed our endeavours. It is with your help that we will reach our target and change the lives of 1000 disadvantaged young people in Nepal.

Thank you!



Kathryn Griffith
EXECUTIVE DIRECTOR, UK



Gele Rapke Bhote
EXECUTIVE DIRECTOR, NEPAL

Changing Lives

Despite gender parity in school enrolment in Nepal, there is a higher drop-out rate among girls particularly in the secondary phase, with those living in remote, rural communities at highest risk. Multiple factors such as early marriage, cultural traditions, gender biases and poverty contribute to these numbers. When girls have access to quality education, they are more likely to make informed decisions about their lives. We catch up with a few of the young women from this photo, taken at Junbesi boarding house in 2017, to learn how education has shaped their journeys.

Yangjium, "After I finish school, I plan to go to Kathmandu. I won't let my parents' hard work supporting my education go to waste. My favourite subject is science, and I dream of becoming a doctor. I've always been at the top of my class. I'll do everything I can to get a scholarship to study medicine. If I get one, it will lessen the financial burden on my parents."

Yangji, "People used to ask my mother, 'Why educate your daughters? They could just help with the housework and get married later!' But my mother never agreed with that. I moved to Junbesi Secondary School for grades nine and ten and stayed in the boarding house. I completed my Plus Two (A-level-equivalent) and now I'm in the third year of my Business Studies degree."



Lhamu, "My mother, who never had the chance to study, always encouraged me to focus on my education. She would remind me to study hard, always saying, 'I couldn't study, but I will make sure you do.'"

Pasang Phuti, "Before taking the SEE (GCSE equivalent) exams, I heard that students who performed well would receive a scholarship for their Plus Two (A-level-equivalent) studies. In a place like Kathmandu, where tuition, registration and exam fees and sports and library expenses are very high, that scholarship was a lifeline. I'm now in the third year of my bachelor's degree, majoring in English with a focus on education."



33% of girls in Nepal are married before their 18th birthday, a rate 3.5 times higher than that of boys. **In rural areas this rises to 40%.**

Each year of secondary education decreases the likelihood of early marriage by 5% or more.

Roughly **25% of Nepal's population lives on less than £1 per day.** Even for families above that line, quality education can be prohibitively expensive. Gender bias means that if faced with the choice, parents tend to invest more money in the education of boys.

A lack of gender separate bathrooms deters some from attending school over concerns of modesty or sometimes an inability to follow religious guidelines that require separation of toilets.

Sources: World Bank, Little Sisters Fund, Farsight Nepal, International Labour Org, UNICEF.

Over 400 girls have resided in our boarding houses so far.

Total number of Fellowships awarded to girls so far: **85**

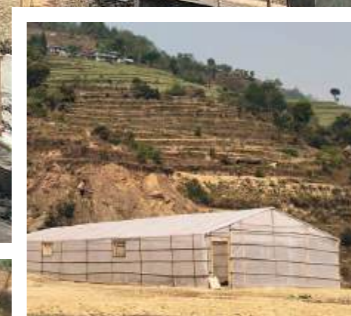
Building Boarding Houses

Our boarding houses are located in remote, mountainous areas where both physical and financial challenges mean that many students struggle to finish secondary school, with high drop-out rates, in particular for girls.

Working with communities to develop and operate infrastructure, facilities and other educational services, we help students to achieve their fullest potential, creating better life opportunities.



Work has started on the construction of our sixth boarding house, in the village of Chheskam.



Our greenhouses allow for a wider variety of vegetables to be cultivated than is typically achievable at higher altitudes.



Rinji Sherpa, Senior technical officer, with his construction team



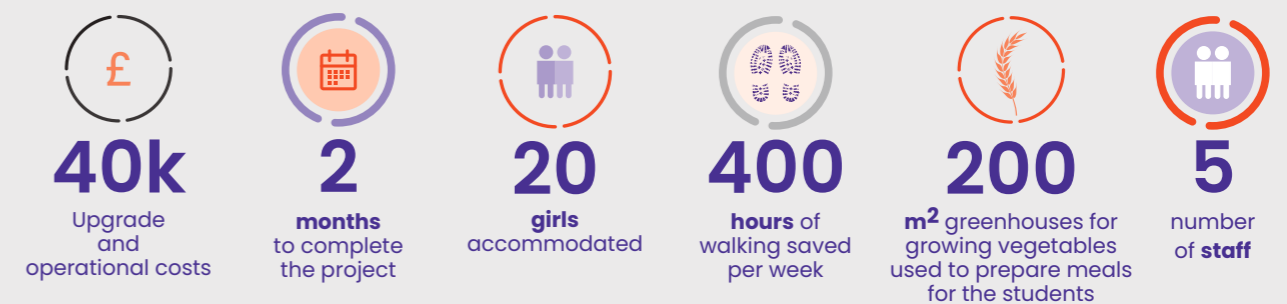
In partnership with the German NGO Re:Help e.V, this year we successfully completed our fifth boarding house, in the village of Basakhali. Our efforts focused on complementing an existing girls' hostel constructed by Re:Help, with a range of upgrades including furnishings, landscaping and greenhouses, as well as the provision of ongoing operational support and expertise. Our key aim being to help the community to operate the beautiful building provided by Re:Help. Since its opening in April 2023, the facility has been home to 20 girls, along with a warden, cook and gardener.

“ Thanks to the wonderful collaboration between Stay At School and Re:Help, the girls now have the opportunity to concentrate even better on their studies. The students who live in the girls' hostel are now spared hours of walking to and from school. This is a very big relief for them. And thanks to Stay At School's great pastoral care the girls feel completely comfortable and can reach their potential and achieve excellent results.

RENATE KOTZ, RE:HELP FOUNDER

Coming soon...
Another partnership project with Re:Help will see the launch of an identical boys' boarding house. We are confident of the invaluable opportunities that this will bring to the boys of Basakhali.

BASAKHALI BOARDING HOUSE



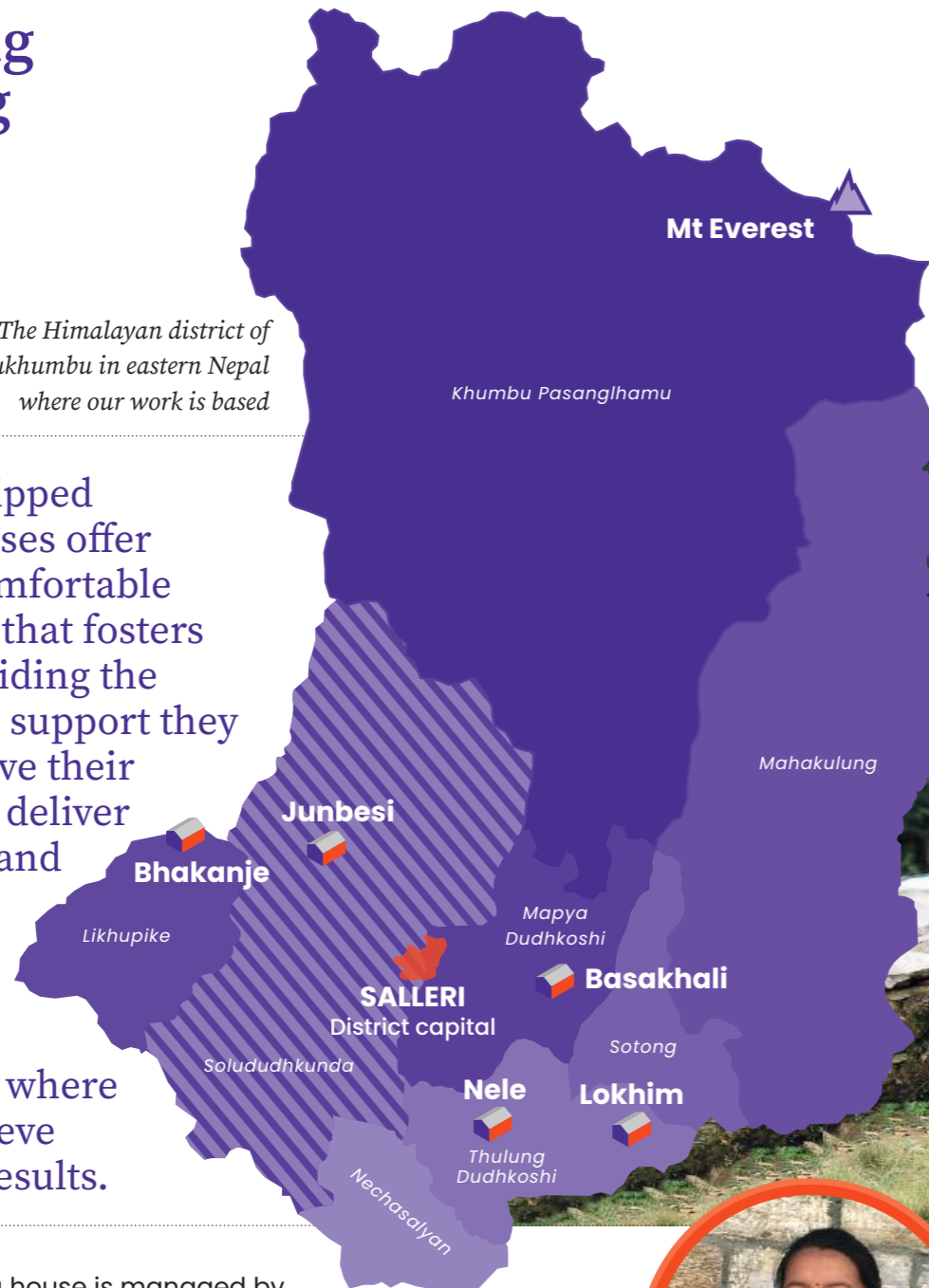
Dancers at the opening ceremony

“ Knowing that my daughter is well looked after and making good progress in her studies brings me peace of mind. The boarding house has given her the opportunity to focus on her education without any distractions.

MR CHANDRA KHALING RAI, PARENT

Operating Boarding Houses

The Himalayan district of Solukhumbu in eastern Nepal where our work is based



Our well-equipped boarding houses offer students a comfortable environment that fosters success, providing the structure and support they need to achieve their potential. We deliver the financial and operational support necessary to help the communities where we work achieve exceptional results.

Basakhali boarding house is managed by two women leaders who serve not only as positive role models for the girls, but also assume crucial pastoral responsibilities, meeting their social and developmental needs and supporting the challenges faced by older girls. We believe that providing strong women leaders is a powerful way to encourage more girls to attend school and stay in school.



“ I use fresh, organic vegetables from the greenhouse to prepare the meals. The most popular dish is our traditional ‘dal bhat’ with fresh spinach and cucumber salad. It’s rewarding to know that the food I cook helps the girls to stay focused and energised throughout their day.

BINDA BHUJEL, COOK AND GARDENER. IN ADDITION TO HER ROLE AS COOK, BINDA IS STUDYING FOR A BACHELOR’S DEGREE BY REMOTE LEARNING.



EXTRA-CURRICULAR ACTIVITIES

Interns Freddie and Tom spent their placement at our boarding houses teaching music, drama and English through fun workshops, enjoyed by staff and students alike.

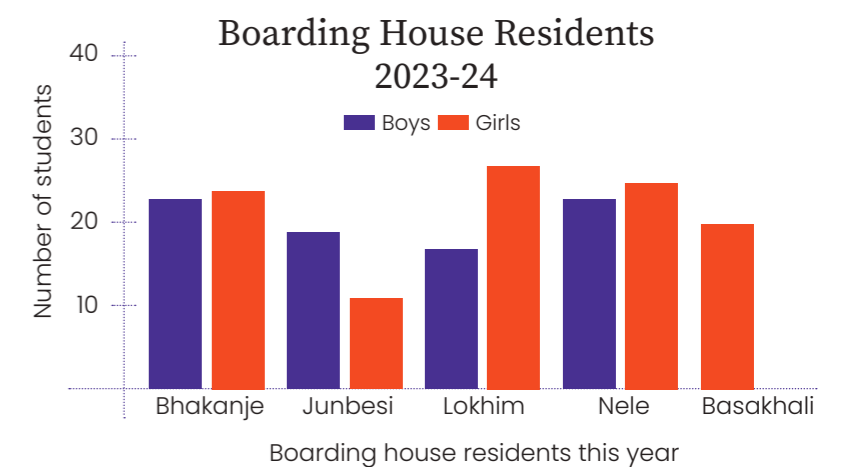


“ What I really like about living in the boarding house is the sense of community we have here. We study together, support each other and share our experiences. It feels like a second home where I can focus on my studies as well as spending time with my friends.
NISHA, CLASS 9



WINTER COACHING

Each year in January we run a ‘winter coaching’ programme for top year students to help prepare them for their end of secondary exams in March. Schools are mostly shut over the winter period, so the opportunity for the older pupils to stay on and participate in study supported by all the main subject teachers is a significant benefit, putting students in the best possible position for success.



Fellowships

Through our Fellowships programme we are helping students to access higher education both in Kathmandu and in the rural districts where we work. Research is underway to expand our Fellowships services to support more SEE (GCSE-equivalent) graduates from our partner schools to pursue their academic goals in the region, creating a thriving educational hub in Salleri, the Solukhumbu district capital.

Our objective is to provide financial, professional and emotional support to our Fellows as they begin their journey into adulthood. We organise regular workshops aimed at building skills and confidence, recognising that students from remote mountain communities often face significant challenges in adapting to the much larger institutions of the district and national capitals. This support is highly valued by schools, parents and students, enabling the most talented and underserved individuals to move forward into higher education and access greater opportunities for better jobs and improved life outcomes.



FELLOWS SUPPORTING FELLOWS

Suraj, a microbiology graduate from Junbesi, is currently pursuing his master's degree in Kathmandu and serves as a trustee for Stay At School Nepal. Earlier this year, he led a financial literacy training session for junior Stay At School Fellows.

“ We Fellows come from village settings where we were not taught any investing techniques. I felt the need to understand investment and investing and wanted to share my knowledge. Because I know that if we maintain financial discipline from a young age, we will be able to help ourselves and our family as well in the upcoming future.

Law Fellowships



83 likes

We are thrilled to have secured funding this year from the International Bar Association's Human Rights Institute Trust to encourage more girls among our Fellows to pursue careers in law. We are currently developing a dedicated Law Fellowships programme, set to launch in the next financial year (August 2024). This programme will offer financial awards and provide a tailored support package, including mentorship from women in the legal sector, as well as assistance with English language skills and IT training.

“ I chose law because in my society nobody has chosen this field, people have also negative concept about law. I want to set an example in my society: to give justice, to improve my knowledge, to know all the rules and regulation, to stop corruption from my country and also to remove debate of caste.

SABINA, LAW FELLOW

FELLOWSHIPS COUNCIL

We are fortunate to have a dedicated group of investors who not only support our Fellowships programme but are also actively engaged through the Fellowships Council. This passionate team meets twice a year to review all aspects of the programme - from strategic goals to activities and funding. Their invaluable guidance and commitment have been a key force behind the programme's growth and ongoing success.

“ Being on the Fellowships Council enables me to stay closer to the values of Stay At School and its programme delivery, while supporting through higher education some of the most dedicated young people. The hope is that one day they will return to their roots but in any case, their continued education enriches their region directly or indirectly.

ANNA VLACHOCHRISTOS

Staff Spotlight



Chhiring Dolma Sherpa, Stay At School Regional Fellowships Officer, Salleri.

Chhiring's journey with Stay At School started many years ago when she became one of our first Fellows. Having grown up in Junbesi, she has a unique and deep understanding of the experiences of the young people she now works with.

“ Through tailored mentoring and workshops, I support the Fellows in building important life skills, such as leadership, teamwork, communication, critical thinking, interpersonal skills, effective responses and active listening. With a background in public health, I also provide health education and conduct quarterly health check-ups. My aim is to inspire the Fellows and help them envision their academic potential, creating a path toward achieving their goals.



RAJANI, FELLOW IN KATHMANDU

“ My Fellowship has allowed me to pursue a dental degree in Kathmandu. I am dedicated to improving oral health in places that lack proper dental care. My aspiration is to provide essential oral hygiene education and services to underserved communities, like my home village of Bhakanje in Solukhumbu, where I plan to hold a dental camp. This area faces big challenges when it comes to getting dental care and knowing about oral health. My aim is to educate people, especially schoolchildren as it is crucial to take care of oral health from a young age.



Students pursue a broad range of subjects

PUBLIC HEALTH EDUCATION TOURISM SCIENCE LAW

IT NURSING BUSINESS MEDICINE MICROBIOLOGY



170 FELLOWSHIPS AWARDED SO FAR

Internships



This year, we've hosted a total of ten interns in Nepal, where they spent up to six weeks assisting with both the academic and extracurricular activities of our boarding house students and Fellows. Additionally, our interns have played a key role in conducting research for our expanded regional Fellowships programme in Salleri, evaluating a range of factors from students' needs and priorities to the feasibility and design of potential buildings and sites.

“ Activities including word games, sport and music allowed us to expose the students to informal English in a relaxed environment. It was so rewarding getting to know the children and seeing their progress.

CHARLOTTE, KITTY AND ALEX

Young Sirdars

Our growing group of committed younger supporters continues to enrich the development of our programmes. Their research in areas such as impact and sustainability, building design, technology, and services and facilities has been instrumental in guiding our strategic planning.

We are delighted to welcome Bella Austin, leader of Young Sirdars, to the Board of Trustees:

“ As a trustee for Stay At School, I bring innovative ideas from our Young Sirdars Committee, supporting the charitable vision. I help drive project development to reach more students and enhance educational opportunities in Nepal.

“ As a Nepali who moved to the UK and grew up in the British education system, I have experienced the transformative impact of consistent access to education on one's life trajectory. I want to help communities in Solukhumbu to independently drive growth in the region, leading to better outcomes for young adults. Through my work with Stay At School, we are creating reporting and impact measurement frameworks, so we can identify where support is required and how best to deliver it.

PRAFULLA TIMILA, YOUNG SIRDAR



Himalayan Adventures

Experiencing Nepal with Stay At School is the perfect way to witness first-hand the positive impact your support is making in the lives of young people in the communities we serve.

Visiting our boarding houses, observing our programmes in action and engaging with students, Fellows and stakeholders provides a first-hand look at the challenges faced by these impoverished rural communities. This experience highlights the critical need for your support and the direct impact it has on student outcomes.

An exciting week split between the vibrant city of Kathmandu and the peaceful Himalayan mountains allows us the opportunity to

showcase our work, with excursions offering the chance to summit a peak or two while exploring the scenic Sherpa trails as we journey.

For us, the advantages of directly engaging supporters with our work and helping them understand the tangible impact of their contributions are significant. This strengthens the link between fundraising and support in the UK and delivering change in Nepal.



“ Spending time visiting the boarding houses and meeting the teachers and children was both inspiring and great fun. I had thought the impact was in the charity's ability to fundraise and construct the buildings. What I now know, having been there, is that the real magic is in the way the monies allow amazing people to inspire and teach such lovely kids, unlocking the opportunities that a better education will bring.

JUSTIN SMALL

Local Nepali supporters in the UK

Our presence in the local Hampshire area is increasing and we are pleased to have the continued support of many local business owners and professionals who are keen to engage with our events and fundraising efforts.

Last summer, the Winchester College charity group hosted a fundraising climbing challenge for us. 'Step Up Nepal' aimed to replicate the gruelling Doko march traditionally used to select Gurkha recruits. Thanks to generous sponsorship and donations of raffle prizes the event was a great success!

We are delighted to welcome Rabin Pratap Singh to our board of trustees. Raised in a remote region of western Nepal, Rabin brings invaluable insight into the challenges faced by the communities where we work.

हामीलाई नरिन्तर सहयोग र चासो देखाइदनुभएकोमा धन्यवाद। सट्टे एट स्कूल टमिको तरफबाट हार्दकिक शुभकामना!

Cakes from Radha Bakes



Sustainability

Ensuring our impact is sustainable and that our model delivers change for the long-term is key - empowering local communities so they are resilient and responsible for their own futures.

Sustainability is central to our approach. By actively engaging with local communities, we co-create solutions to regional challenges, working together to achieve the best outcomes for students.

Our goal is to positively impact the lives of 1000 young people, improving their well-being, academic performance and future career prospects.

Our theory of change is simple: supporting students' educational progress enhances their potential and societal contributions. We aim to empower communities to manage their boarding houses independently, which will not only benefit these 1000 students but also build long-term skills and capacity within the local teams and broader communities we serve.



Incoming Stay At School trustee Richard White led a project to assess boarding house performance, focusing on enhancing support

while prioritising student outcomes. In early 2024, Richard spent three weeks in Nepal visiting sites, reviewing the current model and making recommendations for future development. His findings now form the foundation for a new assessment and audit framework to guide our operations.

“ With 18 years of experience in UK education, I was thrilled to visit Nepal and create recommendations to boost student outcomes and operations. Conversations with parents and students highlighted strong satisfaction with the boarding houses, noting their positive impact on exam performance.

MEASURING OUR IMPACT

Tracking Stay At School's engagement with students and communities is essential to understanding the difference we're making. It allows us to refine our approach, gain valuable insights and ensure we achieve the greatest possible impact on the lives of 1000 young people in Nepal.

Our key impacts include:

- ▶ **ACADEMIC OUTCOMES AND CAREER PATHWAYS** We aim to see improved exam results for students in our boarding houses, with graduates progressing to further education or employment
- ▶ **RETENTION** We expect all students to complete their current educational phase and continue to build on their achievements through additional supported learning opportunities
- ▶ **WELL-BEING** We strive for our students to feel safe, well-cared-for and supported by dedicated staff in a nurturing environment
- ▶ **SUSTAINABILITY** Over time, we envision our facilities becoming self-sustaining, with support from local communities and regional government. Additionally, we anticipate alumni of our Fellowships programme will give back as their careers advance, strengthening the long-term impact



Safeguarding

The safety and well-being of every child and young person in our care is our unwavering commitment and top priority.

At every level of our organisation, we are fully committed to improving lives through better education. We understand that central to achieving this goal is to ensure that the children and young people we support feel safe, respected and protected. This responsibility lies with every individual within our organisation and we hold ourselves accountable to this standard.

We operate in areas and communities where safeguarding frameworks may be unfamiliar or still developing. In such contexts, building strong partnerships to enhance awareness and understanding is critical to our ongoing progress. To this end, we follow a structured, three-step approach - **Educate, Monitor, Respond** - which is integral to our mission of enabling access to high-quality education in a safe and secure environment.

Our commitment to safeguarding is reinforced through comprehensive training for all staff and volunteers. This training is supported by our Stay At School Code of Conduct, which places safety at the core of all our operations. Leadership from our UK Board plays a crucial role in ensuring that our safeguarding practices are not only understood but consistently adhered to. We regularly monitor, assess and refine our safeguarding measures to ensure we are always improving and strengthening the protective framework for the young people we serve.

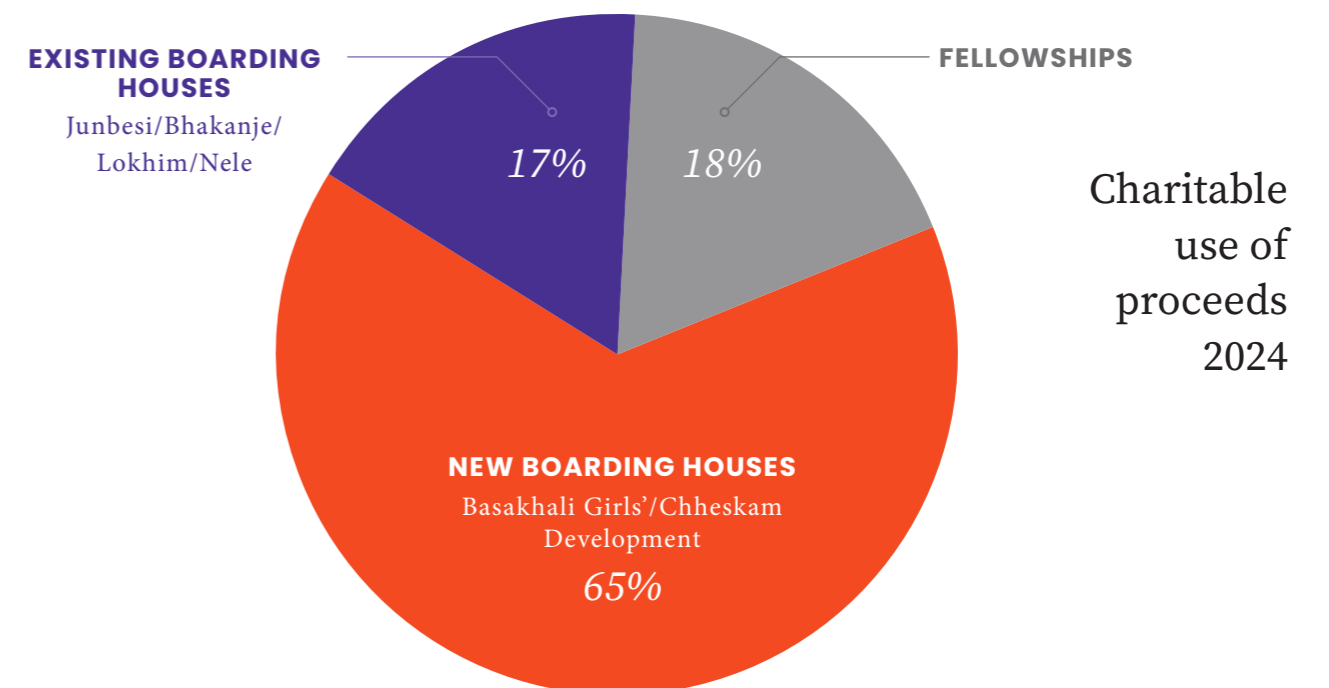
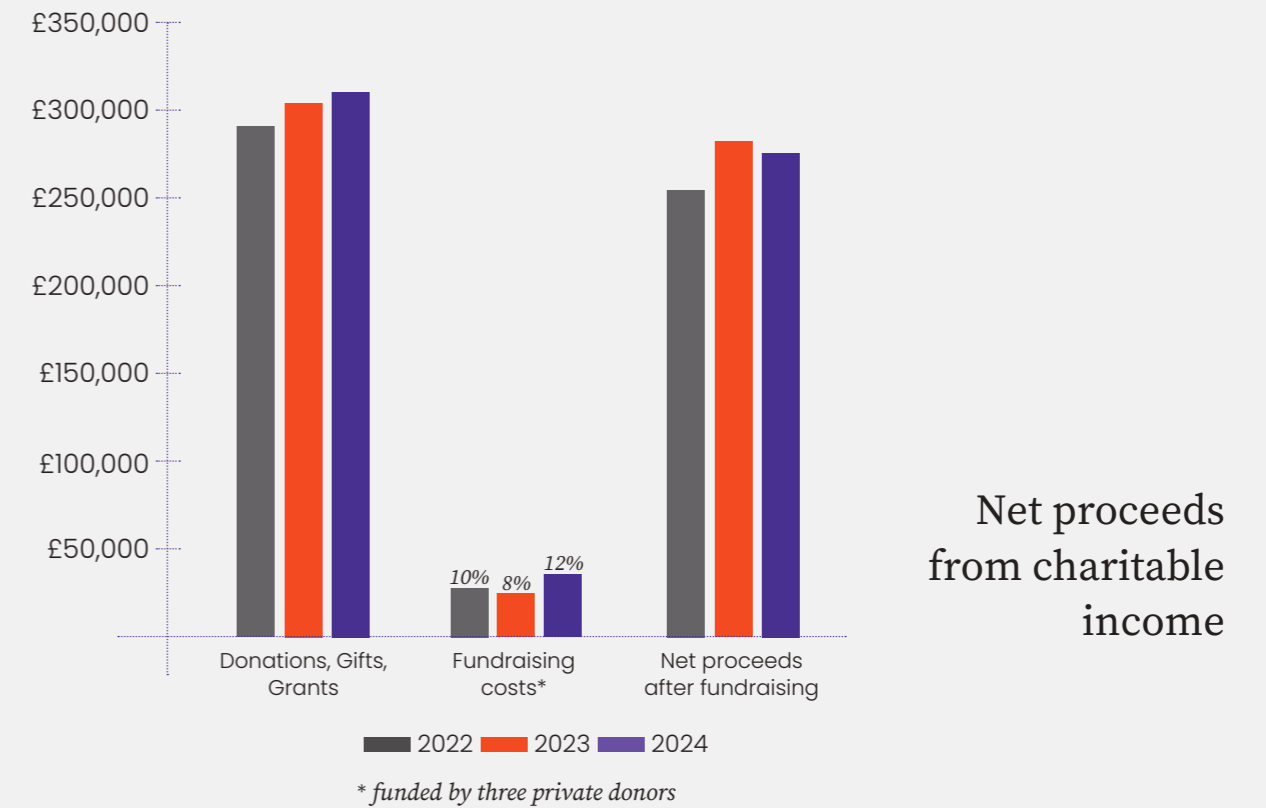
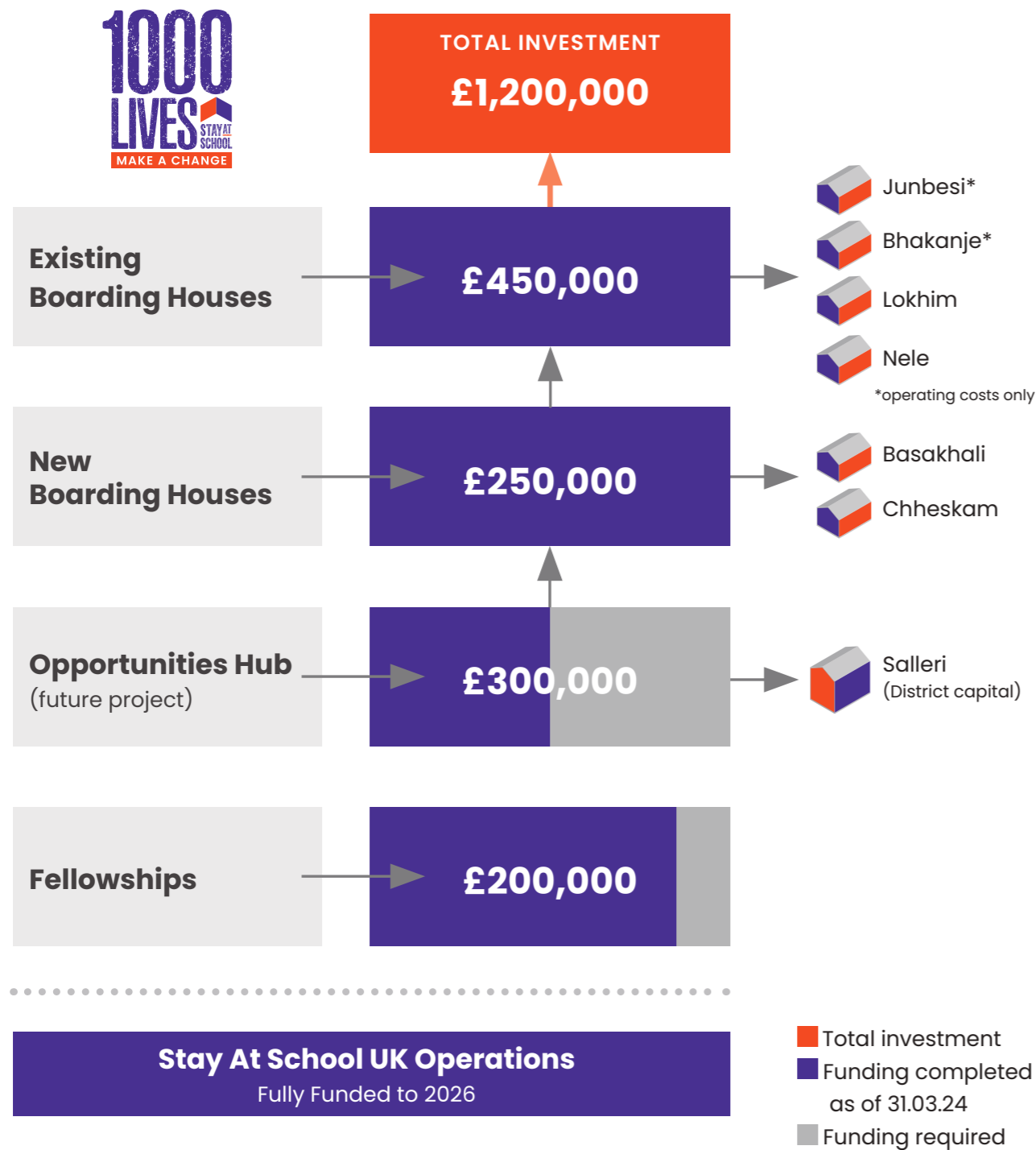


“ Safeguarding the girls is our top priority. We ensure that all students feel protected both physically and emotionally. The hostel is a safe space and we have strict protocols to address any issues that might arise. We educate the girls about their rights and ensure open communication, so they know they can always come to us with any concerns. Creating a secure and supportive environment helps them thrive both in their studies and personal growth.

DOLMA KHALING RAI, BASAKHALI GIRLS' BOARDING HOUSE WARDEN AND TEACHER

Investment & funding plan 2021-2026

Our finances made simple



Who are we

Trustees:

The contribution and commitment of our trustees is highly valued and gratefully acknowledged.



Peter Chittick

Having travelled extensively in Nepal for over 35 years, Peter has also invested and worked in hotels and hospitality throughout his career, making the development and operation of boarding houses ideally suited to his passions and skills.



Fiona Dunger

With experience as a practising solicitor and over ten years' as a governor at an independent preparatory school in the UK, Fiona brings expertise in governance in the education sector to support Stay At School's operations both in the UK and Nepal.



Pragya Shah-Singha

As a Nepali citizen, who still spends significant time in-country, Pragya brings with her a wealth of insight and close personal understanding of the challenges faced by many in Nepal.



Andy Sparkes

The UK's former ambassador to Nepal and current Chair of the Britain-Nepal Society, Andy has an understanding of Nepal and its history, culture and politics which is invaluable as we seek to work collaboratively in remote mountain communities.



Bob House

Bob's experience as a management consultant, CEO of an educational charity and secondary school chair of governors gives him the expertise and network to support Stay At School's operational and strategic development.



Oz O'Neill

With a wealth of experience teaching at Winchester College, St Paul's School for Girls and currently at Alleyn's School in London, Oz is keen to use his expertise in delivering education here in the UK to help guide efforts to provide better educational opportunities for children in Nepal.



Bella Austin

Bella, a passionate young mountaineer with experience exploring the Himalayas, brings her adventurous spirit and dedication to the board. Her commitment to education and empowering others is evident in her role leading Stay At School's Young Sirdars Committee.



Rabin Pratap Singh

Having attended school in a remote village in western Nepal, Rabin understands the ethos of the charity, which drew him to join the team. He completed his further studies in Australia and England and currently works as a Maxillofacial and Head & Neck cancer surgeon at the University Hospital Southampton.

Nepal Office



Gele Rapke Bhote



Rijuta Maharjan



Ammar Rana



Rinji Sherpa



Chhiring Dolma Sherpa



Pradeep Thapa

UK Office



Kathryn Griffith



**Charlotte Bellfield,
Elisiv Peel,
Liv Thomlinson**



STAY AT SCHOOL ANNUAL REPORT & UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

CHARITY REGISTRATION NO. 1173685
CIO NO. CE011224



LEGAL AND ADMINISTRATIVE INFORMATION



TRUSTEES

P Chittick
R House
A Sparkes
P Shah-Singha
F Dunger
G Austin (Appointed 24 May 2023)
R Singh KC (Appointed 19 June 2023)
R White (Appointed 25 April 2024)

CHAIR

P Chittick

CHARITY NUMBER

1173685

CIO NUMBER

CE011224

PRINCIPAL ADDRESS

24 St Thomas Street
Winchester
Hampshire
SO23 9HJ

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63/64 The Avenue
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Hampshire
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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024



The trustees present their report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, the Charities Act 2011 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 published in October 2019.

OBJECTIVES AND ACTIVITIES

The charity's principal objective is:

To advance the education of children and young people in Solukhumbu and wider Nepal by working with communities to develop and operate infrastructure, facilities, and other educational services to improve the attendance, attainment, and well-being of pupils; enabling them to achieve their fullest potential and create opportunity for themselves and others.

Stay At School helps communities to build and operate boarding houses at remote mountain schools in Nepal, creating educational hubs for communities. With our help, children stay at school longer, improving their chance to have a happy, fulfilled, and prosperous life. Stay At School also supports boarding students and others to transition into higher education (A-Level-equivalent, vocational courses, and university) through its Fellowships programme, leading to better work and life opportunities in the future.

Our approach is simple and effective:

- We identify communities where children face big challenges in getting to school
- We help them build safe, secure weekly accommodation at secondary schools
- We provide ongoing tapered funding and operational support over initial years to make it a sustainable success
- We work to ensure that every child achieves their full potential both within the secondary level accommodation and on into higher education

If children can spend less time walking and more time learning; if their academic engagement can be improved through greater support from their teachers; and, if they have a safe place to sleep with regular meals, they can flourish and achieve their potential, giving them the best chance of a brighter future.

The trustees have paid due regard to guidance issued by the Charity Commission on public benefit in deciding what activities the charity should undertake.

ACHIEVEMENTS AND PERFORMANCE

COMMUNITY ENGAGEMENT TO DEVELOP AND OPERATE BOARDING HOUSES AT SECONDARY SCHOOLS

Stay At School has been involved with the communities in eastern Nepal since 2017 working with schools to develop and operate successful, sustainable boarding facilities to meet the needs of students aged 12-16, as well as providing accommodation for teachers, communal dining and study areas and appropriate sanitation facilities. So far, we have completed five full projects in the communities of Junbesi, Bhakanje, Lokhim, Nele, and Basakhali (completed in this financial year), with a sixth project in Chheskam commenced in year and due for completion in early 2024-25. In total, in 2023-24, Stay At School partner boarding houses provided valuable, well-run accommodation for over 180 students at five sites. They also provided significant local employment opportunities for builders and labourers, teachers, cooks and gardeners.

FUTURE PROJECTS

Our five-year goal through to 2026 is to make a meaningful difference to the lives of 1000 young people from very poor mountain communities in eastern Nepal. Work to meet this goal will continue at new and existing project sites where need has been established.

FELLOWSHIPS

To enable children from the very poorest backgrounds to complete their education and proceed to further learning opportunities, Stay At School provides a programme of Fellowships support. Awards are made to students where the difficulties posed, both financially and socially, would otherwise prohibit them from extending their learning and achieving their full potential. This year 44 new Fellowships were awarded to students, bringing our total awards to 170 Fellowships to 152 different individuals – students in Kathmandu, Salleri and other locations actively supported in higher education placements through the Fellowships programme.

SAFEGUARDING & SUSTAINABILITY

Our responsibility to safeguard and promote the welfare of all children and young people sits at the heart of all operations. Our teams in both the UK and Nepal work closely to ensure the safety and well-being of every student, member of staff and indeed any individual engaging with Stay At School. Likewise, we believe that the need for our investments to deliver meaningful sustainable change through financial and operational solutions that will extend far beyond our work, is paramount. Our over-arching aim remains the delivery of safe and sustainable beneficiary outcomes long into the future.

INTERNSHIPS

Stay At School interns work directly on both our Fellowships programme and within partner schools in Nepal providing valuable work researching, analysing and monitoring Stay At School projects and programmes thus gaining a better insight into the challenges we are working to meet. Interns are encouraged to work with us to develop a project brief to meet both their own objectives and support the delivery of our objectives. By immersing themselves in the local community and building strong links with the school and students, they can offer important feedback to help guide the ongoing development of our charitable activities.

FINANCIAL REVIEW

The income for the year totalled £330,202 (2023 - £307,909), including donations and gifts of £283,484 (2023 - £262,294) and grants received of £26,380 (2023 - £41,948).

Total expenditure for the year was £299,765 (2023 - £312,493), including donations made to Stay At School Nepal of £176,566 (2023 - £195,847).

An overall surplus of £30,437 (2023 - deficit of £4,584) was generated during the year.

RESERVES POLICY

Stay At School seeks to maintain a minimum level of unrestricted reserves which will be sufficient at all times to discharge fully the charity's liabilities.

The financial reserves necessary to satisfy the above criteria are determined by scenario modelling (winding-down, worst-case), which are updated on a yearly basis or as required in the event of a material change in Stay At School's financial situation or outlook. The financial security of Stay At School depends on it being able to fund all activities and to meet ongoing commitments. A sufficient level of financial reserves allows trustees, supporters and beneficiaries to have confidence in the ongoing viability of the organisation.

The Board of Trustees monitors the reserves policy at the end of every financial year.

The level of unrestricted reserves held at 31 March 2024 was £198,360 (2023 - £155,030), which is in accordance with the charity's reserves policy.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is a charitable incorporated organisation (charity number 1173685; CIO number CE011224), established and governed by its constitution, dated 5 July 2017, and subsequently amended on 7 September 2017. Its name was changed from Solu Khumbu Schools Trust to Stay At School by a special resolution dated 13 July 2017.

The trustees who served during the year and up to the date of signature of the financial statements were:

P Chittick
R House
O O'Neill (Resigned 25 April 2024)
A Sparkes
P Shah-Singha
F Dunger
G Austin (Appointed 24 May 2023)
R Singh KC (Appointed 19 June 2023)
R White (Appointed 25 April 2024)

The charity is required to have at least two trustees under the terms of the Trust Deed. The trustees are responsible for the recruitment and induction of any new trustees. In selecting individuals for appointment as trustees, the trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

All trustees are made aware of the Charity Commission guidance concerning the responsibilities of trustees.

The Board of Trustees act in an honorary capacity, meeting quarterly to set overall policy and strategy and to scrutinise financial matters relating to the operation of Stay At School. The Trustees administer the charity through the UK Executive Director (a non-Board member). In addition, the Trustees each sit on specialist Task Forces convened on a rolling basis to analyse and oversee critical areas of the charity's operation and development.

As a charity committed to improving lives through better educational opportunities, Stay At School knows that ensuring the safety of child beneficiaries is integral to the effective operation of the organisation. Led by the Board, keeping all children safe from all types of harm, while upholding their rights, is at the core of the charity's operations. As part of the defined Safeguarding framework, the Board of Trustees undertake an annual review of Safeguarding policy. In addition, they receive a quarterly Safeguarding update as part of the regular Board meeting, while any significant issues or allegations with respect to Safeguarding are notified to the Board according to the defined response management procedures.

The trustees' report was approved by the Board of Trustees.



Dated: 02.10.2024

P Chittick
TRUSTEE (CHAIR)

I report to the trustees on my examination of the financial statements of Stay At School (the charity) for the year ended 31 March 2024 which are set out on pages 30-41.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the charity'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 charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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 financial statements to be reached.

Adam Buse

Adam Buse, ACA
Fiander Tovell Limited
Stag Gates House
63/64 The Avenue
Southampton
Hampshire
SO17 1XS

Dated: 03.10.2024



STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2024

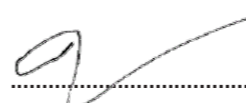
	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
INCOME FROM:					
Donations and legacies	3	237,934	71,930	309,864	304,242
Other trading activities	4	18,098	-	18,098	3,667
Investments	5	2,240	-	2,240	-
Total income		258,272	71,930	330,202	307,909
EXPENDITURE ON:					
Raising funds	6	35,780	-	35,780	25,031
Charitable activities	7	174,140	89,845	263,985	287,462
Total resources expended		209,920	89,845	299,765	312,493
Net incoming/(outgoing) resources before transfers		48,352	(17,915)	30,437	(4,584)
Gross transfers between funds		(5,022)	5,022	-	-
Net income/(expenditure) for the year/Net movement in funds		43,330	(12,893)	30,437	(4,584)
Fund balances at 1 April 2023		155,030	24,393	179,423	184,007
Fund balances at 31 March 2024		198,360	11,500	209,860	179,423

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

BALANCE SHEET AS AT 31 MARCH 2024

	Notes	£	2024 £	£	2023 £
CURRENT ASSETS					
Debtors	12	6,161		5,053	
Cash at bank and in hand		207,503		180,461	
		213,664		185,514	
CREDITORS: amounts falling due within one year	13	3,804		6,091	
Net current assets			209,860		179,423
THE FUNDS OF THE CHARITY					
Restricted income funds	14		11,500		24,393
Unrestricted funds - general		186,850		49,530	
Unrestricted funds - designated	15	11,510		105,500	
			198,360		155,030
			209,860		179,423

The financial statements were approved by the Trustees on 02.10.2024


 P Chittick
 TRUSTEE (CHAIR)

1. ACCOUNTING POLICIES

Charity Information

Stay At School is a charitable incorporated organisation (CIO) registered with the Charity Commission in England & Wales. The principal address is 24 St Thomas Street, Winchester, Hampshire, SO23 9HJ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Constitution, the Charities Act 2011, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, UK Generally Accepted Accounting Practice and applicable charity law. The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the 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 issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees consider it appropriate to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are funds set aside by the trustees for specific purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Transfers are made between funds when adequate justification and supporting evidence is provided.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grants are recognised when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

All expenditure is included on an accruals basis and 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.

Support costs are allocated to activities in proportion to the staff time spent on each activity. Where support costs are allocated to restricted funds, these are allocated in accordance with the terms of the funding agreements.

Irrecoverable VAT is charged as a cost against the category of expenditure to which it relates.

1.6 Tangible fixed assets

Tangible fixed assets costing more than £1,000 are capitalised.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

The charity operates a defined contribution scheme under auto-enrolment. Contributions payable are charged as an expense as they fall due.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Donations and gifts	237,934	45,550	283,484	262,294
Grants	-	26,380	26,380	41,948
	<u>237,934</u>	<u>71,930</u>	<u>309,864</u>	<u>304,242</u>
For the year ended 31 March 2023	<u>217,410</u>	<u>86,832</u>		<u>304,242</u>

4. OTHER TRADING ACTIVITIES

	Unrestricted funds	Total 2024	Total 2023
	£	£	£
Fundraising	<u>18,098</u>	<u>18,098</u>	<u>3,667</u>

5. INCOME FROM INVESTMENTS

	Unrestricted funds 2024	Unrestricted funds 2023
	£	£
Interest receivable	<u>2,240</u>	<u>-</u>

6. RAISING FUNDS

	Unrestricted funds	Total 2024	Total 2023
	£	£	£
Fundraising costs	18,587	18,587	9,715
Support costs (see note 8)	17,193	17,193	15,316
Total fundraising costs	<u>35,780</u>	<u>35,780</u>	<u>25,031</u>
For the year ended 31 March 2023	<u>25,031</u>		<u>25,031</u>

7. CHARITABLE ACTIVITIES

	2024	2023
	£	£
Donations to Stay At School Nepal	176,566	195,847
Travel expenses	2,860	1,344
Nepal donor trip expenses	30,771	42,043
	<u>210,197</u>	<u>239,234</u>
Share of support costs (see note 8)	51,581	45,948
Share of governance costs (see note 8)	2,207	2,280
	<u>263,985</u>	<u>287,462</u>
Analysis by fund		
Unrestricted funds - general	174,140	225,164
Restricted funds	89,845	62,298
	<u>263,985</u>	<u>287,462</u>

8. SUPPORT COSTS

	Support costs	Governance costs	2024	2023
	£	£	£	£
Staff costs	50,316	-	50,316	45,565
Nepal internships	200	-	200	-
Insurance	511	-	511	490
Rent, rates and other premises costs	10,185	-	10,185	9,810
Office costs	2,685	-	2,685	2,402
Travel and subsistence	551	-	551	20
Website and online costs	898	-	898	475
Professional fees and subscriptions	1,517	-	1,517	932
Bank charges and interest	828	-	828	996
Sundry expenses	1,083	-	1,083	574
Independent examination	-	2,207	2,207	2,280
	<u>68,774</u>	<u>2,207</u>	<u>70,981</u>	<u>63,544</u>
Analysed between				
Fundraising	17,193	-	17,193	15,316
Charitable activities	51,581	2,207	53,788	48,228
	<u>68,774</u>	<u>2,207</u>	<u>70,981</u>	<u>63,544</u>

Support costs are allocated to activities in proportion to the staff time spent on each activity. Support costs are allocated to restricted funds in accordance with the terms of the funding agreements. Governance costs include costs of the independent examination of £2,207 (2023- £2,280).

9. TRUSTEES

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

No expense payments were made to trustees during the current or prior year.

10. EMPLOYEES

Number of employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
Employees	3	3
Employment costs	2024	2023
	£	£
Wages and salaries	49,406	44,784
Pension costs	910	781
	50,316	45,565

There were no employees whose annual remuneration was £60,000 or more.

11. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12. DEBTORS

	2024	2023
	£	£
Amounts falling due within one year:		
Prepayments and accrued income	6,161	5,053

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Other taxation and social security	882	808
Trade creditors	715	1,419
Other creditors	-	4
Accruals and deferred income	2,207	3,860
	3,804	6,091

14. RESTRICTED FUNDS

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds				
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Bhakanje Boarding House	21,693	-	(21,693)	-	-
Nepal donor trip 2023	2,700	23,050	(30,772)	5,022	-
Waterloo Foundation	-	12,500	(1,000)	-	11,500
Coles Medlock	-	10,000	(10,000)	-	-
St James's Place	-	5,000	(5,000)	-	-
Brian Murtagh Trust	-	19,280	(19,280)	-	-
Souter Charitable Trust	-	2,100	(2,100)	-	-
	24,393	71,930	(89,845)	5,022	11,500

	Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Bhakanje Boarding House	-	41,948	(20,255)	-	21,693
Nepal donor trip 2022	3,900	42,184	(42,043)	(4,041)	-
Nepal donor trip 2023	-	2,700	-	-	2,700
	3,900	86,832	(62,298)	(4,041)	24,393

Bhakanje Boarding House - Bhakanje Boarding House is Stay At School's second project site providing accommodation and support to students from across the Bhakanje valley.

Nepal donor trip fund - Funds provided by donors for the annual support trek in Nepal to view the charity's activities

Waterloo Foundation - Funds provided to cover the salary of the Regional Coordinator in Nepal, working across all the operational boarding houses managed by Stay At School Nepal.

Coles Medlock - These funds contributed to the construction of the girls' dining area and study block at the boarding house at the sixth Stay At School boarding house, providing facilities for girls aged 12-16 in the Chheskham community.

St James's Place - Funds provided to contribute to the salary and training costs of the Fellowships Programme Co-ordinator in Nepal. The co-ordinator is responsible for the delivery of the Fellowships Programme.

Brian Murtagh Trust - These funds contributed to the construction of Stay At School's sixth boarding house, providing facilities for 12-16 year olds in the Chheskham community.

Souter Charitable Trust - These funds were used to purchase vegetable seeds and gardening equipment for the kitchen garden and greenhouse in the grounds of the sixth boarding house in Chheskham.

15. DESIGNATED FUNDS

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Movement in funds			Balance at 31 March 2024
	Balance at 1 April 2023	Incoming resources	Resources expended	
	£	£	£	£
Project 4	65,500	4,800	(70,300)	-
Project 5	40,000	-	(40,000)	-
Project 6	-	56,130	(44,620)	11,510
Fellowships Programme	-	43,500	(43,500)	-
	<u>105,500</u>	<u>104,430</u>	<u>(198,420)</u>	<u>11,510</u>

	Movement in funds			Balance at 31 March 2023
	Balance at 1 April 2022	Incoming resources	Resources expended	
	£	£	£	£
Project 4	138,600	36,900	(110,000)	65,500
Project 5		40,000		40,000
	<u>138,600</u>	<u>76,900</u>	<u>(110,000)</u>	<u>105,500</u>

Project 4 - This is a project for the construction of a fourth boarding house, in Nele.

Project 5 - This a project where Stay At School was asked to take over the operational management of an existing girls boarding house in the community of Basakhali. Initially built by another NGO but without provision for ongoing development, the boarding house was not meeting the needs of students and was therefore largely empty and unused. Stay At School provided funding for some further capital works to bring the physical project up to standard and has introduced our full operating model to ensure the facility is now able to offer care and support at maximum capacity to girls in the community.

Project 6 - The Chheskam Hostel Project aims to improve the education quality of the children of the remote mountain village of Chheskam and surrounding areas by building a good standard hostel facility for Shree Chheskam Secondary School (SCSS). The hostel will accommodate 24 girls, 24 boys and 5 staff in separate blocks. There will also be a communal kitchen/dining area and separate WASH blocks for boys and girls. After completion, Stay At School will provide financial and technical support to SCCS for at least 5 years.

Fellowships Programme - Our Fellowships programme, incorporating scholarship and mentoring support, enables children from the very poorest backgrounds to complete their education and proceed to higher learning opportunities. Awards are made to students where the difficulties posed, both financially and socially, would otherwise prohibit them from extending their learning and achieving their full potential.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fund balances at 31 March 2024 are represented by: Current assets/(liabilities)	198,360	11,500	209,860
	<u>198,360</u>	<u>11,500</u>	<u>209,860</u>
Fund balances at 31 March 2023 are represented by: Current assets/(liabilities)	155,030	24,393	179,423
	<u>155,030</u>	<u>24,393</u>	<u>179,423</u>

17. OPERATING LEASE COMMITMENTS

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	733	8,800
Between two and five years	-	733
	<u>733</u>	<u>9,533</u>

18. RELATED PARTY TRANSACTIONS

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2024	2023
	£	£
Aggregate remuneration	25,090	22,890

Transactions with related parties

Donations totalling £70,800 were received from trustees and other related parties during the year (2023 - £58,500).



FUNDING PARTNERS

The support of funding and corporate institutions has been key to our growth. Our thanks to all partners, including those who wish to remain anonymous.

JEPHCOTT CHARITABLE TRUST

- ST JAMES'S PLACE CHARITABLE FOUNDATION
- INTERNATIONAL BAR ASSOCIATION'S HUMAN RIGHTS INSTITUTE TRUST
- THE COLES-MEDLOCK FOUNDATION • THE PERBURY FOUNDATION
- SOUTER CHARITABLE TRUST • TRACE CHARITABLE TRUST



With grateful thanks to our generous investors, including those who wish to remain anonymous. Without your support our work would not be possible.

PRADEEP & TARA ANBUDAIYAN
HOWARD & SUE ANNESLEY
GUY ASHTON
THE AUSTIN FAMILY
MOHAMED & MARIE-ANNE BAKHATY
N & C BARBER
CINDY & SHON BARNETT
LEON BATCHELOR
ANDY & JACQUI BIRD
JOHN CARNEY
C & L CAULFIELD
LUCINDA RICHES & EDWARD CHANDLER
PETER CHITTICK & CAROLYN FAIRBAIRN
ANNA CHITTICK
EMILY CHITTICK
TOM CHITTICK
PAUL & SUSIE CLEGG
A & S COBB
D COTTINGHAM & K WYATT
J CRESSWELL & A SHARMAN
I CROSS
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EDISON WEALTH MANAGEMENT
C EDWARDS
RAY & RHODA EITEL-PORTER
EXTON PARK VINEYARD
STEPHEN FINCH
K FITZGIBBONS
THE FOSS FAMILY
D & C FRERE-COOK
FERGUS & CLARE GILMOUR
N & K GLOVER
LAURENCE GOLDBERG & DIANE SPIVAK
R GORE

FREDDIE GRAHAM
JULIAN & KATHRYN GRIFFITH
PETER & SYLVIE GRIFFITHS
W & A GUBBINS
A & M HAINDL
S & G HAINSWORTH
TOM & NELLY HALL
N HARBINSON & E TEO
H & T HARDMAN
MICHAEL & JANIE HEARD
J HERRINGTON
MARK & JOANNE HODGES
M & I HOLLAND
R & C HOUSE
TIM & ISOBEL HOUSE
MARILYN & STEVE HOWARD
RUPERT & CLAIRE HOWELL
D & S HUBBLE
MARK & CHRIS HUDSON
ROBIN & JUDY HUTSON
LIZ & JEROEN HUYSINGA
EDWARD ILIFFE
A & A ISBISTER
D JACKSON
H JAMES
L & F JARVIS
MARJO & MICHIEL JASKI
KEVAN & GILLIAN JONES
JO KILBOURN
TONY KILBOURN
PENELOPE KIRK
D & H KLEEMAN
MORGAN & GEORGIE KRONE
PEMBA DOMA LAMA
J & C LANE
VIGDIS HOSET LANGFELDT
ANNE MARIE LA TRAVERSE
EUNJU LEE

C & E LEVINE
SARA LEVINE
A & C LIVINGSTON
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