Education Support

The charity for everyone working in education



Education Support

Trustees' Annual Report & Accounts

For the year ended 31 March 2026

About Education Support

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

We support individuals and help schools, colleges and universities to improve the mental health and wellbeing of their staff. We also carry out research and advocate for changes in government policy for the benefit of the education workforce.

Our free and confidential helpline is open 24/7 on **08000 562 561** and is staffed by qualified counsellors. It is available for everyone working in education, including support staff, lecturers, administrators and teaching assistants.

Call us. We'll listen.

08000 562 561



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Chair and CEO report

Across the UK, educators continue to work in an environment characterised by high expectations, complex pupil and student needs, workforce shortages and ongoing reform. Through our work with schools and colleges, we continue to hear that people working in education care deeply about what they do, but many are doing so under significant pressure.

At Education Support, we believe that improving the mental health and wellbeing of education staff is not a peripheral concern. It is fundamental to the future of education itself. This year has reinforced our conviction that if we want schools, colleges and universities to thrive, we must create the conditions in which educators can thrive too. Wellbeing is not separate from organisational effectiveness, workforce sustainability or school improvement. It is one of the conditions that makes them possible.

Our frontline services continue to provide vital support for those who need it most. Over the year, thousands of individuals turned to our helpline during moments of crisis, while many more accessed support through our Employee Assistance Programme, professional supervision and workplace wellbeing services. Behind every number is a person navigating the realities of working in education, and we remain proud to be there when support is needed most.



This is also a period of significant change for education across all four nations. Governments are grappling with major questions around inspection, curriculum and assessment, workforce supply, inclusion and additional needs. These reforms present important opportunities, but they also place additional demands on the workforce responsible for delivering them. The success of any policy ultimately depends on the people asked to make it happen.

Against this backdrop, we are increasingly contributing to some of the most important conversations shaping the future of the sector. This year, we worked closely with policymakers, sector leaders and governments across the UK, helping to ensure that workforce wellbeing remains visible within system-level decision making. This included providing an independent wellbeing impact assessment of proposed changes to the Ofsted framework and contributing evidence and expertise on issues including teacher retention, workplace wellbeing and school culture. As a result, we are increasingly seeing the experiences of educators reflected in national conversations about the future of education.

Our research and frontline experience continue to reinforce an important truth. The challenges facing education cannot be solved through individual resilience alone. Culture, leadership, job design, support structures and national policy all play a critical role in shaping wellbeing and performance. Increasingly, decision-makers are recognising this connection, and we are proud to be helping shape that conversation.

As we look ahead, we do so with confidence and ambition. In 2026, we will mark the tenth anniversary of the Teacher Wellbeing Index — a decade of listening to the profession, building evidence and advocating for change. That milestone provides an important opportunity not only to reflect on how far we have come, but also to renew our commitment to ensuring that the experiences of education staff remain at the heart of policy and practice.

None of this would be possible without the generosity of our supporters, partners, funders and customers, and the commitment of our staff, trustees and associates. Most importantly, we would like to thank the teachers, leaders and education staff who continue to share their experiences with us and place their trust in our work.

Together, we will continue working towards a future where everyone working in education has the support they need to stay well, thrive, and continue making a difference to the lives of others.

Sinéad Mc Brearty
Chief Executive Officer

Clare Rees
Chair of Trustees

We are hugely grateful to everyone who has donated to us this year, making our work possible. This includes our regular givers and everyone who has responded to an urgent appeal, donated proceeds from the sale of products or left us a gift in their Will. We are also thankful to the organisations who have supported us, including:

Pears Foundation
Civil Service Insurance Society Charity Fund
David Fountain
The Positive Teacher Company
Boundless
Boost Education
NEU Gloucestershire
Interactive schools.

Collectively they donated £66,720

Every penny makes a real difference to the lives of teachers and education staff in schools and colleges across the UK.





Our objectives

Objective 1: To be well known, credible and trusted across the education workforce

Interest in our work, and the wider wellbeing agenda, continues to grow across the education sector. We're happy to see this reflected in another year of increased brand awareness and strong engagement from leaders and staff across all settings. There is a clear appetite for practical, credible support that reflects the realities of working in education today.

In response, we have continued to prioritise our visibility and presence in the sector. Through our partnerships with unions and sector bodies, and through an ambitious programme of speaking engagements, workshops and conversations with school leaders, we have focused on being 'in the room'. We've worked to create spaces for honest, practical conversations about wellbeing and culture that can shift perspectives and drive real change.

Our work resonates because it is grounded in the lived experience of educators. Again and again, we see that impact happens in moments of connection where staff and leaders feel seen and supported in the complexity of their roles.

Looking ahead, we will continue to grow our presence and visibility in the sector. We know that awareness of Education Support is essential if we are to provide access to much needed support. The continued growth of our partnerships, alongside our Love Teaching campaign, will help us to build further momentum.

As we approach the tenth anniversary of the Teacher Wellbeing Index in 2026, we also have a unique opportunity to bring together a decade of insight and strengthen our voice across the sector.



Objective 2: To advocate for wellbeing and mental health to be hard-wired into policy-making, based on strong evidence

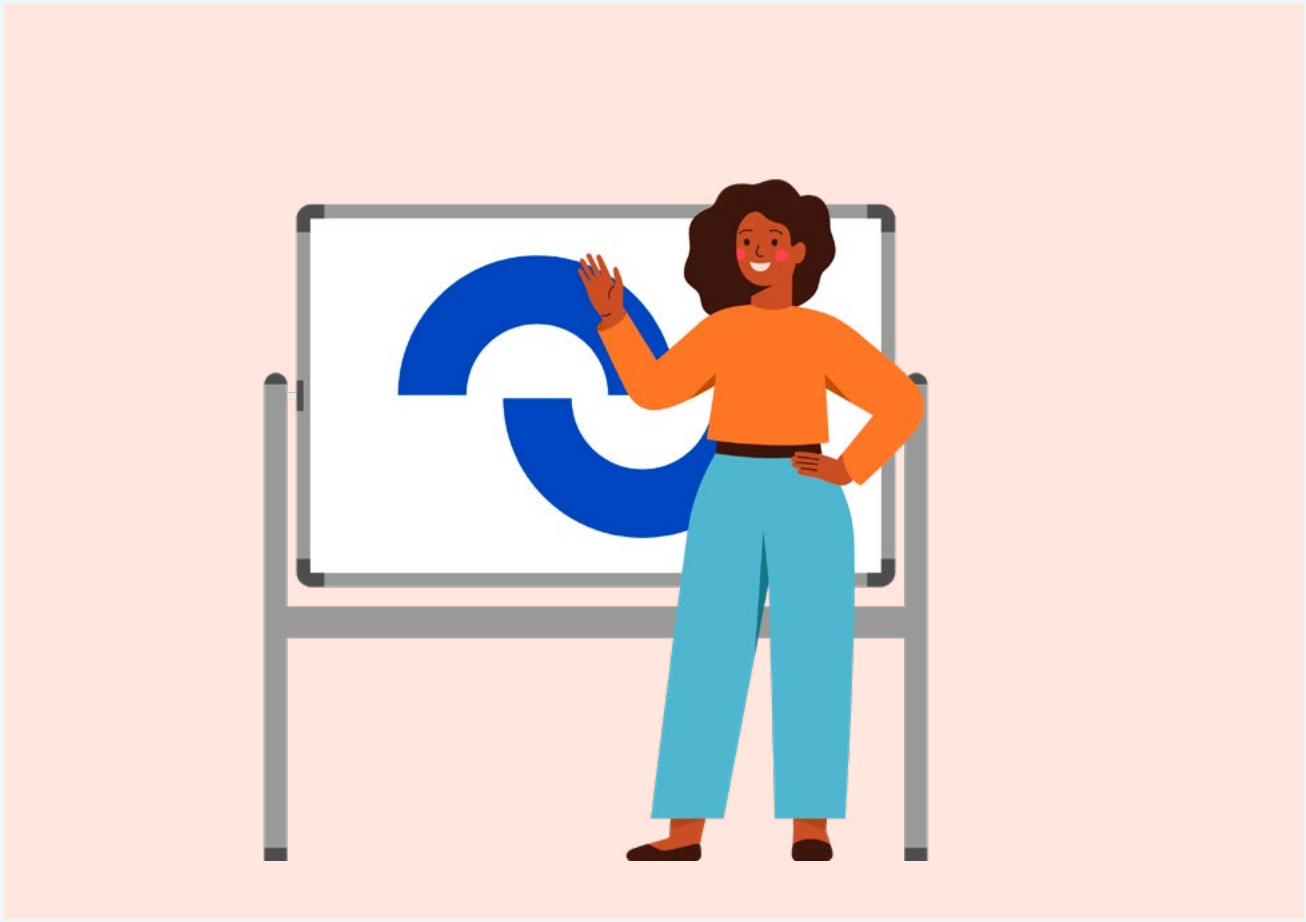
There has been fast-paced policy development and reform across all four nations, including significant developments on SEND, inspection and workforce policy. While this creates opportunity, it also presents challenges, particularly in the context of changing ministers and shifting priorities.

Despite this, we have maintained strong and constructive relationships with key decision-makers, including the Department for Education and Welsh Government. We have continued to strengthen our role as a trusted, evidence-led voice within the system.

We have continued to generate robust evidence on education workforce wellbeing, while increasingly applying a workplace wellbeing lens to system-level challenges such as school inspections and staff retention. Alongside this, we have broadened our approach to influence, engaging through inquiries, roundtables, parliamentary engagement and direct policy discussions.

The evidence is clear that workplace wellbeing is a critical driver of organisational effectiveness. New research is clarifying the link between staff wellbeing, retention and system performance. When we bring this evidence to bear in policy discussions, we contribute meaningfully to policy development, for the benefit of everyone in the sector.

Our focus now is to ensure that this understanding is embedded more consistently at the highest levels of government. We will continue to advocate for wellbeing to be recognised not as a peripheral issue, but as central to system sustainability and delivery. The tenth anniversary of the Teacher Wellbeing Index in 2026 will provide a powerful platform to reinforce this message and ensure the day-to-day experience of educators remains visible within policymaking.



Objective 3: To offer a range of high quality services that deliver clear and substantial impact for everyone working in education

Across the workforce, need continues to grow in both scale and complexity. Education staff are navigating high levels of pressure, alongside increasingly complex roles and responsibilities. As a result, there is demand both for immediate, crisis-level support and for sustained, preventative interventions.

Our response has been to continue to evolve and strengthen our portfolio of services that supports staff, leaders and organisations. Preventative support, leadership development and organisational culture all play a critical role alongside crisis response. Our approach, of combining these elements, is having a real impact both in supporting individuals and in contributing to longer-term retention.

To ensure we can demonstrate this effectiveness, we have invested in building a clearer quality and impact framework, underpinned by robust measurement and evaluation.

Looking ahead, we will prioritise interventions that prevent crisis and sustain staff, while continuing to build and share the evidence base for what works. In doing so, we aim not only to support those we directly reach, but also to inform wider system practice.



Objective 4: To be recognised as a centre for innovation, disseminating new approaches to supporting the mental health of the education workforce

The demands placed on education staff continue to evolve, particularly in response to increasing SEMH and SEND needs. Many educators are being asked to respond to complex challenges without access to sufficient training, support or specialist knowledge. This is contributing to strain and, in many cases, to a sense of not being able to meet the needs of the pupils and students they serve.

In response, we have continued to develop and test new approaches to supporting the workforce. This has included piloting co-produced professional learning programmes in partnership with Welsh Government and NASBTT, trialling advisory services focused on organisational culture, and extending professional supervision for leaders across all four nations.

These experiences have reinforced several important insights. Co-production not only improves the relevance and quality of professional learning, but also enhances engagement and job satisfaction. Small, practical changes to organisational culture can have a meaningful impact on staff wellbeing. And professional supervision continues to demonstrate relevance and impact on wellbeing and retention across contexts and geographies.

Looking ahead, we see a clear opportunity to build on this work. We will continue to test and scale practical, cost-effective approaches to improving workforce wellbeing, while sharing learning across the sector. In doing so, we aim to support governments and organisations to adopt approaches that are both effective and sustainable.



Objective 5: To steward the organisation for the future, with strong financial health, diversified income and a positive and productive team culture

Both the charity and education sectors are faced with an increasingly challenging financial backdrop. Pressures on voluntary income, alongside growing demand for support, continue to create a complex operating environment.

In response, we have continued to diversify our income base and strengthen our approach to generating sustainable revenue. We have remained focused on delivering high-quality, impactful services, while also making difficult but necessary strategic decisions, such as the difficult decision to close our grants programme.

Long-term sustainability requires not only diversification of income, but also a clear alignment between resources and impact. It also highlights the critical role of organisational culture and capability in enabling us to respond effectively to changing circumstances.

Looking ahead, our focus will be on building a resilient and sustainable organisation capable of delivering on our mission over the long term. This includes continued investment in partnerships, strengthening internal capacity, and ensuring that our resources are focused on the areas of greatest impact.





Delivering our services

Counselling

Our helpline

Our helpline provides immediate, life-saving support to education staff experiencing distress. In 2025/26 we supported 4,758 individuals in their moment of need.

Our data shows that the service plays a critical role in stabilising individuals in crisis and helping them move towards safety and support.

Our helpline in 25-26:

88%

of callers who were in crisis when they called felt the call reduced their feelings of being in crisis. (22% of callers felt they were in crisis when they called**)**

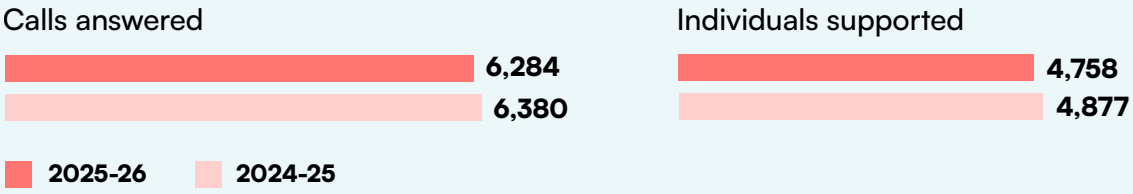
8.6%

of callers to our helpline were clinically assessed as at risk of suicide (compared to **9.4%** in previous year)**.**

> *"Education Support's helpline is a powerful testament to the impact of compassionate, professional and attentive support during challenging times. It's clear to me how much of a difference this service makes in the lives of those working in education."*
>
> Lesley, teacher

> *"That one conversation made a huge difference during my hour of need"*
>
> Charlie, teacher.

This support is critical in ensuring that educators in crisis are not left to cope alone.



Service impact*

As a result of calling our free helpline:

90% of callers rated the service Good or Excellent

91% of callers felt the call helped them feel supported

88% of callers felt the call had a positive impact on their wellbeing

83% felt the call helped them feel better equipped to deal with their situation

95% of callers would call the helpline again

**Based on revised customer satisfaction surveys answered between Oct 25 — Mar 26 (292 responses)*

Employee Assistance Programme (EAP)

Our EAP provides sustained, preventative support, helping education staff manage mental health challenges before they escalate, and supporting them to remain in the work they love.

The scale of our service reflects both demand and the growing recognition among schools that staff wellbeing is critical to organisational effectiveness.

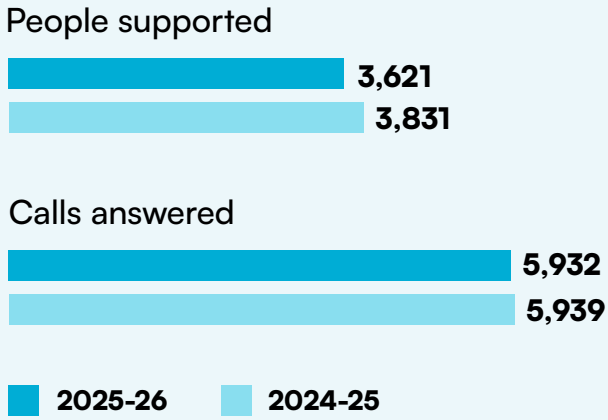
Those who chose our service for their school communities said:

> *"The combination of in-the-moment support, the comprehensive online resources, and the clear, practical support for line managers made it feel like a complete wellbeing partner, not just a provider."*
>
> Adele, Human Resources, Windsor Academy Trust

> *"The feedback has been really positive. Staff appreciate that we've put something meaningful in place to support them...It wasn't just a generic service, it was tailored to the education workforce. We also liked how accessible it was for all staff whatever their role."*
>
> Connor, School Business Manager, Roberts Primary School

113,242
school staff supported by an Education Support EAP

1,675
organisations are covered by Education Support's EAP



Service impact*

87% rated the service Good or Excellent (over the full year)

66% would recommend the service (Promotor) (over the full year)

80% reported they were better equipped to deal with their problem*

83% reported the call had a positive impact on their situation*

33% of callers felt they were in crisis when they called**

89% of callers who were in crisis when they called felt the call reduced their feelings of being in crisis**

Old customer satisfaction data gathered Apr 25 — Dec 25. New CSAT Data gathered from Jan 26 — Mar 26 (518 responses for the full year period)

**Old CSAT questions recorded up to Dec 25 (438 responses) | **New CSAT questions recorded Jan — Mar 26 (80 responses)*

Professional Supervision for school and college leaders

From April 2025 to March 2026 we delivered the second year of our three-year funded programme providing professional supervision to school and college leaders in England.

Professional supervision is a targeted intervention designed to support school and college leaders in managing the complex emotional and strategic demands of their roles. Our evidence shows that supervision strengthens leaders' ability to manage stress, maintain perspective and stay connected to their sense of purpose. These all contribute to better leader retention and effective leadership practice.

Leaders using the service told us:

> *"Supervision allowed me to find more calm from stressful situations and to unlock potential in my thinking that I wasn't sure I had access to."*
>
> School leader, anonymous survey feedback

> *"It has given me a space to reflect on situations, gain perspective, and feel reassured about the decisions I make in my role. It has also helped me manage challenges more confidently and maintain a healthy balance between supporting others and looking after my own wellbeing."*
>
> School leader, anonymous survey feedback

Professional supervision plays an important role in improving leadership sustainability and retention.



Service impact: Year 2 (Apr 25 — Mar 26)

As a result of accessing Professional Supervision:

93% school and college leaders found the supervision helpful

97% school leaders and **95%** college leaders would recommend supervision

88% school and college leaders were better able to manage stress

86% school and college leaders were better able to manage anxiety

95% of school leaders and **88%** of college leaders were connected to their sense of purpose (compared to **87%** school leaders and 88% of college leaders at Baseline)

**Impact data taken from 599 Baseline surveys and 282 Follow up surveys completed by school and college leaders at the end of their support*

Improvements in Leader wellbeing scores (WEMWBS):

The Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) is a measure used by a variety of different organisations, including governments, to gauge the mental wellbeing of a population. Across our school and college leader cohorts, we saw an improvement in wellbeing scores for those that accessed our supervision service.

	Baseline	Follow-up
School leaders	**45**	**49**
FE leaders	**46**	**51**

Staff Wellbeing Service: Wales

Our work in Wales focuses on supporting schools to improve their cultures and helping leaders understand and shift the organisational factors that drive poor staff wellbeing.

With almost half of staff reporting that school culture negatively affects their wellbeing, this work is critical in addressing root causes rather than symptoms of poor workplace wellbeing.

Through this work, commissioned by the Welsh Government, we are proud to have:

Through this work, commissioned by the Welsh Government, we are proud to have achieved:

856
schools helped to better support staff wellbeing and improve organisational culture.

300
leaders given professional supervision

4,000+
individuals reached with our toolkits

A leader who participated in the wellbeing advisory service told us:

> *"It's helping create a more balanced and supportive environment for both staff and students alike."*
>
> — Darren, head teacher

Welsh school leaders who have participated in professional supervision told us that they feel able to remain in the profession, their wellbeing has drastically improved, and they have found their confidence again.

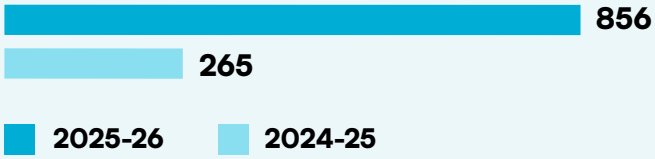
> *"Committing to Professional Supervision, including follow-up time, has been extremely helpful in managing stress and maintaining my mental health."*
>
> — Tim, head teacher

The impact of professional supervision in Wales is also reflected in measurable improvements in leader wellbeing. Using the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS), we saw a significant increase in wellbeing scores among participating leaders: rising from a baseline of 44 to 53 following support.

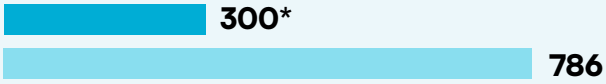
This improvement indicates a meaningful shift in how leaders are experiencing their work. Professional supervision helps them to move from high levels of strain towards better wellbeing, confidence and capacity to cope with the demands of the role. Given the central role of leadership in shaping school culture, these improvements are significant not only for individual wellbeing, but for the wider health and sustainability of the workforce.

Wales in numbers

Schools supported



Individuals supported



**This year the figure includes professional supervision only and not the masterclasses or workshops we previously offered.*

Service impact*

100% found the service helpful

100% would recommend supervision

88% felt connected to their sense of purpose*

92% felt better able to manage in times of stress

92% felt better able to manage in times of anxiousness

100% felt their ability to cope with the demands of the job had improved

**compared to 79% at baseline*

Survey data based on 268 baseline (May 25 — Mar 26) and 24 follow up responses (Nov 25 — Mar 26)

Feedback from schools reflects a high level of satisfaction with the Staff Wellbeing Service:

97% were very satisfied or fairly satisfied with service

81% agree that their knowledge of how to support staff mental health and wellbeing has improved.

94% agree that they are more motivated to implement activity to support staff mental health and wellbeing

Survey data based on 32 responses taken between Sep 25 and Mar 26

Reaching more education staff



Communications is a core part of how we deliver our mission. Through trusted, accessible content and strong media presence, we reach educators at scale, shape how wellbeing is understood, and ensure the realities of the workforce are heard by decision-makers.

This year, over 475,000 people visited our website, and more than 317,000 engaged with our digital resources. These figures reflect not only the growth of our reach, but the level of demand for clear, practical support among education staff navigating high levels of stress, workload and change.

Our content

Our resources are designed to be immediately useful — offering simple, evidence-based techniques that can be used in real time. The most accessed content focused on anxiety, emotional regulation and coping strategies, reflecting the everyday pressures educators are managing.

> *"Your content feels like it truly understands what teachers are experiencing, and the practical, simple tips you share have helped quiet some of the constant noise and stress."*
>
> — Maeve, Teacher

Our most accessed resources, including guidance on managing return-to-work anxiety and practical exercises such as the "window of tolerance", demonstrate strong demand for tools that help staff respond to day-to-day pressures.

475,909
visitors to the website

317,034
people reached via new digital resources

62,667+
social media followers

2,452
people reached via our online events

80+
news pieces in national and trade media

Our top new digital resources April 2025 - March 2026



4,518 views

Managing return to work anxiety

with Anna Freud

Developed in partnership with Anna Freud to share expert strategies that help ease the transition back to work after holidays or weekends.

Window of tolerance exercise

A practical exercise that leaders can use with teams to help support wellbeing and reduce the risk of burnout.



3,160 views



2,969 views

The worry tree exercise

A simple reflective tool to helps staff work through worries, gain perspective and focus on what they can control.

The 3 P's exercise

with Manchester Metropolitan University

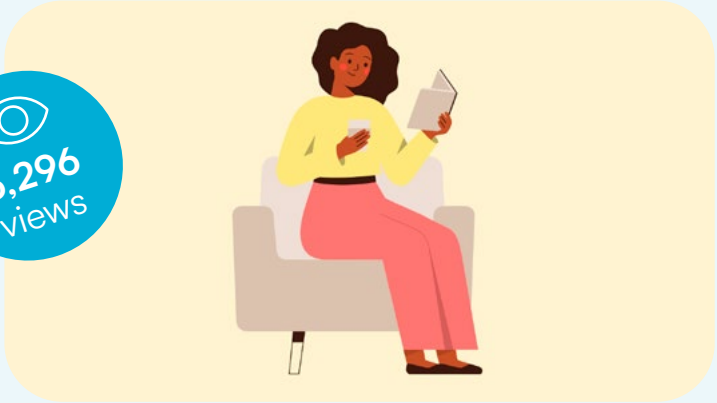
Developed in partnership with Manchester Metropolitan University, this exercise helps staff navigate workplace challenges and setbacks.



2,411 views

Our top digital toolkits April 2025 - March 2026

Our toolkits continue to play an important role in supporting schools and individuals at key points in the academic year, while building relationships with Local Authorities and Unions. They are refreshed annually with our new digital resources.



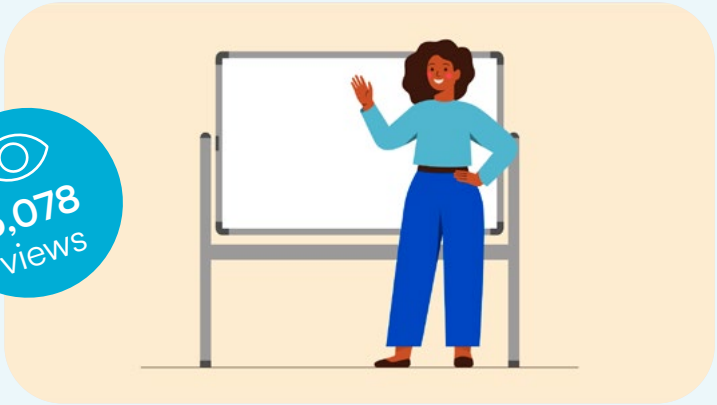
School holiday wellbeing toolkit

Resources designed to help education staff step back, recharge and prioritise rest during school holidays.



Mental Health Awareness Week toolkit

Resources to help schools foster open conversations about mental health and create a culture where everyone feels supported and valued.



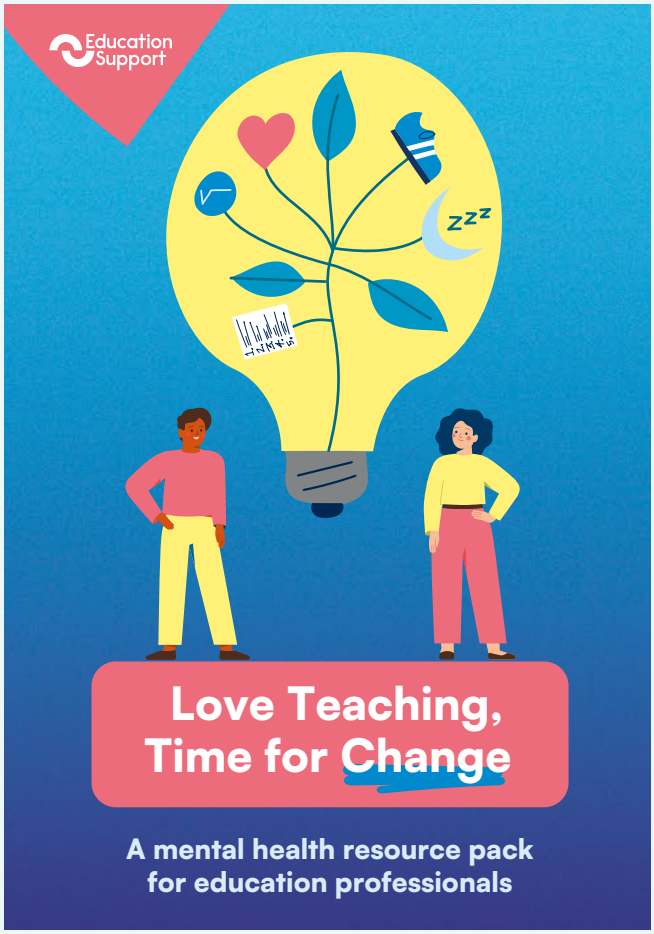
Start the school year well toolkit

Practical resources to help staff look after their mental health, manage pressures and thrive throughout the academic year.



School staff retention toolkit

Evidence-based resources to help school leaders strengthen staff wellbeing and improve retention across the workforce.



Love Teaching campaign

We also helped more than 6,000 educators take positive steps to protect and prioritise their wellbeing through our printed and digital Love Teaching staff wellbeing packs. Designed to provide practical, accessible support, the packs included exercises and tools that educators use to reflect on their wellbeing, build resilience and develop healthy coping strategies.

Importantly, they also signposted clear routes to additional support available through Education Support, helping more education staff access the services and resources they need while deepening their engagement with our work.

Taken together, this body of content represents a growing ecosystem of support which helps educators to cope in the moment, and to build longer-term capability in protecting and prioritising their wellbeing.

Creating spaces for reflection, connection and learning

Our programme of online events and webinars continues to provide opportunities for educators to come together, learn and reflect on complex challenges affecting their work.

Over 2,400 people engaged with our events this year, exploring topics such as teacher retention, wellbeing in early career teaching, neurodiversity, and navigating difficult conversations in schools.

These sessions provide more than information. They offer space for reassurance, shared experience and practical insight — helping educators feel less isolated in the challenges they face.

As one participant reflected after attending a webinar on navigating complex issues in schools:

> *"I showed up hoping for some clarity. What I left with was reassurance, resources, real stories, and a sense that I'm not alone."*
>
> — Participant

In-person workshops 2025-26

Our in-person workshops provide powerful opportunities for connection, allowing us to inspire heads and leaders to think about their wellbeing differently, while they manage multiple complex priorities, alongside looking after everyone in their school.



In 2025-26, we delivered:

12

wellbeing workshops to 120 union branch members

75

workshops to over 1000 educators including awareness sessions



caption

Webinars

30 attendees
559 views





202 attendees
68 views



102 attendees
99 views



21 attendees
743 views

204 attendees
84 views



76 attendees
33 views



201 attendees
30 views



Campaigning for change: our research and advocacy

Our communications also play a key role in ensuring that the realities of the education workforce are visible to decision-makers.

This year, we secured over **80 pieces of media coverage across national and trade outlets**, helping to bring issues of educator wellbeing into public and sector conversations.

This visibility is critical in reinforcing the evidence from our research and supporting our engagement with policymakers. By consistently contributing insight and data, we help to shape how workforce challenges are understood, and we build momentum for change.

In 2025-26:

80+

pieces of media coverage across national and trade outlets



Link



Link



In this podcast Gemma Scotcher discusses practical strategies and the systemic issues affecting teacher wellbeing.



Gemma Scotcher explores the importance of teacher mental health and wellbeing.

BBC SOUNDS

BBC RADIO 1 Breakfast with Greg James

Other appearances
(audio no longer available)

Our research

Our research continues to provide a robust evidence base for understanding the mental health and wellbeing of education staff.

In 2025, we published the ninth Teacher Wellbeing Index, drawing on responses from over 3,000 education professionals across the UK.

The findings highlight the scale and persistence of the challenge:



77%
of staff experienced symptoms of poor mental health due to their work

76%
reported feeling stressed

36%
have probable clinical depression

49%
said workplace culture negatively affects their wellbeing

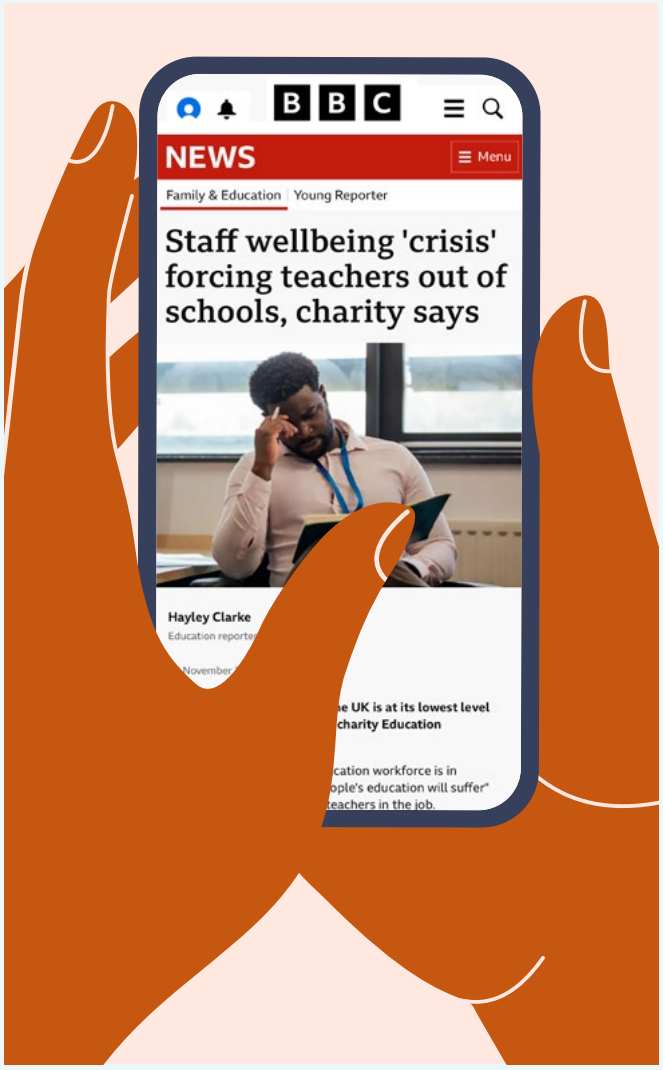
The Index also continues to highlight the widening role of educators, with many providing additional emotional and practical support to pupils — often at a cost to their own wellbeing.

This growing body of evidence is essential in making the case for systemic change. It enables us to move beyond anecdote and demonstrate clearly the connection between wellbeing, workload and retention across the workforce.

> *"The persistence of poor wellbeing should alarm anyone who is serious about education. Stress, burnout, and anxiety continue to loom large over the experience of working in education."*
>
> — Sinéad Mc Brearty, Chief Executive Officer

The full report findings and recommendations can be found via our website.

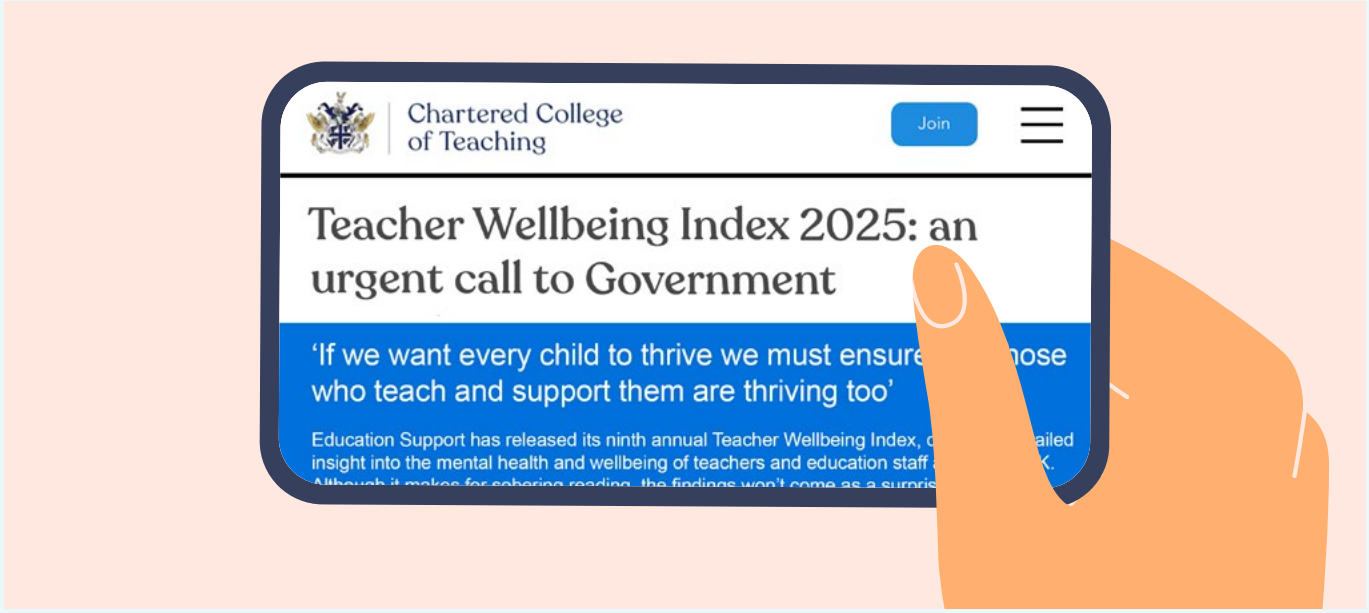
Media highlights following publication of the Teacher Wellbeing Index



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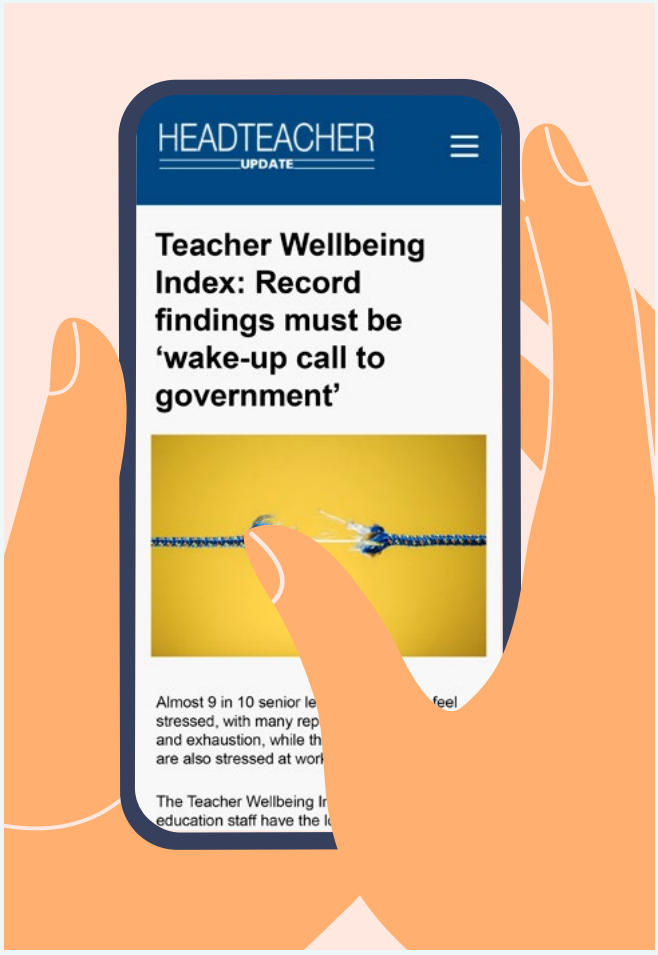
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We were also featured on:

LBC

BBC RADIO 4

Mental health and wellbeing of prison educators

In parallel, our research into the mental health and wellbeing of prison educators highlighted similarly high levels of stress and workload, underlining the need to recognise and address the unique challenges faced across different parts of the education system.

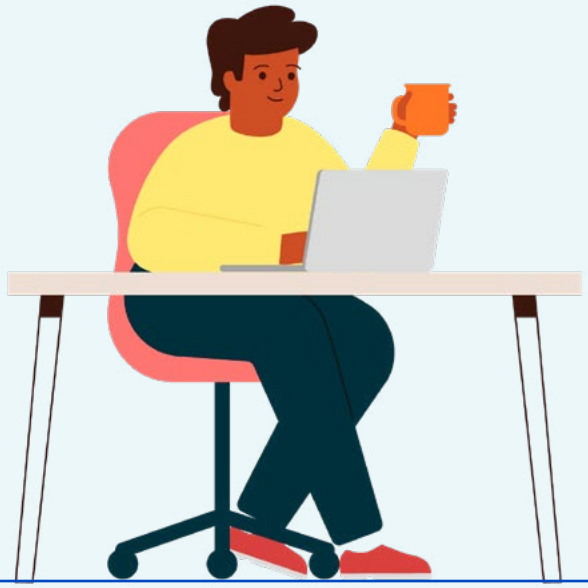
We were delighted to be commissioned by the Universities and Colleges Union to carry out this work, and we found:

89% were stressed

89% rated their workload level as high

61% of prison educators told us the culture of their particular organisation / prison negatively affects their mental health and wellbeing

> *"I've been {working} in prison for a long time, like a lot of other people have, and we should be doing some brilliant, important, transformative work. And we're not doing a lot at the moment, we're prevented because we are working in prisons that have not got stable, secure environments, and often aren't safe."*
>
> — Prison educator, West Midlands



Turning evidence into policy change

Our public affairs work focuses on ensuring that this evidence translates into action.

In 2025—2026, we engaged extensively with policymakers and sector leaders across the UK, responding to major policy developments including the Schools White Paper, curriculum and assessment reviews, and workforce planning reforms.

We convened roundtables and events across Belfast, Cardiff and London, bringing together policymakers, sector stakeholders and education leaders to share insight and build a shared understanding of the challenges facing the workforce.

We also contributed to key consultations and inquiries, including work with the Public Accounts Committee and education select committees, helping to ensure that workforce wellbeing is considered in policy design.

Our CEO's independent wellbeing impact assessment of the revised Ofsted framework provided an important opportunity to influence national policy, highlighting both the potential long-term benefits and the short-term pressures on school leaders during implementation.

4x

roundtable events delivered in Belfast, Cardiff & London

1x

panel event in partnership with the Education Policy Institute (EPI)

3x

key decision-makers met including:

- **Minister for School Standards (England)**
- **Cabinet Secretary for Education (Wales)**
- **Liberal Democrat Spokesperson for Schools**

2x

political party conferences

We engaged with politicians, sector stakeholders and policymakers at Labour and Conservative Party Conferences

4x

consultation/inquiry submissions

- **Public Accounts Committee inquiry into teacher numbers**
- **APPG for Education inquiry into the Love of Teaching**
- **Senedd Children, Young People and Education Committee inquiry into teacher recruitment and retention in Wales**
- **Public Health Wales consultation on 'Healthy Schools'**

Campaigning on teacher retention

A key focus of our work this year has been making the case for a teacher retention strategy grounded in mental health and wellbeing.

We published a new policy paper, Revisiting the teacher retention crisis: recommendations for change, which sets out the case for a teacher retention strategy in England, grounded in mental health and workplace wellbeing evidence.

To launch the report, we hosted a parliamentary roundtable in the House of Commons to bring together key stakeholders in parliament, to highlight the urgency of the issue.

This work was supported by a public campaign, which led to:



338
letters were sent to MPs



234
MPs were reached



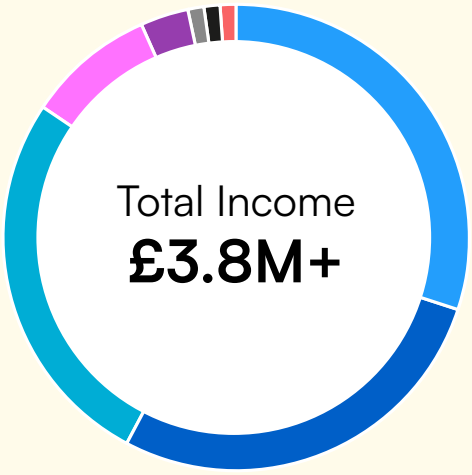
8
parliamentary written questions were raised

> *"To ask the Secretary of State for Education, what steps her Department are taking to improve teacher retention; and whether her Department plans to publish a teacher retention strategy."*
>
> Ian Roome, MP for North Devon, Liberal Democrat, 10th March 2026:

> *"To ask the Secretary of State for Education, what steps her Department is taking to help improve teacher retention rates in Gloucester constituency."*
>
> Alex McIntyre, MP for Gloucester, Labour, 11th February 2026

> *"To ask the Secretary of State for Education, what assessment her Department has made of levels of unemployment and underemployment among qualified teachers; and what steps she is taking to help improve increase retention and re-entry levels."*
>
> Shivani Raja, MP for Leicester East, Conservative, 27th January 2026

How we raised our money



- **Donations and legacies** £1,158,728
- **Government programmes** £1,060,522
- **Investment income** £135,906
- **Policy & Research** £40,524
- **Workplace services** £1,019,843
- **Advisory income** £341,224
- **Corporate donations** £40,050
- **Trusts and foundations** £34,000

We continue to receive support from a range of donors, through regular giving, one-off donations and legacies.

We are also fortunate to have the support of charitable foundations, government and corporate partners. We generate income from the workplace services that we provide to schools and colleges, as well as through returns from our investments.

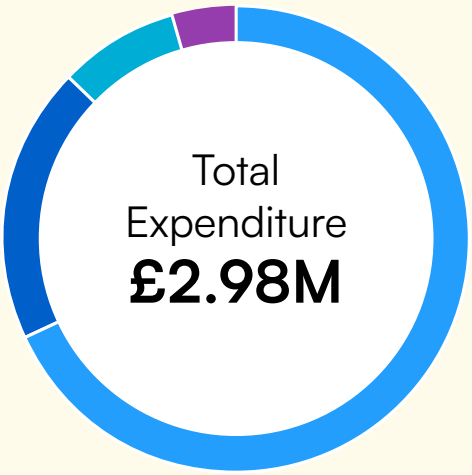
We couldn't do what we do without our supporters, partners and customers. Thanks to them, we raised **£1.2 million** through fundraising including legacies in 2025/26.

Total income above was **£3.8 million** compared to £4 million in 24/25.

In addition to this £3.8m, we are grateful to Church Schoolmasters and Schoolmistresses' Benevolent Institution (CSSBI), who gifted us an additional £66k upon the closure of their organisation. This gift will be used to deliver Education Support's mission.



How we spent our money

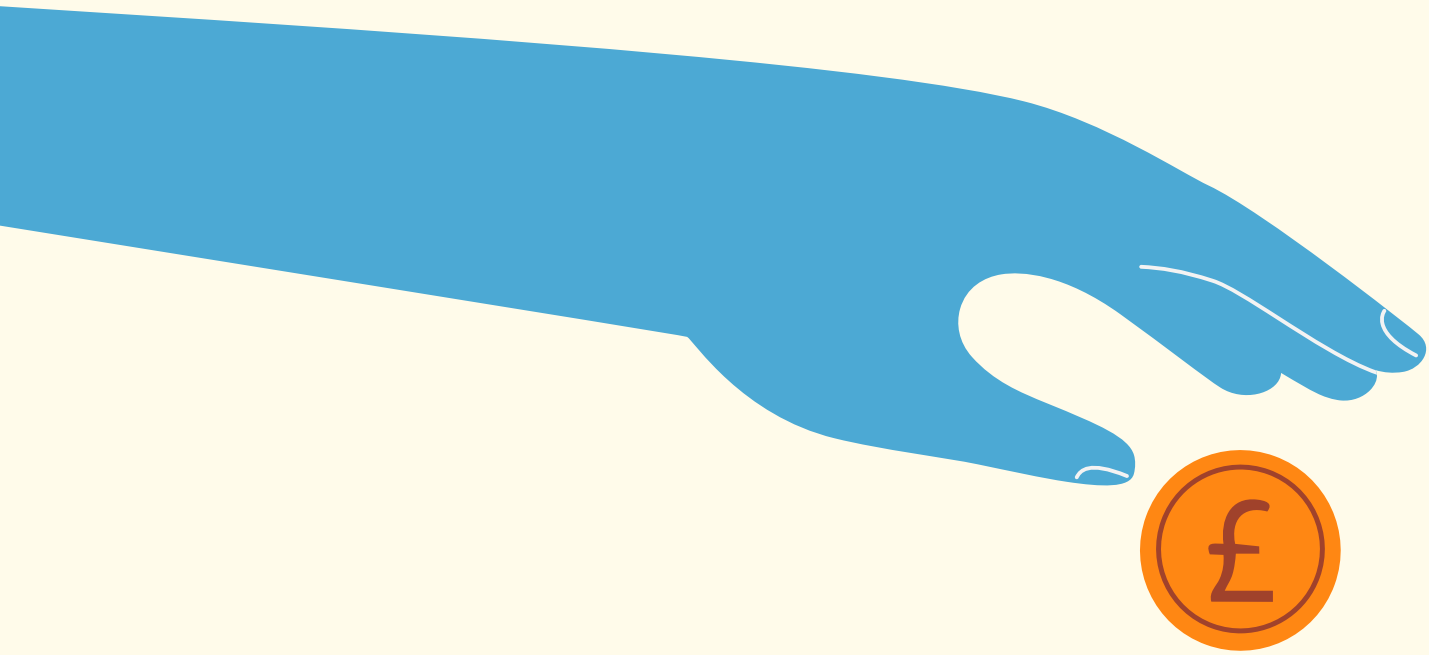


- **Counselling and mental health advice services**
  2,027,865
- **Communications, policy and research**
  £575,185
- **Financial support services**
  £251,120
- **Information and online advice services**
  £125,141

£2,979,311 was spent in total in the year on charitable services.

The cost of raising funds was **£871,686**.

The deficit, excluding investment gains but including the £66,363 gift from **CSSBI**, was **£111,902** (2024:25 surplus **£216,802**).





Legal & administrative Information

The trustees are pleased to present their report and accounts for Education Support and its subsidiaries (the group) for the year ended 31 March 2026.

Constitution

Education Support is a Company Limited by Guarantee (Company Number 09311354) with charitable status and is registered with the Charity Commission under registration number 1161436. It does not have any share capital.

Education Support is the successor to the Teacher Support Network Group comprising of Teacher Support Network and Recourse following a merger of their assets, activities, undertakings and liabilities on 31 March 2015.

The company was incorporated on 14 November 2014 as Education Sector Support UK and changed its name to Education Support Partnership on 24 July 2015.

Education Support Partnership and Worklife Support (a former subsidiary of Teacher Support Network) merged their trading activities and assets on 1st April 2016.

Governing document

The governing document guiding the work of the organisation is the Articles of Association — these articles were adopted upon incorporation and were amended following a special resolution in December 2018. The Charity is a Charitable Company Limited by Guarantee.



Trustees and Management

Board of Trustees who were in place during the financial year 2025 — 2026

Sean Hanson	Chair to 2nd December, resigned 2nd December
Adam Alagiah-Glomseth	
Evelyn Forde	
Debbie Simpson	Resigned 24th February
Emma Hughes	
Mark Baker	Honorary Treasurer
Steve Wharton	
Emma Hollis	Resigned 2nd December
Gareth Conyard	Resigned 2nd December
Rachelle Headland	Resigned 2nd December
Clare Rees	Chair from 2nd December
Roxanne Lashley Allen	
Matt Waddup	Appointed 2nd December 2025
Steve Waters	Appointed 2nd December 2025
Petra Boynton	Appointed 2nd December 2025
Kat Howard	Appointed 2nd December 2025

Elected Officers of the Board

Sean Hanson	Trustee Board Chair to 2nd December
Clare Rees	Trustee Board Chair from 2nd December
Mark Baker	Honorary Treasurer
Emma Hollis	Governance, Delivery & People Committee Chair to 2nd December
Steve Wharton	Governance, Delivery & People Committee Chair from 2nd December

Leadership team during the financial year 2025-2026

Sinéad Mc Brearty	Chief Executive Officer
Paul Lismore	Director of Finance & Operations
Faye McGuinness	Director of Programmes
Gemma Scotcher	Director of Communications & Public Affairs

Other charities and companies in the group

Teacher Support Network 40A Drayton Park, London N5 1EW

Teacher Support Network formerly promoted health and wellbeing and offered benevolence to teachers. The company and charity transferred its assets and undertaking to Education Support Partnership on 31 March 2015 and is currently dormant.

TBF Holdings Limited

TBF Holdings Ltd is a wholly owned subsidiary that manages the shareholdings of the charity in Worklife Support Limited. The principal office is at 40a Drayton Park, London, N5 1EW.

TBF Trading Limited

Currently dormant.

Worklife Support Limited (WLS Ltd)

WLS Ltd was a trading subsidiary of the charity delivering a range of health and wellbeing services to employers and their employees in education and in the third sector. The charity's shareholding in WLS was held by TBF Holdings Limited, a subsidiary of Education Support Partnership. Its activities merged with Education Support Partnership on 1 April 2016.

Professional advisors

Bank

National Westminster Bank plc,
Chancery Lane and Holborn branch,
332 High Holborn,
London, WC1V 7PS

Solicitors

Gateley Plc
Park View House, 58 The Ropewalk,
Nottingham,
NG1 5DW

Auditor

Moore Kingston Smith,
9 Appold Street, London, EC2A 2AP

Clinical auditor services

Ben Amponsah, Apartment 39 Islington Wharf
Great Ancoats Street, Manchester, M4 6DH

Investment Manager

Quilter Cheviot Senator House, 85 Queen Victoria Street, London, EC4V 4AB

Education Support's registered office

Education Support,
40a Drayton Park,
London N5 1EW

Objectives and activities

Our charity's purposes as set out in the Objectives section of the Articles of Association (Article 3) are:

- **the relief of financial hardship, sickness, disability, ill-health (mental or physical) and the infirmities associated with old age for serving, former or retired workers from the education sector, and their dependents;**
- **the advancement of education; and**
- **such other charitable purposes as the trustees may determine.**

Our vision and mission

Mission

Our mission is to improve the mental health and wellbeing of teachers and education staff. We believe that better mental health leads to better education.

How we deliver public benefit

Everything we do is aimed at supporting and improving the wellbeing and mental health of those working in, and retired from, education. This includes assisting them in managing their finances and going some way to relieving the associated pressures of financial hardship. We support the whole person: by that, we mean not just an individual in their professional capacity but in their personal life as well. In setting the business plan each year the trustees of Education Support have complied with the duty of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission, including "Running a Charity PB2".

Summary of our principal activities

See pages 13 — 34

Volunteers

Education Support did not run a volunteer programme in 2025—2026.

Structure, Governance and Management

Governance structure

The Board of Trustees

Trustees govern the activities of the charity in accordance with its Articles of Association. The charity is constituted as a Charitable Company Limited by Guarantee and has no share capital.

Governance Review

The board of trustees continue to assess its performance and skills. A full board effectiveness review is carried out regularly. Actions and findings from that are being incorporated into our use of the governance wheel toolkit. One element of the good governance wheel is reviewed by our governance committee each meeting.

As well as the board of trustees there are three sub committees:

- Finance, Audit and Risk
- Governance, Delivery and People
- Remuneration

Trustee selection methods

Trustees are recruited via an open recruitment process, selected on the basis of skill gaps and ability to contribute effectively to the governance of Education Support. We also co-opted two trustees with specific skill-sets that

1. The NCVO's Governance Wheel can be accessed here: https://www.ncvo.org.uk/help-and-guidance/governance/board-basics/tools-and-guidance/governance-wheel/#/

we had not been able to attract through open recruitment, namely higher education and digital development. We do not plan to co-opt to any further posts.

Remuneration policy

Staff salaries cost of living increases are approved at the remuneration committee before the annual budget for the year is completed. Senior staff salaries are reviewed by the remuneration committee against market rates on a regular basis.

How we make decisions

The board of trustees meets on a quarterly basis to review progress against key objectives.

The board of trustees makes all strategic decisions and delegates responsibility for the operational management and leadership of the charity to the Chief Executive (under the terms of the CEO delegated authority) who is supported by the Leadership Team.

Financial procedures set the financial limits for decision making at varying and appropriate levels from board level downwards.

The board of trustees organises itself into committees in order to explore particular areas in more depth and report back and make recommendations to the board as a whole.

Induction and Training

We run an induction process for all new Trustees and review content and feedback regularly.

Fundraising Review

The majority of Education Support's fundraising is conducted by paid staff or by volunteers securing small sums of sponsorship on our behalf. We also work closely with carefully selected third party organisations who fundraise on our behalf, conducting telephone campaigns and operating our online lottery.

Education Support, and our third party fundraising partners comply with fundraising regulations and the Fundraising Regulator code of practice. Education Support and our third party suppliers are registered with the Fundraising Regulator, and pay the annual levy.

No areas of non-compliance have been identified relating to any of our fundraising activities.

There were no complaints registered relating to fundraising activities in 2025/2026.

Investment Policy

Quilter Cheviot acts as Investment Manager to Education Support. The investment objective is to invest holdings on a long-term basis to achieve capital appreciation and minimum income of 3 percent per annum for distribution to the charity on a quarterly basis.

The charity adopts a socially responsible investment approach excluding investment in arms manufacture and distribution and promotion of pornography from its portfolio, and restricting tobacco investment. We support community investment, environment and green technology, and encourage investment in recycling and waste, safety and protection, training and educational activities and employment.

Investments are selected from a wide range of asset classes to allow for diversification and maximise performance with a reasonable or balanced level of risk.

The Committee meets annually with its Investment Manager to review performance of the fund and to determine future plans. An initial £4.0 million was invested in the fund in 2014 and a further £300k added during 2015/16.

The investment portfolio gained £283k of its overall value during the financial year. The balanced approach adopted by Quilter Cheviot has benefited the charity by outperforming benchmarked indices such as FTSE All Share.

We have put £500k on a deposit which matured in June 2026. This is included in current asset investments.

Whilst it has been a turbulent year the trustees, having discussed the portfolio strategy and performance feel our current approach and policy is the correct one. The market value of the investments at 31 March 2026 is £3.95 million compared to £3.6 million as at 31 March 2025.

The trustees have considered the nature, disposition, marketability, security and valuation of the scheme's investments and consider them to be appropriate relative to the reasons for holding each class of investment. More details about investments are given in the notes to the financial statements.

Financial Review

The cost of living issues continue to affect both our beneficiaries and donations.

Individual donors continue to be the financial bedrock for our charitable services. Having invested in our commercial team we improved sales year on year in a very challenging environment. We secured further grant and contract funding from DfE and the Welsh Government.

The generous response from supporters has enabled us to maintain similar levels of income through our regular fundraising activity (excluding legacies). This year we received over £250k in legacies.

We were given an additional unrestricted donation from an Associated charity of £66k from Church Schoolmasters and Schoolmistresses' Benevolent Institution (CSSBI). CSSBI were closing down and in 2024/25 and made a final payment to us this year. In 2024/25 they donated £500k.

We invested in strategic priorities (£158k) and drew down on our Windfall fund (£76k) and continue to focus on managing costs.

When reviewing our medium to long term income and expenditure models in 2024/25, we identified ongoing deficits each year as we spent time growing income streams. In light of this Trustees took the decision to close our Grant programme by March 2026, with a reduced service in 2025/26.

In this final year of our grants programme and we spent from our Grant reserve £183k. This means that, prior to investment gains/losses, we have an unrestricted deficit of £119k, and a total deficit of £112k including restricted and endowment funds.

Total incoming resources for the year were £3.897 million (2024/25: £4.554 million) and total expenditure was £4.009 million, (2024/25: £4.338 million) giving an operating deficit of £112k (2024/25 Surplus £27k) before gains/losses on investments.

In 2024/25 the Trustees agreed to exit the current pension scheme triggering the Section 75 debt (buyout). We have received the cost of the exit and so included £190,000 as a cost in the 2024/25 accounts (S75 Pension Provision, Note 14). This is included in the prior year figures above.

In 2025/26 financial year voluntary income was £1.233 million, down 24% on 2024/25. Cost of living pressures continue to impact Appeals. Voluntary income made up 32 percent of our total income (excluding CSSBI donation). We will continue our long term strategy to diversify voluntary income sources and have launched a strategy to recruit new regular donors.

Commercial revenue generated from our EAP business (and some other small training activities) totalled £1.020m (2024/25: £1.057m).

In 2025/26 Education Support continued to contract with the English and Welsh governments to deliver new services to support education staff. Income in this area was £1.061 million (2024/25: £1.151 million) and additional funding is already secured for 2026/27.

In 2024/25 we were approached to deliver some pieces of advisory work the Welsh government, which provided income of £100k. In 2025/26 this area of work grew bringing in £341k of income. We continue to provide these services as they helps us deliver mission.

Education Support continues to focus on achieving cost efficiency. Total resources expended in Education Support for the year amounted to £4.009 million, a reduction of £139k on 2024/25 (excluding Pension buyout), reflecting a reduction in spend on financial support and reduced cost of raising funds.

Reserves Policy

The trustees have set a reserves policy, which requires that:

- the reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future;
- reserves are maintained at a level which ensures that Education Support's core activity can continue during a period of unforeseen difficulty;
- a proportion of reserves is maintained in readily realisable form.

The policy states that free reserves should be maintained at a level which is at least equivalent to six months' operational expenditure, having regard to its future business plan and likely funding streams. Based on the organisation's budget for 2026-27 this equates to £1.8 million. At 31 March 2026, the value of unrestricted free reserves is £3.775 million.

The Trustees have continued to set aside reserves for key strategic activities. In addition to the £500k from CSSBI in a Windfall reserve, we have set aside additional funds in our development reserve and infrastructure reserves.

After this, unrestricted reserves of the Group at 31 March 2026 are £5.497 million, which include fixed assets and designated funds of £1.722 million.

The underlying assets of the organisation have sufficient liquidity to enable the organisation to meet all of its commitments as they fall due, but we recognise that we are operating currently in an uncertain environment.

Restricted reserves represent funds provided by external organisations for a specific purpose. These funds are actively managed and utilised in accordance with the restrictions placed on these funds as advised to Education Support.

Free Reserves

It is recognised that the level of free reserves at 31 March 2026 is in excess of our policy minimum, however trustees recognised that the level of uncertainty around both voluntary and commercial income, the uncertainties that will remain throughout this year and beyond, and the increased level of need for our services, require us to be able to react positively in the coming years. We also aim to invest in strategic development projects in 2026/27 to meet key organisational goals and to have funds available to invest in our new Strategy starting in 2026.

Designated funds

The Development Fund represents the fund designated for the strategic development and growth of the charity.

Trustees set aside funds for grant support which as mentioned ended in March 2026. The funds in this reserve (£183k) were drawn down in 25/26. The infrastructure reserve was used to implement key projects in Finance and IT and will be utilised on other infrastructure requirements including a website upgrade.

The Windfall (donation from Associated charity) of £500k from Church Schoolmasters and Schoolmistresses' Benevolent Institution (CSSBI) was set aside from operational reserves to deliver longer term strategic projects.

Having exited the pension scheme trustees set aside Additional S75 Funds for unknown future liability mentioned in Note 21

The trustees regularly review the level of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations. Trustees have the ability to re-designate reserves as they wish to meet the business needs of the organisation

Risks and Uncertainties

Purpose and scope of the risk management policy

In the process of delivering its services, Education Support is subject to certain risks that affect its ability to operate, support its beneficiaries and staff in the education sector and protect its assets. These include risks to employees, service users, customers, financial risks, liability to others and risks to property. These risks are managed through an effective risk management policy that seeks to minimise, mitigate, or in certain cases, avoid these risks through appropriate management action.

The aim of the policy is for trustees and management within Education Support:

1. to understand as fully as possible the risks being faced or taken;
2. to take appropriate action to manage these risks where it is possible and cost effective to do so;
3. to minimise the risk that new initiatives adversely affect existing services;
4. to accept a higher level of uncertainty, if appropriate, when taking advantage of new opportunities.

The Senior Leadership Team is, through its day-to-day operational management of the charity, responsible for managing and controlling risk in line with the approved policy and framework agreed by the board.

Within Education Support, risks are categorised as follows:

- Governance
- Strategic — Financial
- Strategic — People and Culture
- Strategic — Research and Policy
- Strategic — Service Delivery
- Operational — Systems/processes/premises
- Operational — ICT/Data
- Operational and strategic — Covid-19 pandemic

The most significant strategic risks are:

1. Impact of recessional events
2. Net contribution from income generation cannot meet current charitable activity levels
3. Lack of staff connection
4. Funded programmes not delivering on targets/impact

The risk register is reviewed every six months by the trustees, and the policy is reviewed annually.

Third party operational risk management

The safety and wellbeing of our service users is paramount and to that end, we ensure that our service centre takes risk management very seriously.

We continue to operate a robust quarterly audit program with our clinical auditor at our service centre in Ealing.

Our audits are designed to ensure that our services meet clinical standards and to ensure that we are aware of risks to the helpline and EAP service. These include operational risks but also risks which might impact upon the reputation of the services and the organisation and ultimately the users of our services. Mitigating actions are put in place to address any areas of potential concern.

Pension Liability

Up until 31 March 2025, the charity participated in a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This actuarial valuation showed assets of £800.3 million, liabilities of £831.9 million and a deficit of £31.6 million. The Trustees took the decision to exit the scheme and trigger the Section 75 debt during 2024-25 and paid off the Section 75 debt in full in 2025-26.

Statement of Trustees' Responsibilities

The 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 and charity law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the group, the incoming resources and application of resources, including its income and expenditure, for the period. In preparing, those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps 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.

Going Concern

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and continue to invest from reserves in areas that will support longer term goals. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. Having exited the old pension scheme and paid the S75 debt, the Trustees are comfortable that we have reserves available to meet any further debt in 2026/27.The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 10 September 2026

and signed on their behalf by:



Clare Rees (Chair)



Independent auditor's report to the members and trustees of Education Support Partnership

Opinion

We have audited the financial statements of Education Support Partnership (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2026 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2026 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for audits of small entities, in the circumstances set out in note 7 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial

statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the financial statements

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Shivani Kothari
(Senior Statutory Auditor) Moore Kingston Smith LLP

for and on behalf of Moore Kingston Smith LLP,
Statutory Auditor

DATE 26 October 2026

9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2026

	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total Year to 31 March 2026 (£)	Total Year to 31 March 2025 (£)
Income (Notes)					
Donations and legacies	1,198,778	-	-	**1,198,778**	1,570,015
Trusts and Foundations	34,000	-	-	**34,000**	48,000
Donation from Associated Charity	66,363	-	-	**66,363**	500,000
Government Programmes	570	1,059,952	-	**1,060,522**	1,150,968
Paid for services	1,019,843	-	-	**1,019,843**	1,056,870
Policy and Research	40,524	-	-	**40,524**	-
Investment Income **(6)**	129,139	5,243	1,525	**135,907**	128,469
Advisory Income	341,224			**341,224**	100,000
Total income	**2,830,441**	**1,065,195**	**1,525**	**3,897,161**	**4,554,322**
Expenditure					
Raising Funds					
Cost of generating voluntary income **(5)**	271,349	-	-	**271,349**	257,639
Paid for services **(5)**	565,965	-	-	**565,965**	607,836
Investment management costs	34,372	-	-	**34,372**	32,153
	871,686	**-**	**-**	**871,686**	**897,628**
Charitable expenditure					
Counselling and mental health advice service **(5)**	968,171	1,059,694	-	**2,027,865**	2,107,765
Financial Support Services **(5)**	251,120	-	-	**251,120**	383,554
Communications, Policy and Research **(5)**	575,185	-	-	**575,185**	523,071
Information and Online Services **(5)**	125,141	-	-	**125,141**	84,542
Strategy Development **(5a)**	158,066	-	-	**158,066**	150,960
	2,077,683	1,059,694	-	**3,137,377**	3,249,892
Total Expenditure	**2,949,369**	**1,059,694**	**-**	**4,009,063**	**4,147,520**
S75 Pension Provision		-	-		(190,000)
Net Income/ (Expenditure)	(118,928)	5,501	1,525	**(111,902)**	216,802
Realised gains/(losses) on investments **(11)**	38,651	1,569	456	**40,676**	(129,525)
Unrealised gains/(losses) on investments **(11)**	229,902	9,335	2,715	**241,952**	215,957
Transfers between funds		1,525	(1,525)	**-**	-
Net gains/(losses) on investments	268,553	12,429	1,646	**282,628**	86,532
Net income/(expenditure) for the year	**149,625**	**17,930**	**3,171**	**170,726**	**303,234**
Net movement in funds	149,625	17,930	3,171	**170,726**	303,234
Funds at 1 April 2025 **(16)**	5,347,377	217,124	63,144	**5,627,645**	5,324,411
Funds at 31 March 2026 (17)	**5,497,002**	**235,054**	**66,315**	**5,798,371**	**5,627,645**

All incoming resources and resources expended derive from continuing activities
All recognised gains and loses are reflected through the Consolidated Statement of Financial Activities and no separate Statement of Total Recognised Gains and Losses has been presented. The notes on pages 51 to 64 form part of these financial statements

Balance sheets as at 31 March 2026
Company registration number: 9311354

	at 31 March 2026 Group (£)	at 31 March 2026 Charity (£)	at 31 March 2025 Group (£)	at 31 March 2025 Charity (£)
Fixed assets (Notes)				
Tangible fixed assets **(10)**	1,068,071	1,068,071	1,081,701	1,081,701
Investments **(11)**	3,955,198	3,955,300	3,585,464	3,585,566
	5,023,269	**5,023,371**	**4,667,165**	**4,667,267**
Current assets				
Debtors **(12)**	788,214	788,212	856,103	856,101
Cash at bank and in hand	598,449	598,449	833,592	833,592
Investments	500,000	500,000	500,000	500,000
	1,886,663	1,886,661	2,189,695	2,189,693
Creditors: amounts falling due within one year **(13)**	(1,111,561)	(1,111,661)	(1,039,215)	(1,039,315)
Net current assets	775,102	775,000	1,150,480	1,150,378
Pension Provision **(14)**	-	-	(190,000)	(190,000)
Net assets	**5,798,371**	**5,798,371**	**5,627,645**	**5,627,645**
Funds				
Endowment **(16a)**	66,315	66,315	63,144	63,144
Restricted **(16b)**	235,054	235,054	217,124	217,124
Unrestricted:				
General Fund **(16c)**	5,497,002	5,497,002	5,347,377	5,347,377
Funds at 31 March 2026 (17)	**5,798,371**	**5,798,371**	**5,627,645**	**5,627,645**

As permitted by s408 Companies Act 2006, the company has not presented its own income and expenditure statement and related notes. The company's surplus for the year was £170,726 (24/25 FY: surplus £303,234)

These financial statements have been prepared in accordance with the provisions applicable to the small companies regime.

These financial statements were approved by the Board of Trustees and authorised for issue on 10 September 2026 and signed on their behalf by:



Clare Rees

Consolidated Cash Flow Statement
Year Ended 31 March 2026

	Year to 31 March 2026 (£)	Year to 31 March 2025 (£)
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net income/(expenditure) for the year as per the statement of financial activities	170,726	303,234
Adjustments for		
Depreciation and amortisation charges	13,630	14,112
Loss/(Gain) on investments	(282,628)	(86,432)
Dividends, interest and rents from investments	(135,907)	(128,469)
Loss/(profit) on the sale of fixed assets	-	1,387
(Increase)/Decrease in stocks	-	-
(Increase)/Decrease in debtors	67,889	(65,194)
Increase/(Decrease) in creditors	(117,654)	312,474
Net cash provided by operating activities	(283,944)	351,112
Net cash flow provided by operating activities	(283,944)	351,112
Cash flows from investing activities		
Dividends, interest and rent from investments	135,907	128,469
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	-	-
Proceeds from sale of investments	339,641	1,193,805
Purchase of investments	(372,803)	(1,310,901)
Net cash provided by investing activities	102,745	11,373
Change in cash and cash equivalents in the reporting period	(181,199)	362,485
Cash and cash equivalents at the beginning of the reporting period	1,007,994	645,509
Cash and cash equivalents at the end of the reporting period	826,795	1,007,994
Analysis of cash and cash equivalents	**£**	**£**
Cash at bank and in hand	598,449	833,592
Cash held by broker	228,346	174,402
	-	-
Total cash and cash equivalents	**826,795**	**1,007,994**

Notes to the financial statements for the year ended 31 March 2026

1. Company Information

Education Support is a private limited company incorporated in the United Kingdom on 14 November 2014, under Company Number 9311354.

The company's registered office is 40A Drayton Park, London N5 1EW.

2. Basis of Preparation

The charitable Group is a public benefit group for the purposes of FRS102 and therefore the charity also prepared its financial statements in accordance with Statement of Recommended Practices applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2006, and the Charities Act 2011.

The group financial statements consolidate the financial statements of Education Support Partnership and its entire subsidiary undertakings drawn up to 31 March each year.

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

Going Concern

We continue to work in a challenging environment in terms of income generation and beneficiary needs. However we have invested in our sales structure and continue to invest from reserves in areas that will support longer term goals. After reviewing the group's forecasts and projections, and taking into account the reserves available, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being the 12 months from the date these accounts are signed and have not identified any material uncertainties in this regard. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

3. Accounting policies

The following indicates the principal policies adopted:

i. Income and expenditure

All items of income and expenditure are accounted for on an accruals basis. Where contracts are awarded in favour of the company for fixed terms, contract income and the direct costs associated with the contract are accrued evenly over the duration of the contract.

Income

The specific bases for accounting for income are described below.

Donations are included in full in the statement of financial activities when received.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made; or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified to the executor's intention to make a distribution.

Trusts and foundation grants are recognised when entitlement to the grant is confirmed. Paid for services income is recognised when the services are delivered.

Investment income is included in the Statement of Financial Activities in the year in which it is receivable.

ii. Tangible assets

Tangible fixed assets are measured at cost less accumulated depreciation to date and any accumulated impairment losses. Depreciation is calculated to write down the cost less residual value of all tangible fixed assets over their expected useful lives, using the straight line method. The rates applicable are:

Computer equipment	3 years
Furniture and fittings	5 years

Our Head office leasehold is depreciated over the period of the lease (155 years) on a straight line basis. Refurbishment costs associated with the property are depreciated over 50 years on a straight line basis.

iii. Intangible assets

Intangible assets are measured at cost less accumulated amortisation to date and any accumulated impairment losses. Amortisation is calculated to write down the cost less residual value of all intangible assets over their expected useful lives, using the straight line method. The rate applicable is:

Software	3 years

iv. Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

v. Investments

Listed investments are included in the financial statements at bid value at the balance sheet date. Gains/losses on disposal of investments and revaluation of investments are recognised in the year of gain or loss and are allocated to the funds to which the investments relate. Investments in subsidiaries are included in the financial statements at cost.

vi. Debtors

Short term debtors are measured at transaction price, less any impairment.

vii. Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

viii. Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the company. All other leases are classified as operating leases. Rentals payable under operating leases are charged on a straight line basis over the lease term, unless the rental payments are structured to increase in line with general inflation, in which case the company recognises annual rent expense equal to amounts owed to the lessor.

ix. 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 for its charitable purposes.

x. Turnover

Turnover arises from the company's principal activities of providing support, assistance and training and consists of amounts invoiced net of VAT. All turnover arises in the U.K.

xi. Expenditure allocation

Expenditure has been allocated to restricted and unrestricted funds by direct attribution where possible, or by the proportion of service usage reported and attributed to each fund.

xii. Employee benefits

Short term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred. In line with FRS 102 accrued holiday has been included as an expense in the period in which the entitlement arose.

xiii. Pensions

During the year the Charity has one pension scheme (having exited the TPT scheme in 24-25): a defined contribution scheme for current employees.

xiv. Funds

General funds are those that are available for use at the Trustees' discretion in the furtherance of the Charity's objectives. Designated funds are unrestricted funds set aside for unrestricted purposes and which would otherwise form part of general funds. Details of the nature and purpose of each fund are set out in note 16c.

Restricted funds are funds that are subject to restrictions imposed by donors and are applied in accordance with these restrictions. Details of the nature and purpose of each restricted fund are set out in note 16b.

The Charity has one Endowment fund, the Cutler Trust. Income derives from the investment of the fund and is used to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

xv. Support Costs

Support costs cover those funds which assist the running of the charity and mainly comprise of staff costs and overheads. These costs have been allocated between costs of raising funds and charitable expenditure.

xvi. Cash and cash Equivalents

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

4. Significant judgements and estimates

In preparing these financial statements, the Trustees have made the following judgements:

Legacy income is based on proof of entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Investment Property was sold in previous financial year and the value reflected in the accounts is the selling price of the property.

Investment portfolio includes material alternative market investments, where the values are estimated based on assumptions and judgements considered by the investment agents.

Tangible Fixed Assets and Intangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually.

5. Expenditure for the year to 31 March 2026

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2026 Total (£)
Counselling and mental health advice service	-	497,317	1,253,667	276,881	2,027,865
Financial support	115,211	66,865	787	68,257	251,120
Communications, Policy and Research	-	242,510	181,944	150,731	575,185
Information and on-line services	-	67,986	2,640	54,515	125,141
Paid for services	-	312,770	24,189	229,006	565,965
Cost of generating voluntary income	-	103,674	71,278	96,397	271,349
Total	**115,211**	**1,291,122**	**1,534,505**	**875,787**	**3,816,625**

5. Expenditure for the year to 31 March 2025

	Grants (£)	Direct Staff costs (£)	Other direct costs (£)	Support Costs (£)	Year to March 2025 Total (£)
Counselling and mental health advice service	-	499,198	1,346,387	262,180	2,107,765
Financial support	230,814	80,096	-	72,644	383,554
Communications, Policy and Research	-	251,363	130,514	141,194	523,071
Information and on-line services	-	40,616	-	43,926	84,542
Paid for services	-	353,175	31,444	223,217	607,836
Cost of generating voluntary income	-	100,633	62,924	94,082	257,639
Total	**230,814**	**1,325,081**	**1,571,269**	**837,243**	**3,964,407**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Counselling and mental health advice services represent the costs of delivering Employee Assistance Programme and Free Helpline. In addition we also deliver a range of services incuding peer to peer support and professional supervision as part of grant from Welsh governments and contract with DFE.

Financial Support costs relate to grants awarded to help people with financial emergencies and the burden of short term debt, to pay for essential unaffordable items and to help them stay in or get back to work. All grants are paid to individuals.

Communications and Policy represents the expenditure associated with survey, research and statistical analysis in order to bring awareness of the challenges within the education sector.

Information and on-line service costs represent the expenditure associated with commissioning social media content, marketing and events to increase awareness and promote our services.

Paid for services costs represent the costs of selling our commercial products and services.

Costs of generating voluntary income represent the costs of running and supporting our fundraising function.

5. Expenditure for the year to 31 March 2026 (continued)

	Support Costs March 2026	Support Costs March 2025
Support costs include:		
Office administration costs	83,057	85,205
Building administration costs	73,133	71,937
Organisational Management	180,483	171,648
Human Resources costs	118,313	110,670
Finance Costs	118,080	113,278
Professional fees	49,890	47,278
Marketing and communications costs	9,833	14,622
IT Costs	125,849	117,804
Governance costs	117,149	104,801
Total overheads	**875,787**	**837,243**

Office and Building administration costs during the year consistent with last years' spend.

Organisational Management costs, Finance, professional fees and marketing costs are consistent with previous financial year. The overall increase is due to inflationary increase and staff costs during the year.

HR costs are consistent with previous financial year.

Decrease in marketing and communications costs is a result of direct allocation of marketing initiatives during the year.

General IT support went down during the year. IT Costs during the year include outsourced support of our CRM which was previously held by the staff member with direct function allocation.

Increase in governance costs is due to higher trustees travel costs incurred during the year.

5a. Strategy Development

Strategic development costs were paid to improve our infrastructure, knowledge and our income generation with funding provided by Trustees to make improvements to our IT infrastructure, develop our Research knowledge and review and test our donor program.

The main components of strategic development are:

	£
Strategic Project	37,643
Website Upgrade	42,817
CRM Review	60,348
Finance and IT Infrastructure	16,625
Section 75 Pension Act	633
	158,066

5b. Governance Costs

Costs classified as governance relate to the general running of the charity and included operation of the Board of Trustees and addressing constitutional, audit and other statutory matters, and are made up of the following:

	March 2026 (£)	March 2025 (£)
Financial Audit fees	26,346	25,353
Governance Travel and Subsistence	2,052	183
Governance Meetings	5,689	2,766
Apportionment of Staff costs	82,257	74,999
Professional and Legal Costs	805	1,500
Total	**117,149**	**104,801**

6. Investment Income

	Year to March 2026			Year to March 2025		
	General Funds (£)	Restricted Funds (£)	March 2026 Total (£)	General Funds (£)	Restricted Funds (£)	March 2025 Total (£)
Income from listed investments	119,258	6,768	126,026	98,835	16,544	115,379
Bank interest receivable	9,881	-	9,881	13,090	-	13,090
	129,139	**6,768**	**135,907**	**111,925**	**16,544**	**128,469**

7. Net outgoing resources for the year are stated after charging

	Year to March 2026 (£)	Year to March 2025 (£)
Depreciation	13,630	14,112
Auditor's remuneration: Audit fees (excluding VAT)	24,170	25,120

8. Employee information

	Year to March 2026 (£)	Year to March 2025 (£)
Employee Costs		
Wages and salaries	**1,494,863**	1,546,330
Social security costs	**186,751**	160,541
Pension costs	**144,422**	137,256
Redundancy payments within year	**7,550**	15,695
	1,833,586	1,859,822

Redundancy payments in 25/26 FY relates to 1 staff member

The average number of employees during the period was:	Year to March 2026	Year to March 2025
Fundraising	**2**	1
Paid for Services	**5**	6
Financial Support	**1**	2
Information and on-line services	**1**	2
Counselling and Mental Health services	**9**	9
Communications, Policy and Research	**6**	5
Administration	**6**	6
Total	**30**	31

	Year to March 2026 (£)	Year to March 2025 (£)
Key management personnel aggregate pay (including NI and pension)	**525,783**	414,299

During the year key management personnel comprised of:
CEO • Director of Finance and Operations • Director of Communications and Public Affairs • Director of Programmes • Director of Income Generation

Employee information The number of employees earning in excess of £60,000 gross salary including NI and Pension costs per annum was:	Year to March 2026 (£)	Year to March 2025 (£)
£130,001 to £140,000	**1**	-
£110,000 to £120,000	**-**	1
£90,001 to £100,000	**1**	1
£80,000 to £90,000	**2**	-
£70,000 to £80,000	**-**	2
£60,000 to £70,000	**1**	1

9. Trustees

	Year to March 2026 (£)	Year to March 2025 (£)
Trustees provide their services without remuneration		
Total expenses reimbursed to the trustees (including amounts paid on behalf of trustees) for travel, accommodation and subsistence	**1,235**	52
Number of trustees claiming expenses during the year	5	1

10. Tangible (TFA) and intangible fixed assets (IFA)

Group & Charity	**TFA**	**TFA**	**TFA**	**IFA**
Cost	**Leasehold property including refurbishment (£)**	**Furniture, equipment, fixtures & fittings (£)**	**Total (£)**	**Software (£)**
At 31 March 2025	1,314,276	195,693	1,509,969	65,236
Additions	-	-	0	-
Disposals	-	-	0	-
At 31 March 2026	1,314,276	195,693	1,509,969	65,236
Accumulated depreciation				
At 31 March 2025	232,575	195,693	428,268	65,236
Charge for the year	13,630	-	13,630	-
Disposals	-	-	0	-
At 31 March 2026	246,205	195,693	441,898	65,236
Net book value				
At 31 March 2026	1,068,071	-	1,068,071	-
At 31 March 2025	1,081,701	-	1,081,701	-

11. Fixed asset investments

Summary	March 26 Group (£)	March 26 Charity (£)	March 25 Group (£)	March 25 Charity (£)
Listed investments (a)	3,955,198	3,955,198	3,585,464	3,585,464
Unlisted investment (b)	-	102	-	102
Investment Property (c)	-	-	-	-
	3,955,198	**3,955,300**	**3,585,464**	**3,585,566**

(a) Listed Investments Group & Charity

	Unrestricted				Total	
	Fixed Interest (£)	Equities (£)	Overseas Equities (£)	Alternative Investments (£)	Year to March 2026 (£)	Year to March 2025 (£)
At 1 April 2025	1,193,624	641,576	1,174,883	401,509	3,411,592	3,268,241
Additions	100,326	27,713	97,356	147,408	372,803	810,901
Disposals	(63,262)	(92,123)	(55,020)	(129,236)	(339,641)	(683,805)
Realised gain/(loss)	-	40,676	-	-	40,676	(129,525)
Unrealised gain/(loss)	24,799	45,537	92,310	79,306	241,952	145,780
	1,255,487	663,379	1,309,529	498,987	3,727,382	3,411,592
Cash held by broker					227,816	173,872
At 31 March 2026	1,255,487	663,379	1,309,529	498,987	3,955,198	3,585,464
Historical cost					3,189,249	3,196,763

Unrestricted fund investments consist of a portfolio of listed investments managed on the Charity's behalf by professional fund managers. The following investments make up more than 5% of the total investment portfolio:

	% of total	Market Value
JPMorgan American Investment Trust	6.21%	245,640

11. Fixed asset investments (continued)

(b) Unlisted investments	Group at 31 March 2026 (£)	Charity at 31 March 2026 (£)	Group at 31 March 2025 (£)	Charity at 31 March 2025 (£)
100% interest in TBF Holdings Limited (i) Incorporated in the United Kingdom, Company Number 4328710	-	100	-	100
100% interest in TBF Trading (No. 2) Limited (ii) Incorporated in the United Kingdom, Company Number 4162015	-	2	-	2
	-	102	-	102

(i) Education Support Partnership owns the entire share capital of TBF Holdings Limited, a company limited by shares and incorporated in England and Wales. TBF Holdings Limited was dormant during the year and the previous period.

(ii) Education Support Partnership owns the entire share capital of TBF Trading (No. 2) Limited, a company limited by shares and incorporated in England and Wales. The company was dormant during the year and the previous period.

(c) Investment Property	at 31 March 2026 (£)	at 31 March 2025 (£)
Market value at 1st April 2025	-	510,000
Disposal	-	(510,000)
Market value at 31st March 2026	**-**	**-**

In May 2024 the property was sold for £510,000.

12. Debtors

	March 26 Group (£)	March 26 Charity (£)	March 25 Group (£)	March 25 Charity (£)
Trade debtors	167,912	167,912	150,379	150,379
Prepayments and accrued income	491,809	491,809	565,618	565,618
Legacy debtor	64,204	64,204	93,932	93,932
Other debtors	46,715	46,713	28,900	28,898
Welfare loans	17,574	17,574	17,274	17,274
	788,214	788,212	856,103	856,101

Legacy debtor relates to legacy income which was notified and Education Support was entitled to before 31 March 2026 and had been accrued as required by FRS 102.

13. Creditors: amounts falling due within one year

	March 26 Group (£)	March 26 Charity (£)	March 25 Group (£)	March 25 Charity (£)
Amount due to subsidiary undertakings	-	100	-	100
Trade creditors	129,772	129,772	103,977	103,977
Taxation and social security costs	87,291	87,291	72,254	72,254
Pensions including pension fund deficit contribution plan	11,355	11,355	272	272
Accruals and deferred income including holiday pay	877,095	877,095	852,419	852,419
Other creditors	6,048	6,048	10,293	10,293
	1,111,561	1,111,661	1,039,215	1,039,315

13a. Deferred Income

	March 26 (£)		March 25 (£)	
Deferred Income b/f	503,912		484,835	
Released in year	(503,912)		(484,835)	
Deferred to next year	481,316		503,912	
Deferred income c/f	481,316		503,912	

Deferred income relates to paid for services that are expected to be delivered over several months. Employee Assistance Programmes are delivered over 12 month period from the start of the contract. Headspace/ Yourspace and training and development service deferrals based on the duration of the individual contracts.

14. S75 Pension Provision

	March 26 Group (£)	March 26 Charity (£)	March 25 Group (£)	March 25 Charity (£)
S75 Pension Provision			190,000	190,000
	-	-	190,000	190,000

15. Pension Scheme

During 24/25 FY, Education support exited the TPT pension scheme and in 25/26 paid off the Section 75 debt in full. The current scheme with Smart Pension is a defined contribution Scheme.

Statement of Changes in Reserves

16a. Endowment Fund

	Balance as at 31 March 2025 (£)	Income (£)	Expenditure (£)	Gains/ (Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2026 (£)
Cutler Trust	63,144	1,525	-	3,171	(1,525)	66,315

	Balance as at 31 March 2024 (£)	Income (£)	Expenditure (£)	Gains/ (Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2025 (£)
Cutler Trust	62,952	1,520	-	192	(1,520)	63,144

The Cutler Trust is a permanent endowment to promote the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

16b. Restricted funds for the year to 31 March 2026

	Balance as at 31 March 2025 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2026 (£)
DFE programme	6,173	487,275	(487,271)	-	-	6,177
Welsh Government programme	104,872	566,945	(567,665)	-	-	104,152
National Association of Special Schools	50	-	-	-	-	50
Education Projects	-	-	-	-	-	-
NAHT Project	4,768	-	-	-	-	4,768
Wesleyan	28,233	-	(2,225)	-	-	26,008
Northern Ireland project	4,934	-	-	-	-	4,934
Edinburgh Council	(2,899)	5,732	(2,533)	-	-	300
AOC	10,450	-	-	-	-	10,450
Cutler Trust	7,373	639	-	1,328	1,525	10,865
TeachWell grant	16,794	1,454	-	3,025	-	21,273
G Hollows	6,687	579	-	1,204	-	8,470
Kent NAHT	5,678	492	-	1,023	-	7,193
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	7,982	691	-	1,438	-	10,111
Widows Fund	6,779	587	-	1,221	-	8,587
Alan Naylor legacy	9,246	801	-	1,665	-	11,712
CSiS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
	217,124	1,065,195	(1,059,694)	10,904	1,525	235,054

Restricted funds for the year to 31 March 2025

	Balance as at 31 March 2024 (£)	Income (£)	Expenditure (£)	Gains/(Losses) on Investments (£)	Transfers (£)	Balance as at 31 March 2025 (£)
DFE programme	3,670	538,659	(536,156)	-	-	6,173
Welsh Government programme	116,155	600,957	(612,240)	-	-	104,872
National Association of Special Schools	50	-	-	-	-	50
Education Projects	-	-	-	-	-	-
NAHT Project	4,768	-	-	-	-	4,768
Wesleyan	29,500	-	(1,267)	-	-	28,233
Northern Ireland project	42,020	-	(37,086)	-	-	4,934
Edinburgh Council	-	5,732	(8,631)	-	-	(2,899)
AOC	10,450	-	-	-	-	10,450
Cutler Trust	5,512	337	-	4	1,520	7,373
TeachWell grant	15,797	965	-	32	-	16,794
G Hollows	6,292	384	-	11	-	6,687
Kent NAHT	5,341	326	-	11	-	5,678
Scottish Teachers & Lecturers	-	-	-	-	-	-
NUT Development Workers Fund	7,508	459	-	15	-	7,982
Widows Fund	6,377	389	-	13	-	6,779
Alan Naylor legacy	8,697	531	-	18	-	9,246
CSiS Grant	4	-	-	-	-	4
Teacher Support Network Funds	-	-	-	-	-	-
Recourse Funds	190,465	11,633	(246,610)	1,797	42,715	-
	452,606	1,160,372	(1,441,990)	1,901	44,235	217,124

16b. Restricted funds (continued)

a. Restricted funds arise from receipt of restricted grants, donations and legacies. Expenditure may only be charged against these funds provided it is in accordance with the restrictions imposed by various donors.

b. DFE programme grant was received from DFE to deliver COVID-19 School Leader Wellbeing programme.

c. Welsh Government programme grant received in 20/21 FY to deliver dedicated support to support the mental health and wellbeing education staff in Wales, with a particular focus on school leaders.

d. Income arising from The Cutler Trust is applied to welfare grants towards the education of persons in need under 25 years of age, whose parents are or were teachers in the London area.

e. Teach Well grant was provided by NASUWT to undertake research and develop Teach Well tools

f. G Hollows fund was created as a memorial to Graham Hollows to develop an online wellbeing tool

g. Kent NAHT Benevolent Fund was disbanded and residual funds transferred to distribute welfare grants to members, spouses and dependants of NAHT Kent and Kent Federation of Head Teachers Associations.

h. Scottish Teachers and Lecturers fund was created on the dissolution of Teacher Support Scotland to fund services in Scotland.

i. NUT Development Workers Fund is a grant provided by NUT to revive local operations and maintain the relationship with the NUT.

j. Widows Fund was provided by the widow of a former teacher to support young widows with children.

k. Alan Naylor legacy assists with residential care and housing support for our elderly beneficiaries

l. CSiS provided a grant to extend our welfare grants programme

m. Recourse funds transferred on merger to Education Support Partnership are restricted to the objects of Recourse.

n. Teacher Support Network funds transferred on its merger to Education Support Partnership are restricted to the objects of Teacher Support Network. In 2019/20 Teacher Support Network restricted fund was fully spent

16c. Unrestricted funds

	Balance at 31 March 2025 (£)	Transfers (£)	Net movement in funds excl transfers (£)	Balance at 31 March 2026 (£)
Unrestricted Funds:	5,347,377	-	149,625	5,497,002
Comprise of:				
Designated Fund				
Fixed Asset	1,083,086		(15,015)	1,068,071
Development Fund	132,264	18,000	(115,249)	35,015
Donation from Associated Charity	492,396		(75,526)	416,870
Grant Reserve	183,000	(137)	(182,863)	-
Additional S75 Fund	126,000			126,000
Infrastructure Reserve	23,962	95,000	(42,897)	76,065
Free Reserves	3,306,669	(112,863)	581,175	3,774,981
	5,347,377	**-**	**149,625**	**5,497,002**

a. The Tangible fixed asset fund represents the net book value of the charity's fixed assets..

b. The Development Fund represents the fund designated for the strategic development and growth of the charity. The Trustees agreed to add £18,000 to this fund for use in 2025/26.1

c. Donation from Associated Charity Fund refers to monies received from CSSBI in 24/25 FY. The trustees decided to designate the original funds towards strategic organisational initiatives. Further receipts will go to general reserves

d. The Grants Fund represents monies set aside to ensure that any short term issues in income streams will not impact on our ability to support those in financial hardship. The trustees are committed to ensuring funds are available should the need arise.

e. S75 Fund relates to the unknown future liability that may arise due to an ongoing legal case with TPT.

f. The infrastructure reserve was set up for 2023/24 to fund major office projects and system upgrades. Transfers between funds relate to the website upgrade project.

17a. Analysis of Group and Charity net assets between funds

2026	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,068,071	1,068,071
Investments	3,653,829	66,315	235,054	-	3,955,198
Current assets	1,232,713	-	-	653,950	1,886,663
Current liabilities	(1,111,561)	-	-	-	(1,111,561)
Net assets at 31 March 2026	3,774,981	66,315	235,054	1,722,021	5,798,371

2025	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,083,086	1,083,086
Investments	3,805,196	63,144	217,124	-	4,085,464
Current assets	1,373,046	-	-	315,264	1,688,310
Current liabilities	(1,039,215)	-	-	-	(1,039,215)
S75 Pension Provision	(190,000)	-	-	-	(190,000)
Net assets at 31 March 2025	3,949,027	63,144	217,124	1,398,350	5,627,645

17b. Analysis of Charity net assets between funds

2026	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,068,071	1,068,071
Investments	3,653,931	66,315	235,054	-	3,955,300
Current assets	1,232,711	-	-	653,950	1,886,661
Current liabilities	(1,111,661)	-	-	-	(1,111,661)
Net assets at 31 March 2026	3,774,981	66,315	235,054	1,722,021	5,798,371

2025	General fund (£)	Endowment fund (£)	Restricted funds (£)	Designated funds (£)	Total funds (£)
Fixed assets	-	-	-	1,083,086	1,083,086
Investments	3,805,298	63,144	217,124	-	4,085,566
Current assets	1,373,044	-	-	315,264	1,688,308
Current liabilities	(1,039,315)	-	-	-	(1,039,315)
S75 Pension Provision	(190,000)	-	-	-	(190,000)
Net assets at 31 March 2025	3,949,027	63,144	217,124	1,398,350	5,627,645

18. Operating lease commitments

At 31 March 2026 the group had total future minimum lease commitments under non-cancellable operating leases as follows:

Plant and Machinery	**March 26 (£)**	**March 25 (£)**
Maturing within one year (equipment)	5,250	5,200
Maturing between one and five years (equipment)	5,150	10,400

19. Related party transactions

There were no identified related party transactions in 2025/26 (2024/25: none)

The total donations received from trustees in 2025/26 amounted to £86 (£770 received from trustees in prior year)

20. Financial Instruments

	March 26 (£)	**March 25 (£)**
Financial asset measured at fair value		
Financial assets measured at amortised cost	743,553	818,015
Financial liabilities measured at amortised cost	1,024,270	966,961

Education Support

The charity for everyone working in education

Education Support
40A Drayton Park, London, N5 1EW

+44 (0) 20 7697 2750
educationsupport.org.uk

Design: Charlie Behrens
Photography: Simon Ellis

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