

## Social Enterprise

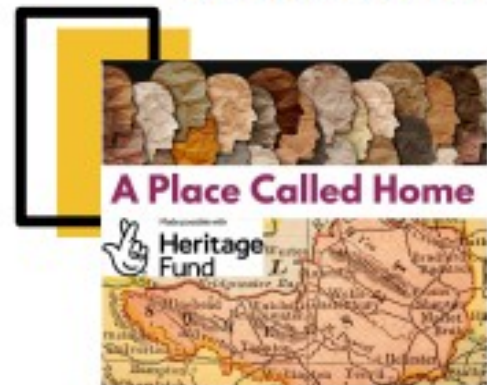


# The GLADE Centre Annual Report and Financial Statements for Year Ended 31 March 2023

## Loans Service



## Social Learning



## Partnerships



## **The GLADE Centre, since 1993**

“building knowledge, skills and attitudes for change in a global society.”

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## **Chairs' Report 2023**

Lynn's report reminds us that GLADE is in its thirtieth year of operation and, whilst it's always more exciting to look forwards than backwards, our survival during this turbulent period is in itself a considerable achievement. Our reputation rests on the huge body of work that we can look back on with pride and a sense that we have responded to GLADE's loftiest aims with expertise and commitment. The many friends we have made along the way bear testament to our outward-looking and internationalist approach and I hope they will share with us a quiet satisfaction at the progress we have jointly made.

On to the more exciting stuff! This year we have embarked on our most ambitious project for some years, A Place Called Home. This fulfills our long-standing wish to do more work in the community of Somerset and should enable us to counter the pernicious 'not welcome here' message prevalent in some quarters. In a further project, we will be working to fulfil Somerset Council's ambitions to connect with diverse faith and belief networks in the county. This will enable us to build our own capacity as well as delivering positive outcomes for our whole community.

Our Treasurer often rightly reminds us that winning contracts in the current climate does precious little for our financial prospects, as they usually include little or nothing towards our running costs. This provides us with the incentive to continue with work which is more 'profitable' and to do all we can to promote the return of a national commitment to properly funded development education, the loss of which has been so devastating for the network of Development Education Centres.

As we move forward into a new year, I'd like to thank all our new colleagues who have joined us to work on the new projects. They are a welcome boost to our professional capacity and, led by Lynn, have already launched enthusiastically into GLADE's programme of activity. I hope that they, and the rest of the GLADE family, enjoy their work and come to share with the Trustees a sense of challenge and achievement.

**Jon Gray; Chair of Trustees for The GLADE Centre  
October 2023**

## Programme Director's Report

### Introduction

The GLADE Centre; “building knowledge, skills and attitudes for change in a global society.”

Since 1993 the GLADE Centre has helped people of all ages learn about the world and its people, building the key idea of interdependence and local action for change.

We help people find their own interests with local-global connections, leading to action and agency, entry points and themes include through Intercultural Understanding, Sustainability, Global Citizenship, and Human Rights.

Strengths we have carried forward into our work this year include:-

- Being a locally-based charity, existing “to advance the education of the public in all matters relating to world and community development, including but not by way of limitation cultural, economic, environmental issues and other related aspects.”
- Being known locally, nationally, internationally for leading high quality training, running inspirational workshops and delivering new projects that make connections between global and intercultural issues, and local contexts.
- Being a diverse team with wide experience so we are adept at exploring global themes and spotting their local implications with entry points or ‘lenses’ depending on the interests of the audience and community.
- Being flexible yet always with a participatory and reflective approach helping people of all ages CONNECT-CHALLENGE-CHANGE:

*Connect people with global and local issues through activity, people and real-life examples,*

*Challenge and explore peoples’ preconceptions by talking and listening, reflecting and facilitating dialogue,*

*Going on to Change the way people think about and act for the world and our own localities*

- Spotting and acting on opportunities to build relationships, to build relevance and longevity into our work while widening our reach further into Somerset.

## **Headlines of The GLADE Centre's year:-**

This has been a year of “bright ideas” coming to fruition and “lightbulb moments” providing opportunities for reviving contacts and connections for the next year or so.

- Gaining funding for our 3-year project A PLACE CALLED HOME from National Lottery Heritage Fund
- Creatively working with SPAEDA to combine the Romantic Poets with climate action learning for children in the outdoors spaces on the Quantocks.
- Sharing enterprising ideas from amazing students and teachers in Estonia, Germany, Slovenia, Turkiye and the UK to build global learning for social enterprise.
- Appointing 5 new project workers who are Heritage Associates with dedicated time for community development, made possible with National Lottery Heritage Fund
- Gaining new expertise and support for our website from George at Kernel IT Services, and creating new online spaces to widen our reach.
- Reshaping our Global Loans Service of powerful objects, curious artefacts and memorable items for deepening learning. This includes better grouping of our artefacts into Country Collections, Literacy Collections, Numeracy Collections, Creativity Collections.
- Creating and curating online materials for teachers who book loans of our Collections. And offering a workshop as a timesaver for busy teachers to deepen learning through handling items, building curious learners and critical thinkers.
- Submitting a successful bid to Somerset Council for us to bring a critical thinking mindset to the Interfaith and Belief Network for Somerset, posing a big question “how can Somerset societies build and sustain a sense of belonging, interdependence, relevance and agency when there is fast change worldwide associated with People, Planet, Prosperity, Peace and Partnership?”
- Gaining an experienced co-worker to build and strengthen the Interfaith and Belief Network for Somerset and to widen our reach into community audiences

## **Projects that ended this year included:-**

• Educate4Enterprise.org:- Funded by Erasmus+ and led by Global Education Derby, this partnership project sought to increase teaching and learning for enterprise education and creativity. Spring 2023 saw the end of project funding from Erasmus+, and an end to project

collaboration with Global Education Derby and partners in Estonia, Germany, Slovenia and Turkiye. The focus of this 3 year project was teaching and learning for enterprise education and creativity. Our project partners are lead practitioners on this in their respective countries. My role was devising and leading training, seeking opportunities where global learning adds value to entrepreneurship education, and focusing on core skills of creativity, critical thinking, collaboration and citizenship. The focus group were teachers who inspire and lead successful social and economic enterprise, with students and with colleague. The project resulted in online teacher materials, freely available, a self-paced teacher's online course and legacy has fed into teacher and social enterprise workshops now available on request from The GLADE Centre.

- Teach Climate Justice:- Funded by Oxfam and led Liverpool World Centre, this allowed me to deliver a relevant and timely series of 3 workshops to trainee teachers, preparing them for teaching climate justice during school placements in Somerset primary schools. Our delivery of this short course for trainee teachers "*captured the trainees' imaginations, inspired them to make a difference and helped them consider and develop their role as future educators*". We look forward to making this course and a new quality mark for schools wanting to be more climate friendly, available to teachers across Somerset during 2024. Aligned with DfEs Sustainability and Climate Change Strategy and the curriculum, it will be timesaving for teachers, award school recognition and relieve eco-anxiety and climate-anxiety for pupils.

- Guided International Partnerships, June 2022 to November 2022:- I delivered a series of 4 interactive webinars for British Council, guiding new partnerships between clusters of schools in the UK and schools in Bangladesh, Pakistan, Nepal, Egypt through the very earliest stages of partnership. This follows the successful first three iterations under the Connecting Classrooms through Global Learning programme in which over 500 UK and overseas teachers took part in learning in partnership activities with their classes, on the themes of COP27, hosted by Egypt, and Climate Change.

### **We're looking forward:-**

To continuing delivery of A Place Called Home project, including connecting people with social heritage through new social learning activities, getting people to examine and challenge their perceptions with objects from home, heritage and cultural items and artefacts that prompt memories. We'll be releasing opportunities for volunteers, invitations to workshops with our Heritage Associates and short-term placements to be involved in co-creating materials. Find out more at <https://aplacecalledhome.glade.org/>

From September 2023, convening the Interfaith and Belief Network for Somerset, under a 3-year contract funded by Somerset Council. Find out what our focus is and join in at <https://interfaithbelief.glade.org/>

From October 2023, delivering the refreshed Guided Partnerships offer for British Council. The support offer of four two-weekly webinars for clusters of up to 6 UK schools and 6 overseas schools in 1-to-1 pairs. All these schools are new to international partnerships when building educational relationships to underpin reciprocal curriculum activity and equitable relationships is most important. Autumn term clusters are partnered with Iraq and United Arab Emirates.

From late Autumn 2023, releasing opportunities for recognition of classroom practice with The Global Teacher Award. To make good use of time, these will be scheduled as live, online courses with an option to self-accredit your school and gain the Global School Award. Small numbers will ensure the workshops are interactive and create space for collaborative and reflective professional development. Be inspired at <https://glade.org/services/global-teacher-award-course/>

During 2023 into 2024 continuing to collaborate with SPAEDA for teacher workshop delivery within the Quantocks Landscape Partnership Scheme. Within the inspirational work SPAEDA are leading “In the Footsteps of the Romantic Poets”, we’ll be running sessions with focus on climate change, mitigating risks and welcoming change. We’ll help teachers adopt a “hope not fear” approach, as the project connects children with the Quantocks and one of it’s wishes is to mitigate climate anxiety being experienced at the moment.

I’d like to say a big thank you to Trustees for their untiring support for the GLADE Centre and our workers. They listen, advise, inspire and importantly, remain loyal to our aims in a fast-moving world. Behind the scenes, we have volunteers, some are trustees, who are so valuable to GLADE, thank you for all you do. Finally, colleagues at Global Education Derby have been close friends for a long time to the GLADE Centre and indeed to the sector; leading, inviting, supporting, commissioning, collaborating and be-friending. It’s with real regret that we say goodbye to them, as their doors closed at the end of August, after 30 years, funding challenges will leave a big gap. A heartfelt thanks to David, Yvonne, Lisa and Rubi and to the GED Trustees.

I leave you with 3 quotes that have inspired me this year through busy times as well as those times wondering what the future might hold:-

- “Every moment is an organizing opportunity, every person a potential activist, every minute a chance to change the world”**  
 DOLORES HUERTA American Civil Rights Activist, Defender of Farm-workers’ Rights
- “We have no other spare or replacement planet. We have only this one, and we have to take action.”**  
 BERTA CACERES Honduran Environmental Activist
- “Peace cannot exist without justice, justice cannot exist without fairness, fairness cannot exist without development, development cannot exist without democracy, democracy cannot exist without respect for the identity and worth of cultures and peoples.”**  
 RIGOBERTA MENCHU TUM Guatemalan Feminist, Indigenous Rights Activist and Peacemaker

**Lynn Cutler; Programme Director at The GLADE Centre  
October 2023**

The GLADE Centre was funded during 2022 - 2023 by:-



Our day to work is help along by





ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED  
31<sup>ST</sup> MARCH 2023

THE  
GLADE  
CENTRE

(A Company Limited by Guarantee)

CHARITY REGISTRATION NUMBER 1104504

COMPANY REGISTRATION NUMBER 05148165

THE GLADE CENTRE  
(A COMPANY LIMITED BY GUARANTEE)

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**THE GLADE CENTRE  
(A COMPANY LIMITED BY GUARANTEE)  
LEGAL AND ADMINISTRATIVE INFORMATION**

WORKING NAME	Glade
CHARITY NUMBER	1104504
COMPANY REGISTRATION NUMBER	05148165
START OF THE FINANCIAL YEAR	1 <sup>st</sup> April 2022
END OF FINANCIAL YEAR	31 <sup>st</sup> March 2023
DATE OF INCORPORATION	8 <sup>th</sup> June 2004
DIRECTORS AT 31 <sup>ST</sup> MARCH 2023	Jonathan Frederic Gray(Chair) Laura Tilling (Secretary) Janet Wingfield Sandra Aldworth (Treasurer) Elizabeth Idan-Johnson Olivier Bagnara Robin Russell Bev Janes
GOVERNING DOCUMENT	Memorandum & Articles of Association Incorporated 8 <sup>th</sup> June 2004
OBJECTS	To advance the education of the public in all matters relating to World and community development including cultural, economic, environmental issues and other related aspects.
CORRESPONDENCE ADDRESS	The Glade Centre Resources for Learning Parkway Bridgwater TA6 4RL
PRIMARY BANKERS	Unity Trust Bank PLC Nine Brindley Place 4 Oozells Square Birmingham B1 2HB
REPORTING ACCOUNTANTS	Roberts and Madge Limited 68 Lower Bristol Road,Clutton Bristol, BS39 5QT

**THE GLADE CENTRE**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2023**

Incorporating Income & Expenditure Account

INCOMING RESOURCES		Unrestricted	Restricted	TOTAL	2022
Donations Legacies and Similar Incoming Resources	3a	-	-	-	-
Incoming Resources from Operating Activities	3b	18,802	-	18,802	25,506
Investment Income	3c	187		187	9
Other Income	3d	-		-	-
<b>TOTAL INCOMING RESOURCES</b>		<b>18,989</b>	<b>-</b>	<b>18,989</b>	<b>25,515</b>
<b>RESOURCES USED</b>					
Grants Payable in Furtherance of Charity Objects	4a	-	-	-	-
Costs of Activities in Furtherance of Charity Objects	4b	20,921	-	20,921	23,370
Support Costs	4c	687	-	687	1,022
Resources Expended on Managing and Administering the Charity	4d	374	69	443	572
<b>TOTAL RESOURCES USED</b>		<b>21,982</b>	<b>69</b>	<b>22,051</b>	<b>24,964</b>
<b>NET RESOURCES (OUTGOINGS)</b>		<b>(2,993)</b>	<b>(69)</b>	<b>(3,062)</b>	<b>551</b>
Total Funds Brought Forward		23,185	274	23,459	22,908
Total Funds Transferred		-	-	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>20,192</b>	<b>205</b>	<b>20,397</b>	<b>23,459</b>

Movements on all reserves and all recognised gains and losses are shown above. All of the charity's operations are classed as continuing.

The notes on pages 12 to 11 form part of these financial statements.

**THE GLADE CENTRE**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**BALANCE SHEET**  
**AS AT 31<sup>ST</sup> MARCH 2023**

	Note	2023	2022
Fixed Assets			
Tangible Assets	2	248	331
Current Assets			
Stock	6	200	200
Debtors	8	6,791	3,280
Cash at Bank and in hand	7	<u>15,040</u>	<u>25,023</u>
		22,031	28,503
Creditors: amounts falling due within one year	9	1,882	5,375
		<u>          </u>	<u>          </u>
NET CURRENT ASSETS		<u>20,149</u>	<u>23,128</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		20,397	23,459
		<u>          </u>	<u>          </u>
NET ASSETS		<u>20,397</u>	<u>23,459</u>
CAPITAL AND RESERVES			
General Funds		20,192	23,185
Restricted Funds	5	205	274
		<u>          </u>	<u>          </u>
		<u>20,397</u>	<u>23,459</u>

The Directors have:

- a) taken advantage of the Companies Act 2006 in not having these Accounts audited under Section 477(2) of the Act.
- b) Confirmed that no notice has been deposited under Section 476 of the Companies Act 2006.
- c) Acknowledged their responsibilities for ensuring that the Company keeps accounting records which comply with Section 386 of the Companies Act 2006.
- d) Acknowledged their responsibilities for preparing Accounts which give a true and fair view of the Company as at the end of the year and of its surplus or deficit for the financial year in accordance with the requirements of the Companies Act 2006, so far as applicable to the Company.
- e) Taken advantage of the exemptions conferred by the Companies Act 2006 on the basis that the Company qualifies as a small company.

Approved by the Board

J Gray (Chair)

**THE GLADE CENTRE**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2023**

**1. ACCOUNTING POLICIES**

The accounts have been prepared in accordance with applicable accounting standards and follow the recommendations in Statement of Recommended Practice: Accounting for Charities (SORP) issued in October 2000 as updated January 2003.

Voluntary income is received by way of donations and gifts. It is shown in full in the Statement of Financial Activities, when received. Gifts in kind are valued at their estimated value to the charity and are included under the appropriate headings.

Intangible income is valued and included in income to the extent that it represents goods or services where another party is bearing the financial cost and the benefit is quantifiable. Where it is difficult or not possible to quantify the benefit, or where there is no financial cost borne by another party (eg. Volunteers), the accounts do not include the intangible income.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are received.

Restricted funds are to be used for the specific purposes as required by the donor. Expenditure which meets these criteria is allocated to the relevant fund. Income derived from these funds is retained within the funds concerned. Designated funds are unrestricted funds which the trustees have designated to be used for a specific purpose. Where these funds yield investment income, this is available for general purposes. Unrestricted funds are funds which are not designated or restricted.

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

Depreciation is calculated at a rate to write off the cost of tangible fixed assets on a reducing balance basis over their estimated useful lives. The rates applied per annum are as follows:

Fixtures and Fittings	25%
Equipment	25%

**2. TANGIBLE FIXED ASSETS**

	General Equipment	General F& F	Restricted Equipment	Total
	£	£	£	£
EQUIPMENT				
Cost at 1 April 2022	6,044	1,574	17,172	24,790
Disposals				
Cost at 31 March 2023	<u>6,044</u>	<u>1,574</u>	<u>17,172</u>	<u>24,790</u>
Depreciation at 1 April 2022	5,992	1,569	16,898	24,459
Charge for the year	13	1	69	83
Depreciation at 31 March 2023	<u>6,005</u>	<u>1,570</u>	<u>16,967</u>	<u>24,542</u>
Net Book Value 31 March 2023	<u>39</u>	<u>4</u>	<u>205</u>	<u>248</u>
Net Book Value 31 March 2022	<u>52</u>	<u>5</u>	<u>274</u>	<u>331</u>

**THE GLADE CENTRE**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2023**

<b>3. INCOMING RESOURCES</b>	Unrestricted Funds £	Restricted Funds £	Total 2022/23 £	Total 2021/22 £
<b>a) Donations Legacies and similar incoming resources</b>				
Grants	-	-	-	-
Donations	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>b) Incoming resources from operating activities</b>				
Sessions and Work Done Activities	18,802	-	18,802	25,506
Loan of resources	-	-	-	-
Friends of Glade	-	-	-	-
	<u>18,802</u>	<u>-</u>	<u>18,802</u>	<u>25,506</u>
<b>c) Investment Income</b>				
Bank Interest	187	-	187	9
	<u>187</u>	<u>-</u>	<u>187</u>	<u>9</u>
<b>d) Other Income</b>				
Sundry Income	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

**THE GLADE CENTRE**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2023**

<b>4. RESOURCES EXPENDED</b>	Unrestricted Funds	Restricted Funds	TOTAL 2022/23	TOTAL 2021/22
<b>a) Grants payable in Furtherance of Charity Objects</b>				
Grants	-	-	-	-
<b>b) Costs of Activities in Furtherance of Charity Objects</b>				
Salaries	17,210	-	17,210	20,037
Sub Contractors fees	-	-	-	1,295
Travel & Workshop costs	1,588	-	1,588	18
Premises Costs	2,123	-	2,123	2,020
	<u>20,921</u>	-	<u>20,921</u>	<u>23,370</u>
<b>c) Support Costs</b>				
Telephone & Internet	246	-	246	317
Other Office expenses	441	-	441	705
	<u>687</u>	-	<u>687</u>	<u>1,022</u>
<b>d) Resources expended on Managing and Administering the Charity</b>				
Insurance	188	-	188	188
Examination Fee	100	-	100	200
Bank Charges	72	-	72	72
Depreciation	14	69	83	112
	<u>374</u>	<u>69</u>	<u>443</u>	<u>572</u>



**THE GLADE CENTRE**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2023**

**5. RESTRICTED FUNDS**

Balance 1 April 2022	Transfer	Expenditure	Balance 31 March 2023
£	£	£	£
274	-	69	205
<u>274</u>	<u>-</u>	<u>69</u>	<u>205</u>

The restricted funds of the charity are represented by tangible fixed assets .

**6. STOCK**

Stock is made up of teaching materials and goods purchased for resale in order to generate funds in furthering the charity's objects and is valued at the lower of cost and net realisable value.

**7. CASH AT BANK AND IN HAND**

	2023	2022
	£	£
Current Account	1,806	4,976
Deposit Account	13,199	20,012
Petty Cash	35	35
	<u>15,040</u>	<u>25,023</u>

**8. DEBTORS**

	2023	2022
	£	£
Debtors Control	6,704	3,280
Prepayments	87	-
	<u>6,791</u>	<u>3,280</u>

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023	2022
	£	£
Creditors Control	1,582	5,175
Accountancy Fees	300	200
	<u>1,882</u>	<u>5,375</u>

**THE GLADE CENTRE  
(A COMPANY LIMITED BY GUARANTEE)  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2023**

**10. STAFF COSTS AND NUMBERS**

	2023 £	2022 £
Gross Wages and Salaries	16,711	19,453
Employers Pension Contribution	499	584
	<u>17,210</u>	<u>20,037</u>

Employees who were engaged in each of the following activities:

	2023	2022
Activities in furtherance of organisation's objects	1	1

No employees received emoluments over £50,000.

**11. RECONCILIATION OF MOVEMENT ON CAPITAL AND RESERVES**

The Company is limited by Guarantee and is a Charity registered with the Charity Commission number 1104504 and does not have a share capital. The company has no income subject to Corporation Tax.

	Note	2023 £	2022 £
Balance brought forward		23,459	22,908
(Deficit)/Profit for the financial year		(3,062)	551
		<u>20,397</u>	<u>23,459</u>

**12. RISK ASSESSMENT**

The directors actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The directors have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

**13. RESERVES POLICY**

The directors have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The directors aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The directors will endeavour not to set aside funds unnecessarily.

# ACCOUNTANTS REPORT TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF THE GLADE CENTRE

We report on the accounts for the year ended 31 March 2023 set out on pages 3 to 10.

## **Respective responsibilities of directors and reporting accountants.**

As described on page 5 the trustees, who are also the directors of The Glade Centre for the purpose of company law, are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

## **Basis of opinion**

Our work was conducted in accordance with the Statement of Standards for Reporting Accountants, and so our procedures consisted of comparing the accounts with the accounting records kept by the company, and making such limited enquiries of the officers of the company as we considered necessary for the purpose of this report. These procedures provide only the assurance expressed in our opinion.

## **Opinion**

In our opinion:

- a) the accounts are in agreement with the accounting records kept by the company under the Companies Act 2006.
- b) having regard to, and on the basis of, the information contained in those accounting records
  1. the accounts have been drawn up in a manner consistent with the accounting requirement specified in the Act; and
  2. the company is satisfied the condition for exemption from an audit of the accounts for the year specified in section 476 of the Act and did not, at any time within that year, fall within any of the categories of companies not entitled to the exemption specified in the Act.

Roberts and Madge Limited  
Financial and Management Consultants  
68 Lower Bristol Road  
Clutton  
Bristol  
BS39 5QT

Date