Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	01	2024		31	12	2025

Section A Reference and administration details

Charity name	Fair Chance Foundation
Other names charity is known by	
Registered charity number (if any)	1171316
Charity's principal address	1 Bedford Road London W4 1HU

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Sumir Karayi - Chairman			
2	Corrie Karayi (née Pope) – Director			
3	William Edmondson - Treasurer			
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution – 10th January 2017
How the charity is constituted (eg. trust, association, company)	CIO
Trustee selection methods (eg. appointed by, elected by)	Appointed by a resolution passed at a properly convened meeting of the charity trustees.

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

To advance the education of children and young adults in developing countries, in particular but not exclusively by:

- Researching attitudes towards education as a means to end poverty and gender bias and publishing the useful results;
- Developing interventions;
- Formally researching and publishing interventions and outcomes;
- Developing guides and promoting the research to help policy makers make informed choices about which interventions are likely to have most impact; and
- Providing direct support for education to children and young adults.

With a view to relieving poverty and improving their life chances.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Fund an action research project
Fair Chance Foundation continues to fund an action research project with the University of Warwick which seeks to determine the gendered factors that contribute to educational success for young people in Haryana, India. Haryana experiences significant gender-based practices that affect the ability of young people to access and remain within the education system, and to progress into higher education. The project therefore focusses on gendered social relations and gender differences in choices, obstacles and opportunities for young people as they progress through the education system, and ultimately intends to devise interventions that can bring about positive social change.
The project design has been developed in collaboration with the University of Warwick and a core group of Indian partners. In addition, the project incorporates two fully-funded doctorates, contributing to capacity building in Indian higher education.

The trustees have taken the Charity Commission's public benefit guidance into account by reviewing it when planning activities for the year.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Section D Achievements and performance

Summary of the main achievements of the charity during the year

Action Research Project with the University of Warwick

Project overview

- The project is broadly split into 3 phases of work spread over 4 years. The 2025 year has proved to be the busiest section of the project date, witnessing activity in all 3 of the project phases. Phase one of the project, which is the largest component of the project, commenced at project kick-off in 2022, continued through 2023 and 2024 with the phase end completing in summer 2025 – this longstanding phase of the project was due to late finishing of fieldwork data collection caused by Indian elections and some institutional administration issues. With these delays of circa 3-4 months in fieldwork collection, it was decided to push the start of Phase 2 back to January 2025 which resulted in a significant amount of activity compressed into the 2025 calendar year, with project activity hinging around key milestone events in June and September 2025. Phase 3, which is the final section of the project, commenced in late 2025.

Deliverables in the 12 months

Project activity

Phase 1 study (main fieldwork)

- At the end of 2024 and into early 2025, the project saw its State Research Teams progressing at different rates through their programmes of data collection and analysis using the instrument pack crafted earlier in the project. Into spring 2025 saw the final aspects of data collection completing, followed by a period of data translation and analysis into early summer. Throughout these first 6 months of 2025, state teams were data cleaning and submitting their data to the central team at NIPEA and Warwick.

- Late on in 2024 saw the early adopter State teams start to draft their chapters that would form their official project state reports. These report chapters continued to be submitted by all teams to the central team for review through to July 2025. At that point, the chapters were combined to form the early draft versions of the full State Team reports. These reports (at circa 200 pages each and numbering 5 in total), showcase the State Research Team findings from the empirical research undertaken by them in the fieldwork phase. The report structure and contents were designed and guided by the central team for the sake of continuity, and all chapters were peer reviewed by the central team as well as team members from other State Research Teams. Final versions of the reports were received by the central team from the state team in November 2025. Final editing and proofreading continued into late 2025 with an estimate that the final published reports would be ready by February 2026. These reports represent a major milestone of the project.

- Monthly online meetings (which started in spring 2024) continued to be held with the project State Team members through to July 2025. These

monthly sessions were to discuss, troubleshoot, advise and guide on issues arising during data collection and analysis. These sessions were also supplemented with specific topic sessions such as diary data analysis support (March 2025) and using diary method in multi-team projects (April 2025).

Phase 2 - module design and delivery

- Phase 2 commenced in January 2025, which was a slight delay in the schedule due to early delays caused in Phase 1 fieldwork delivery. Building the "Professional Learning Module (PLM) for HE outreach and widening participation" commenced in late Spring 2025. The module used findings from the fieldwork phase. As a key output of the project, the initial outline of the module needed to be ready for June 2025, as June saw the Warwick central team welcome 10 state team members from India for a week-long workshop to co-design and finalise the draft of the Module. The workshop visit also allowed state team members to be familiarised with existing approaches to widening access and participation in the UK using Fircroft College of Adult Education and Warwick University as two differently positioned institutions. This was to support state team members to become champions for widening access processes and activities within their institutions and beyond.
- Research Methodology Workshop 3 (RMW3). RMW3 was held in September 2025 in Delhi India, with the key objectives to engage in a peer review of SRTs' chapters and establish the key findings of the study, to move towards inter-state comparative analysis/synthesis analysis (national picture), to establish the key findings of the study as a whole and to further the work on and shared understanding of the Professional Learning Module.
- Piloting of the "Professional Learning Module (PLM) for HE outreach and widening participation" September 2025 in Delhi, India. The Module, initially developed at the June workshop in Warwick, was delivered by Prof Rajeshwari and Dr Virdi from the Haryana State team. Significant planning took place during July and August by Dr Sabharwal, Ms Sejjal and Ms Chandrika at NIEPA to ensure all arrangements were made to allow 12 Faculty Members from different districts and colleges from across Haryana state to attend.
- The module pilot was evaluated through a range of methods, including pre- and post-module questionnaire, observation of sessions, diary keeping over three months on actions taken as a result of the module, with post-diary interviews to follow in early 2026. The module development process and evaluation are being written up into a report. Early findings show that the module was successful in conveying the importance of outreach.

Phase 3 – outputs finalisation and planning for the final policy consultation event 2026

- The final phase of the project phase 3 kicked off in August 2025 with

initial discussions to develop the national consultation event, which is expected to be held in early June 2026. During the September 2025 visit to Delhi, Prof Henderson and Prof Stewart were able to meet with Dr Sabharwal at NIEPA to facilitate this planning.

- Following the successful piloting of the Outreach Module in September 2025, work continued for the remainder of the year to refine the Module package.
- Drafting of the project synthesis report started following the successful completion of RMW3. This report is expected to be completed in early 2026.

Key meetings during 2025:

1. Monthly online meetings with the 6 State Research Teams January to July 2025
2. Module Development workshop week – June 2025 (visit report)
3. Research Methodology Workshop 3– September 2025 (visit report)
4. Outreach Module pilot– September 2025 (visit report)

Recruitment and staffing

- The project has continued to be led by Co-Principal Investigators Prof Emily Henderson (Warwick) and Dr Nidhi Sabharwal (NIEPA), supported by Co-Investigator Prof Ann Stewart (Warwick).
- Ms S. Arokia Mary has supported the project throughout 2025 as the sole Research Assistant based at the University of Warwick, with some additional contribution from Ms Ragini Khurana, Ms Susan Deeb and Ms Evan Zheng.
- Matt Phillips has continued as the Research Coordinator (RC) based at Warwick.
- NIEPA (Delhi) based junior project consultant Ms Arushi Painuly left the project in summer 2025.
- Ms Chandrika Kohli has continued as the data entry officer based at NIEPA (Delhi).
- Ms Sejjal has joined the project as the new junior project consultant based at NIEPA (Delhi).

Communications – website & social media

Throughout the year, project activity generated a number of news items which were posted on the project news page (located at https://warwick.ac.uk/fac/soc/ces/research/current/wahei/news/) and promoted on social media (https://www.linkedin.com/company/doctoral-education-and-academia-research-centre):

- Project newsletter – Spring 2025

Dissemination activities

- "Towards a Capability for Higher Education Outreach" talk at the Centre for Global Higher Education, Oxford University February 2025
- WAHEI team member meets Kerala State Research Team members at the University of Calicut, India March 2025
- WAHEI Project Showcased at Diary Method Community Event April 2025
- Collaboration Activities with SARChI Chair for Higher Education and Human Development, UFS, South Africa November 2025

Summary of project progress from the Principal Co-Investigators

Major achievements have occurred over the course of 2025. The finalising of the State Reports has been a major milestone in producing high-quality reports with applicable findings from five teams. The co-development of the professional learning module during the UK visit was also a major milestone, and the module fully reflects the views and experiences of team members from across the different states in the project. The piloting of the module was smooth and successful and early findings from the evaluation show that the module did have an impact on the participants, though bringing about institutional change is likely to take time. The earlier delays in the project do mean that the end of the project is under significant pressure. However, we are confident that the major milestones will be achieved by the end of the funded period in June 2026.

Fundraising:

- Corporate donations from TeamViewer (formally 1E Ltd, acquired by TeamViewer).
- Donations from private donors.

Section E Financial review

Brief statement of the charity's policy on reserves	The Fair Chance Foundation is funded primarily with donations from TeamViewer and private donors who have committed to always ensure that sufficient funding is available to meet the Foundation's liabilities therefore there is no requirement for the charity to have a reserves policy.
Details of any funds materially in deficit	None

Further financial review details (Optional information)

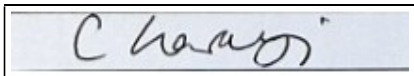
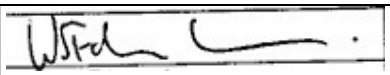
You **may choose** to include additional information, where relevant about: • the charity's principal sources of funds (including any fundraising); • how expenditure has supported the key objectives of the charity; • investment policy and objectives including any ethical investment policy adopted.	The Fair Chance Foundation's main source of income is donations from TeamViewer, a software company, and private donors. The Charity's operating expenses are minimal and all funds are distributed to causes supported by the Fair Chance Foundation as outlined above.

Section F Other optional information

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Corrie Karayi	William Edmondson
Position (eg Secretary, Chair, etc)	Director	Treasurer

Date 14/10/2026

CHARITY COMMISSION FOR ENGLAND AND WALES

Fair Chance Foundation	No (if any) 1171316

Receipts and payments accounts

CC16a

For the period from	Period start date 01/01/2025	To	Period end date 31/12/2025

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	125,000	-	-	125,000	125,000
Interest	354	-	-	354	
Dividends from Investments	2,689	-	-	2,689	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	128,043	-	-	128,043	125,000
A2 Asset and investment sales, (see table).					
Sale of listed investments	74,385	-	-	74,385	
	-	-	-	-	-
Sub total	74,385	-	-	74,385	-
Total receipts	202,428	-	-	202,428	125,000
A3 Payments					
Charitable Disbursements	125,000	-	-	125,000	125,000
Charity Expense	470	-	-	470	595
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	125,470	-	-	125,470	125,595
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	125,470	-	-	125,470	125,595
Net of receipts/(payments)	76,958	-	-	76,958	- 595
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	782	-	-	782	1,377
Cash funds this year end	77,740	-	-	77,740	782

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Balance 31/12/2025	77,740	-	-
		-	-	-
		-	-	-

Total cash funds (agree balances with receipts and payments account(s))	77,740	-	-
	OK	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
Equities	Unrestricted	-	2,342,306
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	WS Edmondson	13/10/2026
	Corrie Pope	13/10/2026

Independent examiner's report to the trustees of Fair Chance Foundation

I report to the trustees on my examination of the accounts of Fair Chance Foundation (the Foundation) for the year ended 31 December 2025.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts.

The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and the seeking of explanations from the trustees concerning such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
    - to keep accounting records in accordance with section 130 of the Charities Act 2011; and
    - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act;

    have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Name: Hazel Day BSc FCA DChA
Address: Xeinadin, Nightingale House, 46-48 East Street, Epsom, Surrey KT17 1HQ
Date: 23rd October 2026.

CHARITY COMMISSION FOR ENGLAND AND WALES

Fair Chance Foundation	No (if any) 1171316

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	-	-	-
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		-	-
		-	-
		-	-

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		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

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