Black, Asian, Minority Ethnic Educators (BAMEed) Network **Trustees' Annual Report**
For the year ended 31 December 2025 **Charity number:** 1192628

Legal structure: Charitable Incorporated Organisation (CIO)

Trustees serving during the year:

- Allana Gay
- Amjad Ali
- Lizana Oberholzer
- Domini Leong
- Lilian Martin
- Frances Akinde

Objectives and Activities

The charitable purposes of BAMEed Network are to advance education for public benefit by supporting Black, Asian and minority ethnic educators and by promoting racial justice, equity, diversity and inclusion within education.

The charity seeks to:

- Support the professional development of educators.
- Promote anti-racist practice within educational settings.
- Create opportunities for networking, collaboration and mutual support.
- Share resources, research and evidence-informed practice.
- Influence educational policy and practice to improve outcomes for children, young people, educators and communities.

In planning activities, the trustees have considered the Charity Commission's guidance on public benefit and are satisfied that the charity's activities continue to provide public benefit through supporting educators and contributing to more equitable educational environments.

Activities and Achievements During 2025

During the year ended 31 December 2025, the charity continued to pursue its charitable objectives through a programme of professional engagement, partnership working, advocacy and resource development.

The charity maintained its commitment to supporting Black, Asian and Minoritsed ethnic educators by providing opportunities for networking, collaboration and professional dialogue. Through its activities, the charity facilitated the sharing of effective practice, promoted discussion of issues relating to racial equity in education and supported practitioners seeking to create more inclusive educational environments.

The charity continued to engage with educational stakeholders and partners in order to contribute to national and local discussions concerning diversity, representation and anti-racist practice within the education system. This work included participation in professional forums,

collaborative initiatives and knowledge-sharing activities designed to improve understanding and promote positive change across the sector.

Throughout the year, BAMEed Network continued to provide access to information, resources and opportunities intended to support educators, encourage professional development and strengthen networks across the education community.

Key activities included:

- Facilitating opportunities for Black, Asian and minority ethnic educators to connect and collaborate.
- Sharing educational resources, research and professional learning opportunities through online platforms and networks.
- Supporting discussions and engagement on racial justice, equality and inclusion within education.
- Contributing to sector-wide conversations regarding representation, anti-racist practice and educational equity.
- Working with partners and stakeholders to advance the charity's aims and increase awareness of issues affecting Black, Asian and minority ethnic educators.

The trustees believe these activities strengthened professional networks, increased access to support and resources, and contributed to positive dialogue within the education sector.

Financial Review

The charity's finances remained stable during the year.

Summary

	£
Total income	19,769
Total expenditure	19,426
Net surplus	343

The charity reported a surplus of **£343** for the year.

Reserves

At 31 December 2025 the charity held unrestricted funds of **£7,186**.

These funds are held to support the ongoing operation of the charity and to provide working capital for future charitable activities.

Cash Funds at 31 December 2025

Account	**£**

Current Account (38432568)	668
Current Account (56535060)	4,499
Savings Account (59545460)	2,020
Total cash funds	**7,186**

The trustees consider the charity's financial position at the year end to be satisfactory and sufficient to support planned activities.

Risk Management

The trustees regularly review risks facing the charity.

Key risks identified include:

- Limited voluntary capacity to deliver activities. This is constrained by the capacity of the active trustees to organise and attend events that represent the charity.
- Dependence on grant funding, donations and partnerships which are constrained by the economic downturn.
- Reputational risks associated with public engagement and advocacy work. This is exacerbated by an increasing political climate around Equity, Inclusion and antiracist practice.
- The need to maintain effective governance arrangements as the charity develops.

The trustees monitor these risks and seek to mitigate them through prudent financial management, effective governance and regular review of operational priorities.

Plans for Future Periods

The trustees remain committed to ensuring that the charity continues to provide public benefit through its work and to supporting a more equitable and inclusive education system.

During 2026, BAMEed Network intends to:

- Continue supporting Black, Asian and minority ethnic educators through networking and professional development opportunities.
- Expand collaboration with partner organisations. Strengthening partnerships with educational institutions and sector organisations.
- Promoting evidence-informed approaches to equality, diversity, inclusion and anti-racism in education.
- Develop and share resources that advance racial justice and educational equity.

- Strengthen organisational sustainability through fundraising and partnership development.

Trustee Responsibilities Statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and Charity Commission requirements.

The trustees declare that they have approved this report and have authorised it to be signed on their behalf.

Signed on behalf of the Trustees

Name: **Allana Gay**
Trustee

Date: 31 / 10 / 2026