

Registered number: SC353967
Charity number: SC040839

SCANNED

GAIA EDUCATION LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

GAIA EDUCATION LIMITED
(A company limited by guarantee)

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GAIA EDUCATION LIMITED
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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 30 JUNE 2016

Trustees

J T Ross Jackson
Jane Rasbash
Daniel Greenberg
E Margarita O Zethelius
Timothy Ramshaw Clarke
Swaraj Kumar (Rajah) Banerjee
John Laurence Clausen

Company registered number

SC353967

Charity registered number

SC040839

Registered office

The Park
Findhorn
Forres
IV36 3TS

Chief executive officer

May East

Independent auditors

French Duncan LLP
Chartered Accountants and Statutory Auditors
56 Palmerston Place
Edinburgh
EH12 5AY

Bankers

Triodos Bank
Deanery Road
Bristol
BS1 5AS

GAIA EDUCATION LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 JUNE 2016

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of Gaia Education (the company) for the year ended 30 June 2016. The Trustees confirm that the annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (effective 1 January 2015)

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Structure, governance and management

Governing document

The charity is a company limited by guarantee, which was incorporated on 23 January 2009. The company gained charitable status on 16 September 2009 and commenced operating on 9 December 2009. The charity is governed by its Memorandum and Articles of Association.

Appointment of trustees

The trustees who are also the directors for the purpose of company law, and who served during the year were:

J T Ross Jackson
Jane Rasbash
Daniel Greenberg
E Margarita O Zethelius
Timothy Ramshaw Clarke (appointed 2 February 2016)
Swaraj Kumar (Rajah) Banerjee (appointed 3 May 2016)
John Laurence Clausen (appointed 8 December 2016)

Trustee induction and training

New trustees are invited and encouraged to familiarise themselves with and to seek information about the workings of the charity and its objectives from existing trustees, staff and volunteers. They receive a copy of the last three most recent Accounts and attend a Board meeting as observers. The training needs of trustees are identified and responded to as they arise.

Organisational structure and decision making

Gaia Education is governed by the Board of Directors, who are also the charity trustees. Day-to-day management is delegated to the Chief Executive and Management Team. Working groups are used where applicable and chaired by one of the Management Team members.

Management team during this period comprised of the Certifications Coordinator, E-learning Coordinator, Communications Coordinator, Financial Director plus three new part time posts: Head of Strategy & Marketing from 1 August 2015, Head of Innovation & Design from 7 September 2015, Head of Branding from 1 October 2015.

From 1 January 2016, the Chief International Officer assumed the post of Chief Executive and maintained the focus on International Development Projects.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 30 JUNE 2016

Risk management

The Trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Objectives and Activities

The Charity's objects are to promote a holistic approach to education for sustainable development by developing curricula for sustainable community design.

Gaia Education Certified Programmes 2015– 2016

The Certification Committee consisted of 12 regional experts orchestrated by the Certification Coordinator. They are responsible for maintaining a consistently high level standard for all Gaia Education certified courses. Between 1 July 2015 and 30 June 2016, the Certification Committee has worked on three rounds of certifications: 31 August 2015, 31 December 2015 and 30 April 2016 and reviewed applications from 28 host sites, doubling the number of applications from the previous year. From 1 July 2015 to 30 June 2016 Gaia Education has certified the following courses:

Country	Year	Host Organisation	Dates		Certification
Thailand	2015	Gaia Ashram	05 Jul	02 Aug	Inspired By
Canada	2015	Cité Ecologique	10 Jul	10 Aug	Certified
Brazil	2015	Coletivo João Pessoa	24 Jul	01 Mar	Certified
Brazil	2015	Gaia Brasília	30 Jul	28 Feb	Certified
Brazil	2015	Ecohabitare Consultoria e Projetos	30 Jul	20 Jul	Certified
Italy	2015	Damanhur	01 Aug	29 Aug	Certified
Netherlands	2015	GEN Netherlands	01 Aug	27 Feb	Certified
Brazil	2015	Sítio Vale da Luz	07 Aug	20 Dec	Certified
Portugal	2015	Olhos Verdes	15 Aug	18 Sept	Certified
Brazil	2015	Terra Una	20 Aug	06 Dec	Certified
Brazil	2015	Cocriare	29 Aug	15 Nov	Certified
Scotland	2015	Findhorn Ecovillage	03 Oct	06 Nov	Certified
Colombia	2015	Reserva Falun	05 Oct	18 Oct	Certified
Brazil	2015	Universidade Federal de Viçosa	10 Oct	23 Apr	Certified
Palestine	2015	Global Campus Palestine	18 Nov	12 May	Certified
Estonia	2015	Gaia Academy	27 Nov	25 Sept	Certified
Senegal	2016	Guede Chantiers	02 Jan	23 Jan	Certified
Chile	2016	El Manzano	04 Jan	24 Jan	Certified
Switzerland	2016	Schloss Glarisegg	28 Jan	27 Feb	Certified
Brazil	2016	Terra Una	06 Feb	16 Oct	Certified
India	2016	Threat, Odisha	07 Feb	04 Mar	Certified
Scotland	2016	Findhorn Foundation	13 Feb	11 Mar	Certified
Ghana	2016	Kumasi Institute of Tropical Agriculture	15 Feb	15 Mar	Certified

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 30 JUNE 2016

Country	Year	Host Organisation	Dates		Certification
Brazil	2016	Ecosintonia	04 Mar	15 Oct	Certified
Brazil	2016	Demetria, Botucatu	15 Apr	02 Feb	Certified
Brazil	2016	Nazaré Universidade da Luz	18 Apr	04 Nov	Certified
Canada	2016	OUR Ecovillage	29 Apr	02 Jun	Certified
India	2016	Siddhartha	01 Jun	30 May	Certified Nest

Product Development

The charity has been working on developing new programmes and educational products following the agreement of the new direction for the charity by the Gaia Education Board and founding educators during the face-to-face meeting which took place in Scotland in July 2015. A Training of Trainers (ToT) programme was developed answering an international call for certified Gaia Education trainers who have an interest in facilitating participatory learning environments through the use of experiential methods. The first ToT was conducted in June 2016 at Newbold House in Scotland, with a total number of 21 participants generating £14,105. A certification process was developed for Gaia Youth programmes which are taking place in India, Brazil and Estonia. A framework for taking Gaia Education curriculum and methodological approaches into Schools is being developed. We have completed the design of the 15 hour introductory online course: The Big Picture of Creating a Thriving Future and concluded the update of the course content of the 9 months Design for Sustainability online programme. A team was put together to advance the Bioregional Design Education course content and the Sustainable Development Goals day-long workshop and training cards.

Publications

Sales of the 4 Keys books in English and Spanish in the financial year reached £557. An agreement has been signed to publish the 4 Keys books in Portuguese with Brazilian Publishing House Editora Roça Nova Ltda with the intention of launching the first book in November 2016 to coincide with the celebration of 10 Years of Gaia Education in Brazil.

Communications & Marketing

A Communications & Marketing Strategy was created with the aim of broadening Gaia Education's outreach, widening the circle of stakeholders, followers and associates and increasing sales of our educational products. The team in charge has developed a "Key Stakeholders Map" and defined how the different streams of activities should be communicated to the different audiences. Branding guidelines were developed and applied in all promotional materials and a webinar was conducted to inform certified host organisations of the latest branding directions. The website GaiaEducation.org has steadily increased its traffic reaching more than 8,500 sessions per month. Social Media channels are gaining more followers with the Facebook page reaching over 13K 'likes' by June 30 and Twitter feed followed by over 1,300 accounts. Our quarterly newsletter is being distributed to 5K contacts. Quarterly adds have been published in Communities magazine (US reach) and Permaculture magazine (UK & European reach). Gaia Education Living Memory was created to develop a series of films associated with our Project-Based Learning activities. The first film Maximising the Edges was broadcasted in May 2016.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 30 JUNE 2016

Gaia Education Design for Sustainability (GEDS) E-Learning Programmes

This financial year saw substantial improvements in our e-learning courses. The academic content of all GEDS modules were updated, a new Design Studio dimension was developed and uploaded in our Moodle platform. A total of 70 students in the English, Spanish, and Portuguese courses were enrolled (38 Eng, 19 Pt, 13 Sp). Total income from the GEDS courses for the year reached £33,074. The Spanish GEDS in partnership with the Open University of Catalonia offered the first MA degree based on the GEDS curriculum and enrolled 4 students. A new partnership with UNITAR and Strathclyde University to conduct the first Renewable Energies for Sustainable Development course enrolled 20 students bringing an additional income of £1,610. An introductory online course to meet the need of a shorter course offer is being developed. Towards the end of the fiscal year we began conversations with potential universities partners and drafted an agreement letter with Ubiquity University to partner in offering new courses on their platform. We also finalised a partnership agreement with Goddard College.

International Affiliations:

The charity has worked with the following international affiliations during the year:

United Nations Department of Public Information (DPI)

Gaia Education's association with the UN/DPI is the result of many years of official collaborations with the United Nations. This year Gaia Education engaged with the global discussions on the Post-2015 Agenda by participating at the Sustainable Development Goals (SDGs) Summit in New York and disseminating the advances of the debates and final agreement to its graduates, associates and wider constituencies. A day-long Training of Multipliers for SDGs implementation is being developed.

European Network for Community-Led Initiatives on Climate Change (ECOLISE)

Established as an International Non-Profit Making Association in Brussels, the aim of the Association is to provide a shared platform for learning, action and advocacy of community-based initiatives on climate change and sustainability in Europe.

Gaia Education has joined ECOLISE Annual General Meeting that took place in Rotterdam in February 2015 and Gaia Education Chief Executive has served in ECOLISE's Council over the year.

Network of International Development Organisations (NIDOS)

NIDOS objective is to strengthen the contribution of Scottish organisations to reduce inequality and poverty worldwide. The network has a global reach, with members working in over 140 countries with a wide range of specialisms. By sharing information, knowledge and experience with other NIDOS members Gaia Education is increasing its effectiveness and good practice as an NGO based in Scotland. Gaia Education has joined a coalition of NIDOS NGOs supporting the implementation of the Sustainable Development Goals in Scotland and had been featured regularly in NIDOS newsletters.

UNESCO Global Action Programme (GAP) on Education for Sustainable Development (ESD)

Gaia Education has been an active member of UNESCO GAP on ESD under GAP's Priority Action Area 5: Accelerating sustainable solutions at local level. The overall goal of the GAP is to generate and scale-up action in all levels and areas of education and learning to accelerate progress towards sustainable development. During the year UNESCO-GAP and Gaia Education established a process through which certified Gaia Education programmes can also formally apply as "Contributor" to GAP and receive a double seal- Gaia Education UNESCO-GAP Contributor adding institutional value to their programmes. A total of 11 programmes applied for double certification: 2 in India, 4 in Brazil, Scotland, Korea, US, Thailand and Canada.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 30 JUNE 2016

Project-Based Learning (PBL) Activities

Over the year Gaia Education has competently advanced the activities of four international development projects using its whole-system design tool as a base for its PBLs.

1. Empowering and Building Capacity of Tribal Communities of Four Gram Panchayats of Laxmipur Block of Koraput District to Increase Food Security, Strengthen Social Cohesion, and Enhance Climate Resilience

The project developed by Gaia Education and THREAD funded by the Scottish Government has reached 750 families as per plan, who engaged with the "Grow your Own Food" programme, receiving seedlings of different varieties of banana, papaya, eggplant, drumstick, multi vitamin, tomato, cabbage, cauliflower, chilies, spinaches, turnip and pepper. The project has brought solutions to the intertwined social, economic and environmental factors that impede Laxmipur communities to have physical and economic access to sufficient, safe and nutritional food while strengthening their livelihoods. All demonstration gardens now have the placard "Grow Your Own Food" fixed to popularise and replicate the approaches to other villages. The third Ecovillage Design Education (EDE) and Transition Training sessions were conducted from 18 May - 10 June for 33 participants. Over 50 villagers participated in the six days village programme where demonstration of different kinds of soil enhancement techniques, manure and water conservation activities have taken place. A manual on organic manure making has been translated in Orya and distributed to the villagers. Many of the women encouraged by the agro-ecological techniques and high yield results became advocates of the project approaches are sharing lessons learned at the market days and in their villages where they are demonstrating permaculture techniques with mixed cultivation in prepared beds. EDE and Transition Town graduates have subsequently assisted families in setting their gardens. A key climate change awareness raising activity was conducted in the market place where tribals visit once a week.

2. Building Capacity and Empowering Communities in Khulna and Bagerhat Districts, Southern Bangladesh, towards Sustainable Agriculture, Aquaculture Development and Climate Change Adaptation Interventions.

Over the year the project built the capacity of community leaders in sustainable village development, horticultural and organic vegetable production and canal fisheries projects and equipped beneficiaries with the skills necessary to build climate change adapted homes across the region utilising natural building techniques. Courses conducted by Gaia Education and led by its Chief Trainer in Asia Pradyut Nayek included Design for Sustainable Settlements Bangladesh (DSSB), Permaculture Design Education (PDC), Training of Trainers (ToT), Climate Change Awareness (CCA). A key activity of the successful third year was the adaptation of the final 25 houses to climate change using 12 Disaster Adaptation Techniques.

3. Increasing Food Security, Income Generation and Environmental Sustainability for 4 villages in Northern Senegal through Sustainable Farming, Agroforestry and Sustainable Settlements Capacity Building

At the end of Year 2 the food security project funded by UK Aid to develop 16 hectares of community land to produce organic food more efficiently and increase the communities' resilience and capacity to adapt to the advancing effects of climate change has generated outstanding results. There is an abundance of produce in the permaculture gardens demonstrating the effective transfer of knowledge and skills. Surveys related to the vegetable gardens conducted in March 2016 by local M&E agents trained by the project (Eco-sentinels) showed 100% of the villagers are using compost, 80% liquid manure and 55% fish tonic – the three main permaculture techniques promoted by the project. Permaculture techniques and methods offered by the project have resulted in the cessation of the use of agro-chemicals on the 16 hectares. Soil nutrient tests performed in March 2016 and compared to January 2015 show the project has increased phosphorus and potassium levels without chemical additives. Additionally, villagers are now producing and consuming a more diverse array of food, which is improving nutrition and health.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 30 JUNE 2016

3. Increasing Food Security, Income Generation and Environmental Sustainability for 4 villages in Northern Senegal through Sustainable Farming, Agroforestry and Sustainable Settlements Capacity Building (continued)

Agroforestry nurseries have been initiated in each village allowing beneficiaries to gain skills in raising tree seedlings from seed to allow replacement of trees that perish while continuing to develop agroforestry systems after the project. This approach is 250 times cheaper than purchasing trees. Several people have been trained in how to operate and maintain pumps. The fencing perimeter is being planted with spikey plants to ensure a sustainable barrier to local predators.

In terms of attitudinal studies, pre- and post-surveys for 20% of participants were conducted for Agroforestry Training, Permaculture Training, Change Agent Training, Food Processing and Preservation Training, amid beneficiary-led demo events. In all cases, 100% reported the trainings to be relevant and beneficial. Furthermore, 120 beneficiaries were surveyed in March 2016 using one-on-one interviews, with the following results: 100% said they no longer spend anything on chemicals, 97% said they consume a more diverse diet, 100% said they buy less from the market, while 82% reported an increase in food production.

4. Sicilia Integra

Sicilia Integra has been developed by Gaia Education, University of Catania and LUSH in partnership with migrant welcome centres, organic farmers cooperatives and European ethical organic food companies. The project is offering training and livelihood opportunities to migrants coming from North Africa and Asia, as well as young unemployed Sicilians, facilitating their integration into organic farming communities while promoting transformation of local economies. Utilising sustainable community design and regenerative agriculture methods, Sicilia Integra aims to build the capacity of immigrants and asylum seekers over a period of three years to enhance solidarity between newcomers and local communities, encouraging collaborative decision-making while recognising the immense power for social change that lies in building multicultural communities. The learning journey includes ecological design skills to minimise the impact of and develop resilience to climate change in food, land, biodiversity and water systems, bringing 'culture' back to agri-culture, and understanding the diversity of cultural influences on food patterns. Before being integrated into the organic farming communities, migrants take a 5-week course designed to provide knowledge and practical skills on regenerative and organic farming techniques in the context of the three dimensions of sustainability – environment, society and economy, with culture as an underlying dimension. Seventeen migrants and two unemployed Sicilians joined the first course "Design for Sustainability and Organic Food Systems" which took place in Piazza Armerina in Spring 2016. All graduates have subsequently entered a 6-month, on-the-job training apprenticeship.

GAIA EDUCATION LIMITED
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 30 JUNE 2016

Financial review

The results for the year are presented on page 13.

The charity has made a surplus in the year of £39,953 (2015 - £2,377) and at the year end the charity had unrestricted funds of £46,459 (2015 - £13,706) and restricted funds of £11,137 (2015 - £3,937).

Income has increased during the year to £257,801 (2015 - £130,963). Included within this is income in respect of restricted grants totalling £50,480 (2015 - £36,783) which are funding specific project work which was undertaken in the year as detailed in the statement of funds note on pages 22 and 23. In addition, the charity's principal funder, Gaia Trust increased its grant to £152,000 (2015 - £70,000). This is recorded within unrestricted income.

Expenditure increased to £217,848 from £128,586 in the previous year which is mainly attributable to costs of charitable activities increasing to £212,715 from £124,145.

The increase in expenditure on charitable activities is mainly as a result of further development of online courses (£11,521), additional staff costs (£56,201) and additional expenses incurred for international project work (£14,065) which included a new international project that commenced in the year, as detailed in the 'objectives and activities' section of the trustees' report.

Reserves policy

The trustees consider that the level of reserves held are sufficient for the current operation requirements.

Future developments

Over the next 12 months Gaia Education intends to continue to manage and develop further its three streams of Education for Sustainable Development: certified face-to-face courses taking place in 43 countries, e-learning in Portuguese, Spanish and English serving a global community and Project-Based Learning through international development initiatives. Over and above Gaia Education intends to grow its international team to advance the strategic directions of the organisation, hire a Head of Fundraising to support a new cycle of PBL projects and a Chief Operations Officer to be operating the international team from Scotland.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Auditors


The auditors, French Duncan LLP, have indicated their willingness to continue in office. The Trustees will propose a motion re-appointing the auditors at a meeting of the Trustees.

GAIA EDUCATION LIMITED
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 30 JUNE 2016

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Trustees on *28 MARCH 2017* and signed on their behalf by:



Jane Rasbash
Trustee

GAIA EDUCATION LIMITED
(A company limited by guarantee)

TRUSTEES' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 30 JUNE 2016

The Trustees (who are also directors of Gaia Education for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- 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 charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

GAIA EDUCATION LIMITED
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INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES AND MEMBERS OF GAIA EDUCATION LIMITED

We have audited the financial statements of Gaia Education Limited for the year ended 30 June 2016 set out on pages 13 to 24. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective January 2015) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charitable company's members, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinion we have formed.

Respective responsibilities of Trustees and auditors

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.

The Trustees have elected for the financial statements to be audited in accordance with the Charities and Trustee Investment (Scotland) Act 2005 rather than also with the Companies Act 2006. Accordingly we have been appointed as auditors under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report to you in accordance with regulations made under that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

GAIA EDUCATION LIMITED
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INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES AND MEMBERS OF GAIA EDUCATION LIMITED

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2016 and of its 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 applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Emphasis of matter

The financial statements of Gaia Education Limited for the year ended 30 June 2015 were unaudited.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
 - the company has not kept proper and adequate accounting records; or
 - the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.



French Duncan LLP

Chartered Accountants and Statutory Auditors

56 Palmerston Place

Edinburgh

EH12 5AY

Date:

31/03/2017

French Duncan LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

GAIA EDUCATION LIMITED
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**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2016**

	Note	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Income from:					
Donations and legacies	2	155,847	50,480	206,327	108,861
Charitable activities	3	51,332	-	51,332	22,023
Investments	4	142	-	142	79
Total income		207,321	50,480	257,801	130,963
Expenditure on:					
Charitable activities	5	174,568	43,280	217,848	128,586
Total expenditure		174,568	43,280	217,848	128,586
Net movement in funds		32,753	7,200	39,953	2,377
Reconciliation of funds:					
Total funds brought forward		13,706	3,937	17,643	15,266
Total funds carried forward		46,459	11,137	57,596	17,643

The notes on pages 15 to 24 form part of these financial statements.

GAIA EDUCATION LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: SC353967

BALANCE SHEET
AS AT 30 JUNE 2016

	Note	£	2016 £	£	2015 £
Fixed assets					
Tangible assets	12		1,002		1,543
Current assets					
Debtors	13	1,113		1,604	
Cash at bank and in hand		79,626		34,312	
		<u>80,739</u>		<u>35,916</u>	
Creditors: amounts falling due within one year	14	(24,145)		(19,816)	
Net current assets			56,594		16,100
Net assets			<u>57,596</u>		<u>17,643</u>
Charity Funds					
Restricted funds	15		11,137		3,937
Unrestricted funds	15		46,459		13,706
Total funds			<u>57,596</u>		<u>17,643</u>

The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit for the year in question in accordance with section 476 of the Act. However, an audit is required in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Trustees on *27 March 2017* and signed on their behalf, by:



Jane Rasbash

The notes on pages 15 to 24 form part of these financial statements.

GAIA EDUCATION LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

1. Accounting Policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (effective January 2015) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

1.3 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.4 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grant Income

Grant income is recognised when the charity has entitlement to the funds, any conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Training Course Income

Training course income is accounted for in the period to which it is provided, with monies received in advance being deferred as the charity is not legally entitled to the income until the training course takes place.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

1. Accounting Policies (continued)

1.6 Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All resources expended are inclusive of irrecoverable VAT.

1.7 Cash flow

The financial statements do not include a Cash flow statement because the charitable company, as a small reporting entity, is exempt from the requirement to prepare such a statement under the Financial Reporting Standard for Smaller Entities (effective January 2015).

1.8 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures, fittings and equipment - 20% reducing balance

1.9 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount paid in advance for future periods.

1.10 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 Financial instruments

The company only has basic financial assets and liabilities. These are recognised at the amount payable or receivable.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016**

1. Accounting Policies (continued)

1.12 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the balance sheet date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of financial activities incorporating income and expenditure account.

2. Income from donations and legacies

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Donations	3,847	4,595	8,442	1,525
Grants receivable for core activities	152,000	45,885	197,885	107,336
	<u>155,847</u>	<u>50,480</u>	<u>206,327</u>	<u>108,861</u>
Total donations and legacies	<u>155,847</u>	<u>50,480</u>	<u>206,327</u>	<u>108,861</u>

In 2015, of the total income from donations and legacies, £72,078 was to unrestricted funds and £36,783 was to restricted funds

3. Income from charitable activities

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Course income	51,332	-	51,332	22,023
	<u>51,332</u>	<u>-</u>	<u>51,332</u>	<u>22,023</u>

In 2015, of the total income from charitable activities, £22,023 was to unrestricted funds.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016**

4. Investment income

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Interest receivable	142	-	142	79

In 2015, of the total investment income, £79 was to unrestricted funds.

5. Expenditure on charitable activities

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Resources directly expended on charitable activities (note 6)	169,435	43,280	212,715	124,145
Governance costs (note 10)	5,133	-	5,133	4,441
Total	174,568	43,280	217,848	128,586

6. Analysis of expenditure on charitable activities

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Delivery of education programme	169,435	43,280	212,715	124,145

In 2015, of the total expenditure, £91,163 was expenditure from unrestricted funds and £32,982 was expenditure from restricted funds.

7. Analysis of resources expended by activities

	Activities undertaken directly 2016 £	Support costs 2016 £	Total 2016 £	Total 2015 £
Delivery of education programme	121,938	90,777	212,715	124,145

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**NOTES TO THE FINANCIAL STATEMENTS
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8. Direct costs

	2016 £	2015 £
Delivery of education programme		
Programme development	-	2,623
Running the programme	300	1,000
Programme publication & promotion	13,429	6,828
Course expenditure	36,906	17,036
Travel costs	2,413	9,495
Project costs	49,520	32,982
Communication and administration costs	19,370	8,888
Total	121,938	78,852

9. Support costs

	2016 £	2015 £
Product development & chair of management	14,516	10,541
Depreciation	541	662
Office administration costs	13,051	5,163
Travel costs	6,562	6,383
Program directors fees	36,517	19,167
Sundry expenses	-	1,659
Bank charges	2,915	1,718
Head of strategy & marketing	16,675	-
	90,777	45,293

10. Governance costs

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Auditor remuneration	2,000	-	2,000	-
Independent examination fees	-	-	-	1,800
Book keeping fees	3,133	-	3,133	2,641
	5,133	-	5,133	4,441

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**NOTES TO THE FINANCIAL STATEMENTS
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11. Net incoming resources/(resources expended)

This is stated after charging:

	2016 £	2015 £
Depreciation of tangible fixed assets:		
- owned by the charity	541	662
Auditors' remuneration	2,000	-
	<u>2,541</u>	<u>662</u>

During the year, no Trustees received any benefits in kind (2015 - £NIL).

Jane Rasbash, a Trustee received remuneration in the current year amounting to £1,250 (2015 - £NIL) for the provision of teaching services and work carried out on a charity manual.

At the year end, the amount owed to Jane Rasbash by the charity in respect of trustee remuneration was £525 (2015 - £NIL).

One Trustee (2015 - NIL) received reimbursement of expenses in the current year amounting to £776 (2015 - £NIL).

Trustees expenses related to the reimbursement of travel expenses and other cost incurred on behalf of the charity.

12. Tangible fixed assets

	Fixtures, fittings and equipment £
Cost	
At 1 July 2015 and 30 June 2016	3,311
Depreciation	
At 1 July 2015	1,768
Charge for the year	541
At 30 June 2016	2,309
Net book value	
At 30 June 2016	1,002
At 30 June 2015	1,543

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016**

13. Debtors

	2016 £	2015 £
Other debtors	500	-
Prepayments and accrued income	613	1,604
	<u>1,113</u>	<u>1,604</u>

14. Creditors: Amounts falling due within one year

	2016 £	2015 £
Accruals and deferred income	<u>24,145</u>	<u>19,816</u>
		£
Deferred income		
Deferred income at 1 July 2015		13,473
Resources deferred during the year		5,796
Amounts released from previous years		<u>(13,473)</u>
Deferred income at 30 June 2016		<u>5,796</u>

Deferred income in 2015 was in respect of grant income from the Orissa Project Fund which will be spent in the year ended 30 June 2016 and course income received in advance. In the current year, deferred income was in respect of grant income from the Lush Project Fund which will be spent in the year ended 30 June 2017.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016**

15. Statement of funds

	Brought Forward £	Income £	Expenditure £	Carried Forward £
Unrestricted funds				
General Funds - all funds	13,706	207,321	(174,568)	46,459
Restricted funds				
Orissa Fund	2,733	23,928	(23,173)	3,488
Senegal Fund	43	6,753	(6,753)	43
Bangladesh Fund	1,161	3,100	(1,250)	3,011
Lush Project Fund	-	12,104	(12,104)	-
Voelkel Donation Fund	-	749	-	749
Gaia Trust Fund	-	3,846	-	3,846
	3,937	50,480	(43,280)	11,137
Total of funds	17,643	257,801	(217,848)	57,596

Restricted Funds

Orissa Fund

This fund was established with grant funding received from The Scottish Government International Development Small Grants Programme. The purpose of the funds is to support a project that Gaia Education is undertaking in collaboration with the Team for Human Resource Education & Action for Development (THREAD) to empower and build the capacity of tribal communities of Four Gram Panchayats of Laxmipur Block of Koraput District to increase food security, strengthen social cohesion, and enhance climate resilience.

Bangladesh Project Fund

This fund was established with grant funding received from CIFAL Scotland Limited. The purpose of the fund is to support a project that Gaia Education is undertaking to build capacity and empower communities in Khulna and Bagerhat Districts, Southern Bangladesh, towards sustainable agriculture, aquaculture development and climate change adaption intervention.

Senegal Project

The charity received income in the year from the UK Government for increasing food security and environmental sustainability for people in Senegal through sustainable agroforestry, permaculture, and ecovillage capacity-building.

Lush Project Fund

This fund was established with grant funding received from The Sustainable Lush Fund. The purpose of the fund is to conduct three courses on design for sustainability and organic food systems within Sicilia Integra Project- socio-economic integration of migrants and unemployed youth in Sicily.

Voelkel Donation Fund

The charity received a 1,000 EUR donation from Voelkel in the year as a seed-grant for the establishment of the Sicilia Integra Project- socio-economic integration of migrants and unemployed youth in Sicily.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

15. Statement of funds (continued)

Gaia Trust Fund

The charity received a 5,000 EUR donation from Gaia Trust in the year to be granted to ECOLISE as a donation to support the ECOLISE communications activities related to the European Day of Sustainable Communities.

Summary of funds

	Brought Forward £	Income £	Expenditure £	Carried Forward £
General funds	13,706	207,321	(174,568)	46,459
Restricted funds	3,937	50,480	(43,280)	11,137
	<u>17,643</u>	<u>257,801</u>	<u>(217,848)</u>	<u>57,596</u>

16. Analysis of net assets between funds

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Tangible fixed assets	1,002	-	1,002	1,543
Current assets	69,602	11,137	80,739	35,916
Creditors due within one year	(24,145)	-	(24,145)	(19,816)
	<u>46,459</u>	<u>11,137</u>	<u>57,596</u>	<u>17,643</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

17. Related party transactions

The key management personnel of the charity are deemed to be:

- Chief Executive Office
- Certification Co-ordinator
- E-Learning Co-ordinator
- Communications Co-ordinator
- Finance Director
- Head of Strategy & Marketing
- Head of Innovation
- Head of Branding
- CFO

No other individuals are considered to have authority or responsibility for planning, directing and controlling the activities of the charity.

Total fees paid by the charity in respect of key management personnel was £117,342 (2015 - £43,203).

In addition, expenses amounting to £18,009 (2015 - £10,126) were paid during the year by the charity to key management personnel. This included the re-imbursement of expenditures incurred by key management personnel on behalf of the charity.

Monies advanced to key management personnel in the year amounted to £800 (2015 - £NIL).

At the year end, the net amount owed by the charity to key management personnel amounted to £7,186 (2015 - £368).

During the year £152,000 (2015 - £70,000) was received in respect of grants and £3,846 (2015 - £NIL) in respect of donations from Gaia Trust.

J T Ross Jackson is the chairman of Gaia Trust, and a director of Gaia Education.

18. Controlling party

In the opinion of the Trustees there is no ultimate controlling party.