
GAIA EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

GAIA EDUCATION
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 30 JUNE 2020

Trustees	J T Ross Jackson Monica Gomes Picavea Timothy Ramshaw Clarke John Laurence Clausen
Company registered number	SC353967
Charity registered number	SC040839
Registered office	The Park Findhorn Forres IV36 3TS
Interim Chief Executive Officer	Giovanni Ciarlo
Chief executive officer	May East (resigned 30 June 2020)
Independent auditor	French Duncan LLP Chartered Accountants and Statutory Auditors 56 Palmerston Place Edinburgh EH12 5AY
Bankers	Triodos Bank Deanery Road Bristol BS1 5AS Barclays Bank PLC 1 Churchill Place London E14 5HP

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TRUSTEES' REPORT
FOR THE YEAR ENDED 30 JUNE 2020

The Trustees who are also directors of the charitable company for the purposes of company law, present their annual report together with the audited financial statements of the charitable company for the year 1 July 2019 to 30 June 2020. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable 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 applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charitable company qualifies as small under section 382 of the Companies Act 2006, the Strategic report for medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 is not required.

Objectives and activities

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

The charity's core income-based activities are focused on online courses and to a lesser extent face to face course delivery.

COVID 19 Impact

During the second two quarters of 2019-2020 Gaia Education suspended all face to face activities and directed all staff to work from home until the COVID 19 pandemic could be brought under control by Scotland's authorities. The focus of the last 5 months of the fiscal year shifted to e-learning and products sales. In addition, the online Panorama: Introduction to Sustainability Design course was made available without charge for the duration of the pandemic in order to give people in lockdown an opportunity to explore design for sustainability while at home.

Review of Activities and Key Performance Indicators

COVID 19 Impact and Mitigation

Since mid year the Covid 19 pandemic has had a profound impact on our way of life and has created uncertainty across the global community. Although this may impact on future face to face courses, Gaia Education has seen a significant increase in take up of its a-learning programmes which is generating increased income for the organisation.

In response to the global Covid 19 pandemic, Gaia Education has updated its risk register to highlight the impact on face to face training and how this is mitigated by delivery of more e-learning programmes. The organisation experienced a positive impact from COVID 19 as our public increased online activities through our flagship online courses offered (Gaia Education core activities).

The charity also developed a COVID 19 Contingency plan to shift to online work from home while maintaining the office space at the charity's Edinburgh address with strict protocols set by the Scottish government.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Objectives and activities (continued)

Certified Programmes 2019-2020 Ecovillage Design Education (EDE)

The Certification Committee, consisting of seven regional experts managed by the Certification Coordinator, is responsible for maintaining a consistent standard for Gaia Education Ecovillage Design Education certified courses. Between 1 July 2019 and 30 June 2020, the Certification Committee has worked in three rounds of certifications: 31 August 2019, 31 December 2019 and 30 April 2020 and reviewed applications from 7 host-sites. The income received from applications was £1,900. In February 2020 all face to face delivery of courses was postponed due to the COVID 19 pandemic.

From 1 July 2019 to 30 June 2020 Gaia Education certified the following courses:

<u>Country</u>	<u>Year</u>	<u>Host Organisation</u>	<u>Certification</u>
Brazil	July 2019	EDE Belo Horizonte	GE and UN
Italy	August 2019	EDE Damanhur	GE and UN
Thailand	September 2019	ALT Thailand	GE
Brazil	December 2019	Gaia INkiri	GE and UN
Germany	September 2019	EDE Wandelreise	GE and UN
Brazil	January 2020	Gaia INkiri	GE and UN
Estonia	January 2020	Gaia Academy	GE and UN

Training of Trainers (ToT)

ToT offers students the competencies to facilitate transformative learning environments, to act in an interdisciplinary manner and to host multi-stakeholder conversations that enable collaborative action and collective decision-making processes. Over the year Gaia Education has conducted ToTs in Thailand, Brazil, Estonia and Scotland for a total of 51 students, generating a total income of £14,558. Training of Trainers courses were postponed indefinitely due to COVID-19 travel restrictions and health safety issues.

<u>Country</u>	<u>Dates</u>	<u>Host Organisation</u>	<u>Number of Participants</u>
Thailand	December 2019	Thailand	6
Brazil	September 2019	Curitiba Institute	24
Estonia	October 2019	Gaia Academy	13
Scotland	December 2019	Findhorn	8

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Objectives and activities (continued)

Sustainable Development Goals (SDG) Training of Multipliers (ToM)

Training of Multipliers was designed to build the capacity of facilitators to hold the vitally important conversations of how to implement the United Nations SDGs at the local and regional scale, in ways that are carefully adapted to the biocultural uniqueness of each location. In February 2020 all face to face delivery of courses was suspended due to the COVID 19 pandemic. SDG training of Multipliers courses were postponed indefinitely due to travel restrictions and health safety issues. During the 2019-2020 fiscal year, Gaia Education conducted the following ToMs in partnership with UNESCO Global Action Programme (UNESCO GAP) bringing in £4,948 of additional income:

<u>Country</u>	<u>Dates</u>	<u>Host Organisation</u>	<u>Number of Participants</u>
Austria	September 2019	ToM Vienna Platform Footprint	43
Portugal	September 2019	ToM IPP Porto	28
Australia	February 2020	ToM Melbourne Engineers without borders	29

Educational Tools - SDG Flashcards and Multipliers Handbook

Convinced that the SDGs should not be separated from the global community who forged them, Gaia Education, in partnership with UNESCO GAP Secretariat, developed the SDG Flashcards educational tool which contain more than 200 questions introducing a whole-systems approach to implementing the Agenda 2030. In the financial year, 241 sets of SDG Flashcards, translated into French, Spanish, Portuguese, Arabic and Russian with the support of the Government of Japan, have been sold, generating an income of £8,408. The SDGs Multipliers Handbook was developed to support stakeholders to prepare and facilitate their own SDG Training of Multipliers using the Flashcards. Translated into French and Spanish with the support of UNESCO GAP, the black-and-white version was downloaded 642 times during the year while the colour version generated £1,598 in sales.

E-Learning Programmes and Glocalisers Webinars

The English track of the Gaia Education Design for Sustainability (GEDS) online programme recorded 150 new registrations across the four dimensions of the year-long course, representing a 40% increase in single dimension sales compared to previous years. The Portuguese GEDS programme recorded 94 new registrations across the four design dimensions, representing triple of the previous year. Meanwhile, the Spanish track of GEDS, recorded 48 new registrations across the 4 dimensions, almost 50% more than last year. The 15-hour Panorama course- Introduction to Designing for Sustainability- recorded more than 500 new registrations, providing an opportunity for potential students to be introduced to Gaia Education's e-learning programmes.

During the year, Gaia Education conducted two online courses in partnership with UNITAR and Strathclyde University: Renewable Energies for Sustainable Development, which enrolled 14 new students in spring of 2020; and the free MOOC Local Water Solutions for Global Challenges which enrolled over 1400 students in the autumn 2019 and spring 2020 courses. We also took 28 registrations for the two interactions of the Exploring Blockchain Frontiers for the SDGs course.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Objectives and activities (continued)

In addition, 11 new free 'Glocalisers' Webinars and Instagram lives on topics related to sustainable development and regenerative practices were offered in conjunction with upcoming online courses. The webinars have attracted over 2000 participants widening the interest of Gaia Education programmes across the globe.

Finally, in 2019-2020, the SDG Africa Programme (SDG-AP) course contents were uploaded to the Gaia Education learning platform and launched in November 2019 during the summit of Nigerian environmental organisations. The SDG-AP was offered twice, once in partnership with Gaia Education's collaborator Envirofly, a not-for-profit education institution focused on the development of programmes for Africa, and a second time in April 2020 in partnership with CirculatE, an African Development and Consulting Firm that engages, advises, builds capacity and supports stakeholders across Africa within the public and private sphere on regenerative and sustainable development concerns.

<u>E-Learning Programmes 2019-2020</u>	<u>Revenue</u>	<u>Dates</u>	<u>Number of Participants</u>
English track - Gaia Education Design for Sustainability (GEDS)	£56,520	All year	150
Portuguese track - (GEDS)	£18,646	All year	94
Spanish track - (GEDS)	£10,830	All year	49
Renewable Energies	£1,965	Spring 2020	14
Local Water Solutions	£10,100	Fall 2019 Spring 2020	Over 1,400
Blockchain for SDGs	£3,015	Fall 2019 Spring 2020	28
SDG Africa	£2,198	Fall 2019 Spring 2020	186
Panorama	£1,140	All year	Over 500
Glocalisers Webinars	£5,166	All year	Over 2,000

Communications & Marketing

The Communications, Marketing & IT team has worked on improving our systems and website, making it easier to follow our sales and communicate effectively with our customers. We increased our server capacity so we can allocate all the students in our Moodle platform. Multiple sources of promotion of Gaia Education programmes were adopted, with social media reaching more than 5 million people through Facebook adverts (63 adverts in total) and targeted newsletters (6,000 newsletters on average per month). The newsletters alone have resulted in more than 50% of all conversions (social media with the other half in conversions), including course registrations and product orders, between 1 July 2019 and 30 June 2020.

National and International Affiliations and Activities

Ecosystem Restoration Camps

In 2019 Gaia Education signed a partnership agreement with the Netherlands based Ecosystem Restoration Camps to offer a multi-modules online course on Ecosystem Restoration Design. ERC provided content and a roster of well-known practitioners to deliver course materials, and Gaia Education provided the e-learning platform and marketing and administrative services for the pilot course which was launched in May 2020 with over 100 participants enrolled until the end of June 2020. At the end of the fiscal year the course had brought £66,852 in conversions.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Objectives and activities (continued)

ECOLISE

The European Network for Community-led Initiatives on Climate Change and Sustainability recognises the unprecedented ecological, social, economic and political threats to dignified life on planet earth. ECOLISE sees hope in the rich seam of solutions that are being continuously developed by community-led initiatives across Europe and the world, including those that encompass inner growth, inclusive approaches to collaboration and to the governance of commons and stewardship of ecosystems. During the financial year, Gaia Education joined the consortium of European organisations under the leadership of ECOLISE contributing to Blended Adult Learning for the Social-ecological Transition (BLAST) project. Funded by the Erasmus+ strategic partnerships for adult education programme, the overall aim of the project is the enhancement of transformative learning across Europe. The intellectual outputs include the production of a guide for creating geographically distributed, blended Communities of Practice with a common focus on transformative learning for socio-ecological transition; a competency framework to catalyse, scale and accelerate the transition; and a methodological toolkit for adult educators interested in learning about and utilising methods that support blended learning.

Scotland's International Development Alliance - The Alliance

Gaia Education's association with the UNGC is the result of many years of official collaborations with the United Nations. More specifically, GE supported the advancement of the Agenda 2030 via multiple courses and the development of educational materials. Through our ongoing work in Zambia with young farmers, we continued to contribute to the UN Sustainable Development Goals in particular with SDG 5- Gender Equality, SDG 15 Life on Land and SDG 13 Climate Action.

UN Global Communications, Civil Society Unit

Gaia Education's association with the UNGC is the result of many years of official collaborations with the United Nations. More specifically, GE supported the advancement of the Agenda 2030 via multiple courses and the development of educational materials. Through our ongoing work in Sicily with young migrants, we continued to contribute to the UN-led Together Campaign that promotes respect, safety and dignity for refugees and migrants to counter the rise in xenophobia and discrimination.

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

Gaia Education continued to be an active member of UNESCO GAP on ESD under GAP's Priority Action Area 5: Accelerating sustainable solutions at local level throughout 2019. The overall goal of the GAP is to generate and scale-up action on all levels and in all areas of education and learning to accelerate progress towards sustainable development. During the year, UNESCO-GAP and Gaia Education offered double certification to programmes taking place in Brazil, Estonia, Scotland, Portugal, Thailand, Austria and Australia. And conducted SDGs Training of Multipliers in six countries.

UNITAR - United Nations Institute of Training and Research

A dedicated training arm of the United Nations system. Gaia Education partners with UNITAR and the University of Strathclyde to deliver online courses on Local Water Solutions for Global Problems, supported by the Scottish Government (1,400 students from over 70 countries during this year) and Renewable Energy for Sustainable Development (14 students from 8 countries).

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Objectives and activities (continued)

Academic Partnerships

Sustainable Management of Cultural Landscape (SUMCULA)

The objective of the EU funded Strategic Partnership led by the University of Gothenburg, Sweden is the development of courses and didactic resources on Sustainable Management of Cultural Landscapes, Regional Development and Cultural Heritage to be conducted at a Masters level. Members of the partnership cover a wide range of competences. They include University of Pecs, Hungary; University of Pannonia, Hungary; Lake Balaton Development Coordination Agency, Hungary; European Ecocycles Society; University of Palermo, Italy; Ecole des Metiers de l'Environnement, France; Mendel University, Czech Republic; Slovak Agricultural University, Slovakia; University College of Tourism and Ecology, Poland; Universitat Rovira i Virgili, Spain; University of Applied Sciences, Germany and Gaia Education, Scotland. Partners are required to submit case studies related to cultural landscape management to the scientific journal Ecocycles. Gaia Education submitted 4 cases studies thus far in the form of academic papers.

University for International Cooperation (UCI)

For 25 years UCI, at the epicentre of regenerative development in Costa Rica, has been igniting the ecological imagination and ethical entrepreneurial spirit of thousands of Costa Rican and Latin American learners from conservation rangers to women's associations. Gaia Education and UCI launched the Gaia Education Design for Sustainability course in Spanish for a Latin American audience in October 2018.

Tallinn University

Gaia Education and Tallinn University continue to explore collaboration opportunities and in the fiscal year of this report submitted a proposal for EU Funding to develop pedagogical materials for teaching the SDGs to high school students.

Project-Based Learning (PBL) Activities

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

Zambian Youth for Conservation, Agriculture and Livelihood Action (ZYCALA)

Over the year, Gaia Education has competently advanced the activities the international development projects using its whole-system design tool as a framework.

Gaia Education, WWF Zambia and the Young Emerging Farmers Initiative (YEFI) launched, on 1 October 2017, a three-year project in the districts of Chitambo, Serenje and Mkushi in Central Province, Zambia funded by the Scottish Government. The project is building the capacity of 420 local youth leaders to become active and effective change agents in youth-led campaigning on social and environmental issues, sustainable income generation and food security actions. The youth change agents have reached out to 150,000 youths to raise awareness of the need for innovative social and natural systems management through multiplier actions on ecosystems regeneration and advocacy campaigns.

ZYCALA harnesses Gaia Education's expertise in community building, agroecology and livelihoods, WWF Zambia's mastery of conservation, advocacy and communication, and YEFI's experience in youth-led programmes and young farmers networks. The empowered youth is working with households to increase food security through diversification and abundance of nutritional farm produce and 7 community enterprises.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Objectives and activities (continued)

In its Year 3 the project has conducted 75 separate learning events and has engaged 1,739 participants in total (52% women) across the 3 districts of Serenje, Chitambo and Mkushi. The project is empowering a generation of young farmers with a whole systems ecological design approach in conservation agriculture which includes organic demonstration gardens, poultry and, in particular, beekeeping.

Wild honey has been collected and consumed across the region since pre-colonial times. Due to cultural and social factors, beekeeping in Zambia has traditionally been a predominantly male occupation but not in the ZYCALA project, where women are achieving surprising results. Working side by side young women and men are joining efforts and learning the skills needed to monitor and manage the 174 occupied beehives the group has built.

As consumer demand for locally-sourced organic foods - including honey - increases in Zambia, so the ability of ZYCALA members to influence the producers and regenerative food growing practices of their districts has grown over the last two years. And the financial results have been promising. Utilising their recently acquired collective decision-making skills, youth groups are generating income to then buy seeds for the next season or increase their animal stocks. Many are saving for their studies.

Achievements and performance

The results for the year are presented on page 18.

The charity has made a surplus in the year of £86,273 (2019 - £105,724) and at the year end the charity had restricted funds of £50,011 (2019 - £19,616) and unrestricted funds of £327,231 (2019 - £271,353).

Income has decreased during the year to £545,371 (2019 - £564,567). Included within this is income in respect of restricted grants totaling £138,673 (2019 - £149,146) which are funding specific project work which was undertaken in the year as detailed in the statement of funds note on page 32. In addition, the charity's principal funder, Gaia Trust decreased its grant to £234,410 (2019 - £261,600). This is recorded within unrestricted income.

Expenditure increased slightly to £458,920 from £458,843 in the previous year which is mainly attributable to costs of charitable activities decreasing to £446,927 from £448,962, netting off against an increase in fundraising expenditure to £11,993 from £9,881.

Financial review

Going concern

The financial statements have been prepared on a going concern basis after consideration of the future prospects of the charitable company, its long term financial forecasts, expected income from its funders and non-contract services and available free cash reserves to support its activities.

The organisation's trustees have a going concern policy for the organisation, which they monitor and give regular input into four times a year during the quarterly Board meetings and by maintaining a close contact with the CEO throughout the year to check on progress, give advice and assess tasks and decisions taken by the Board.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

At Board meetings the Trustees receive updated reports on financial activities and staff relations. Reports are provided from every area of activities and deliverables are summarized with the opportunity to ask questions, comment and make suggestions for future actions. During Board meetings and at any other time the Trustees often review budget issues and forecasts and make adjustments as needed.

The Board has taken into account the Covid 19 pandemic in its consideration and updated its forecasts based on changes to service delivery and is satisfied that the charitable company has adequate resources to manage the impact of the pandemic on an ongoing basis. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details are given in accounting policy 2.2.

Reserves policy

At 30 June 2020, the total reserves of the charity were £377,242 (2019 - £290,969); of which £50,011 (2019 - £19,616) are restricted funds which can only be used for the purposes they were given leaving £327,231 (2019 - £271,353) of unrestricted funds.

The purpose of holding this level of unrestricted funds is to ensure the stability of the mission, programs, employment, and ongoing operations of the organisation in the event of a sudden increase in expenses, one-time unbudgeted expenses or an unanticipated loss in funding.

The Trustees have reviewed the future plans for the organisation and the specific risks highlighted on pages 11 and 12 to determine the level of free reserves the charity should aim to hold. The Trustees have considered the risks around future funding and the need to diversify income streams.

The Trustees have set a policy to aim to hold unrestricted reserves to cover approximately 6 months operational expenditures which provides a level of financial security and allows time to react to circumstances. This level of reserves has been achieved at the year end.

Structure, governance and management

Constitution

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
Timothy Ramshaw Clarke
Swaraj Kumar (Rajah) Banerjee (resigned 23 June 2020)
John Laurence Clausen
Monica Gomes Picavea
Norman Shane Rankin (resigned 10 September 2019)

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Structure, governance and management (continued)

Organisational structure and decision-making policies

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.

The management team during this period consisted of the E-learning Coordinator, Communications & People Care, IT Coordinator, Head of Marketing and Head of Branding.

Gaia Education has created two new full and part time-time positions in the 2019-2020 fiscal year in order to enhance customer care and students retention and to implement business strategies towards emerging markets of sustainability education, in particular on e-learning division. One of those positions resigned mid year and has not been replaced. One employee took maternity leave for the duration of the fiscal year.

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 three most recent accounts and attend a board meeting as observers. The training needs of Trustees are identified and responded to as they arise.

Pay policy for senior staff

The Board of Trustees is responsible for defining Pay Policy and deciding on the salaries of the Chief Executive and other staff salaries.

Related party relationships

During the year £234,410 (2019 - £261,600) was received from Gaia Trust. J T Ross Jackson is the chairman of the Gaia Trust and a director of Gaia Education.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Structure, governance and management (continued)

Risk management

In fiscal year 2019-2020 the Trustees assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks. These risks are assessed through a Risk Register, a document reviewed annually as part of a programme of maintaining and enhancing standards of good governance.

The trustees have assessed the key risks impacting the charitable company as:

Brexit

the uncertainty regarding the decision to leave the Economic Union leaves UK based charities, including Gaia Education, in a position of vulnerability. There is a risk that the value of sterling will decrease dramatically leading to a reduction in the charity's income. With a lot of its income coming from overseas, the organisation could be affected by negative currency exchange rate movements.

Failure to diversify and consolidate the income stream in good time for withdrawal of our major funder

For 13 years Gaia Education's main income stream has originated from Gaia Trust in Denmark. It is anticipated this funding stream will end in 2023. If Gaia Education does not diversify its income through other funding streams and the expansion and extension of activities the organisation may need to downsize its operations.

Computer systems damaged or loss of data

Due to a cyber-attack or virus, or destruction of property through physical damage such as a fire or flood, computer systems and the data held on these could be damaged or lost. This could have reputational implications for the organisation but also cause distress for the individuals whose personal data may have been lost.

COVID 19

In the second half of the 2019-2020 fiscal year the UK entered a period of lockdown to mitigate the spread of the COVID 19 disease. There is great uncertainty as to the duration and time for returning to normal. This can have a negative impact on the organisation if people lose income and the ability to purchase online courses. In addition all face to face courses had to be cancelled or postponed, impacting the organisation's income for the remaining of the year.

The Trustees further mitigate these risks by:

Brexit

The Board is considering opening an additional office in Europe- potentially in Portugal or Belgium. The CEO is investigating suitable legal frameworks and localities and will present to the Board whether and where to place the European office. The Board will decide on this issue.

Income

The Trustees decided to mitigate the risk by diversifying its income through different avenues. Firstly, it is presenting its case to other funders and Trusts and applying for both core funding or ring-fenced funding for specific projects. Secondly, it is increasing its income by increasing the sales of its products and programmes with the aim of becoming self-sufficient. It also decided to diversify grants and trading income. Establish relationships with new grant providers and hiring a Fundraiser for targeting US Foundations.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Structure, governance and management (continued)

Computer systems

The trustees decided to mitigate the risk by putting a privacy policy in place to protect data, password protect its accounts, perform a daily Cloud backup and a monthly database back-up, internally back-up the back-up every six months, change passwords annually, create a disaster recovery plan, and backup of a backup twice a year. Ensuring the data that we hold is stored securely. We have changed our server provider to a UK based company 'Ecohosting' who follows generally accepted standards to store and protect personal data. We hold our data on a secure database system Zoho.

COVID 19

The trustees decided to mitigate the risk by asking all staff to work from home and observe all protocols from national and local government health agencies. Since most staff already work from home at great distance the risk is relatively low within the organisation's office and activities. However, if a staff member should become infected a contingency plan is in place for other staff to take over the infected staff duties. Staff also implemented limiting office visits to once per week, one staff member only at a time. In addition the Trustees approved offering the Panorama Introduction course free of charge in order to support people staying and working from home. The Board also approved two weeks sick pay for any staff infected by the disease. And the Board approved a contingency plan to deal with any disruptions in operations by staff contracting the disease. Courses are also being run online where possible.

Plans for future periods

For fiscal year 2020-2021 Gaia Education will experience a shift in leadership as the current CEO, May East, repositions as Chief International Officer and the Board hires an Interim CEO while searching for a permanent replacement. Over the next fiscal year Gaia Education intends to continue to manage and further develop its e-learning programmes in Portuguese, Spanish and English to serve a global community and pursue further funding for its Project-Based Learning programmes through international development initiatives. Plans are in place to develop and re-launch the following programmes and products for fiscal year 2020-2021:

GEDS Online Certificate - our flagship 10 month course covering the 4Dimension curriculum and culminating in a design project delivered in small work teams.

Ecosystem Restoration Design - in collaboration with the Ecosystem Restoration Camps.

Blockchain Frontiers - a month-long e-learning programme in partnership with UNITAR;

SDG Africa Programme - an e-learning bespoke training programme for the African market in partnership with Flexylearn and African partners.

Renewable Energies for Sustainable Development - in partnership with Strathclyde University and UNITAR

Local Water Solutions for Global Problems - a free MOOC in partnership with UNITAR and the University of Strathclyde

Given that the COVID-19 pandemic is still a real health threat the organisation is focusing future plans on more online activities while pursuing opportunities for face to face trainings when the safety levels allow it. In addition the staff have been instructed to continue to work from home and only visit the office once a week and one person only at a time.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2020

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charitable company 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 its incoming resources and application of resources, including its income and expenditure, 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 (FRS 102);
- make judgements 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 business.

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 (as amended). 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.

Disclosure of information to auditor

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 auditor is 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 auditor is aware of that information.

Auditor

The auditor, French Duncan LLP, has indicated his willingness to continue in office. The Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

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

Approved by order of the members of the board of Trustees and signed on their behalf by:



Timothy Ramshaw Clarke

Date: 16/04/2021

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GAIA EDUCATION

Opinion

We have audited the financial statements of Gaia Education (the 'charitable company') for the year ended 30 June 2020 which comprise the Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2020 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; 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

GAIA EDUCATION
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GAIA EDUCATION (CONTINUED)

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

GAIA EDUCATION
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GAIA EDUCATION (CONTINUED)

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

GAIA EDUCATION
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GAIA EDUCATION (CONTINUED)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with 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 and Trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, its members, as a body, and its trustees, as a body for our audit work, for this report, or for the opinions we have formed.



Antony J Sinclair (Senior statutory auditor)

for and on behalf of

French Duncan LLP

Chartered Accountants and Statutory Auditors

56 Palmerston Place

Edinburgh

EH12 5AY

Date: 19 April 2021

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

GAIA EDUCATION
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:					
Donations and legacies	3	138,673	244,548	383,221	410,813
Charitable activities	4	-	161,250	161,250	153,056
Investments	5	-	900	900	698
		<u>138,673</u>	<u>406,698</u>	<u>545,371</u>	<u>564,567</u>
Expenditure on:					
Raising funds	6	-	11,993	11,993	9,881
Charitable activities	7	108,278	338,649	446,927	448,962
		<u>108,278</u>	<u>350,642</u>	<u>458,920</u>	<u>458,843</u>
Net movement in funds before other recognised gains/(losses)		<u>30,395</u>	<u>56,056</u>	<u>86,451</u>	<u>105,724</u>
Other recognised gains/(losses):					
Other losses		-	(178)	(178)	-
		<u>30,395</u>	<u>55,878</u>	<u>86,273</u>	<u>105,724</u>
Net movement in funds		<u>30,395</u>	<u>55,878</u>	<u>86,273</u>	<u>105,724</u>
Reconciliation of funds:					
Total funds brought forward		19,616	271,353	290,969	185,245
Net movement in funds		30,395	55,878	86,273	105,724
Total funds carried forward		<u>50,011</u>	<u>327,231</u>	<u>377,242</u>	<u>290,969</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 21 to 37 form part of these financial statements.

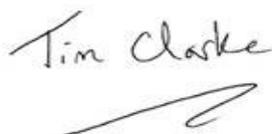
GAIA EDUCATION
(A company limited by guarantee)
REGISTERED NUMBER: SC353967

BALANCE SHEET
AS AT 30 JUNE 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	12	1,871	1,124
		<u>1,871</u>	<u>1,124</u>
Current assets			
Debtors	13	9,255	31,953
Cash at bank and in hand		437,457	268,557
		<u>446,712</u>	<u>300,510</u>
Creditors: amounts falling due within one year	14	(71,341)	(10,665)
Net current assets		<u>375,371</u>	<u>289,845</u>
Total assets less current liabilities		<u>377,242</u>	<u>290,969</u>
Total net assets		<u><u>377,242</u></u>	<u><u>290,969</u></u>
Charity funds			
Restricted funds	16	50,011	19,616
Unrestricted funds	16	327,231	271,353
Total funds		<u><u>377,242</u></u>	<u><u>290,969</u></u>

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Timothy Ramshaw Clarke

Date: 16/04/2021

The notes on pages 21 to 37 form part of these financial statements.

GAIA EDUCATION
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash used in operating activities	19	169,169	57,286
Cash flows from investing activities			
Dividends, interests and rents from investments		900	698
Purchase of tangible fixed assets		(1,169)	-
Net cash (used in)/provided by investing activities		(269)	698
Change in cash and cash equivalents in the year			
Cash and cash equivalents at the beginning of the year		268,557	210,573
Cash and cash equivalents at the end of the year	20	437,457	268,557

The notes on pages 21 to 37 form part of these financial statements

GAIA EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

1. General information

The charity is a company limited by guarantee, incorporated in the United Kingdom and registered in Scotland (company number SC353907). It is a registered Scottish Charity (charity number: SC040839). The registered office is The Park, Findhorn, Forres, IV36 3TZ. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The financial statements were prepared in Sterling and rounded to the nearest £.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Gaia Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Board has reviewed the going concern status of the organisation and considered a period of at least 12 months from the date of approval of the accounts. The Board has taken into account the Covid 19 pandemic in its consideration and has updated its forecasts based on changes to service delivery and is satisfied that the charitable company has adequate resources to manage the impact of the pandemic on an ongoing basis. Funding from Gaia Trust has also been extended until 2023. As a result, they continue to adopt the going concern basis in preparing the financial statements. The charitable company continues to have a strong balance sheet with significant bank balances to meet its liabilities as and when they fall due. Hence the Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

2.3 Income

All income is recognised once the charitable 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 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 it is not deferred.

Training course income is accounting 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.

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,

GAIA EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

2. Accounting policies (continued)

2.4 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.

Charitable activities and Governance costs are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

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 expenditure is inclusive of irrecoverable VAT.

2.5 Foreign currencies

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

2.6 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, fitting and equipment - 20% reducing balance.

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.10 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2.11 Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year.

2.12 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 charitable 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 charitable 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.

2.13 Critical accounting estimates and areas of judgement

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires the Trustees to exercise judgement in applying Gaia Education accounting policies. The Trustees have reviewed these and concluded there are no areas requiring a higher degree of judgement, or complexity, and no areas where assumptions or estimates are most significant to the financial statements.

GAIA EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

3. Income from donations and legacies

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Donations	-	138	138	67
Grants receivable for core activities	138,673	244,410	383,083	410,746
	<u>138,673</u>	<u>244,548</u>	<u>383,221</u>	<u>410,813</u>
<i>Total 2019</i>	<u>149,146</u>	<u>261,667</u>	<u>410,813</u>	

4. Income from charitable activities

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Course income	161,250	161,250	153,056
	<u>161,250</u>	<u>161,250</u>	<u>153,056</u>
<i>Total 2019</i>	<u>153,056</u>	<u>153,056</u>	

5. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Interest receivable	900	900	698
	<u>900</u>	<u>900</u>	<u>698</u>
<i>Total 2019</i>	<u>698</u>	<u>698</u>	

GAIA EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

6. Expenditure on raising funds

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Fundraising costs	11,993	11,993	9,881
<i>Total 2019</i>	9,881	9,881	

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Resources expended on charitable activities	108,278	338,649	446,927	448,962
<i>Total 2019</i>	150,991	297,971	448,962	

8. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Delivery of education programme	214,928	231,999	446,927	448,962
<i>Total 2019</i>	245,053	203,909	448,962	

GAIA EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Charitable activities undertaken 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Communication and administration costs	(794)	(794)	8,310
Programme publication & promotion	31,738	31,738	32,215
Course expenditure	61,511	61,511	51,708
Project costs	116,488	116,488	150,991
Travel costs	5,985	5,985	1,829
	<u>214,928</u>	<u>214,928</u>	<u>245,053</u>
<i>Total 2019</i>	<u>245,053</u>	<u>245,053</u>	

Included within the above are grants payable to WWF Zambia of £45,436 (2019: £96,476).

GAIA EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Charitable activities undertaken 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Other staff costs	13,111	13,111	10,312
Depreciation	244	244	281
Program director fees	57,871	57,871	61,636
Head of strategy & marketing	26,751	26,751	23,700
Executive Secretary	1,680	1,680	13,757
People care coordinator	21,600	21,600	4,326
Travel costs	6,174	6,174	11,268
Office administration costs	29,223	29,223	27,129
Business developer	16,029	16,029	-
Bank charges	7,516	7,516	5,624
Sundry expenses	240	240	-
Academic director	16,594	16,594	16,605
Head of branding	17,838	17,838	14,378
Film	660	660	400
Governance costs	16,468	16,468	14,493
	<u>231,999</u>	<u>231,999</u>	<u>203,909</u>
<i>Total 2019</i>	<u>203,909</u>	<u>203,909</u>	

9. Auditor's remuneration

	2020 £	<i>2019 £</i>
Fees payable to the charitable company's auditor for the audit of the charitable company's annual accounts	<u>5,200</u>	<u>4,950</u>

GAIA EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

10. Staff costs

	2020	<i>2019</i>
	£	£
Wages and salaries	129,909	<i>130,500</i>
Social security costs	10,983	<i>10,815</i>
Contribution to defined benefit pension schemes	2,128	<i>1,603</i>
	143,020	<i>142,918</i>

The average number of persons employed by the Company during the year was as follows:

	2020	<i>2019</i>
	No.	No.
Employees	4	<i>4</i>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020	<i>2019</i>
	No.	No.
In the band £80,001 - £90,000	1	<i>1</i>

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

Chief Executive Officer
Academic Director
Head of Branding
Head of Strategy & Marketing
Chief Operating Officer
Business Developer
Treasurer

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

Total fees and remuneration paid by the charity in respect of key management personnel was £209,391 (2019 - £168,822). Certain key management personnel provide their services on a consultancy basis.

In addition, expenses amounting to £9,896 (2019 - £15,615) were paid during the year by the charity to key management personnel. This included the re-imbursment of expenditure incurred by key management personnel on behalf of the charity.

GAIA EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019 - £NIL).

During the year ended 30 June 2020, expenses totalling £1,957 were reimbursed or paid directly to 2 Trustees (2019 - £627 to 2 Trustees).

Trustee expenses related to the reimbursement of travel expenses incurred on behalf of the charity.

12. Tangible fixed assets

	Fixtures, fittings and equipment £
Cost or valuation	
At 1 July 2019	4,435
Additions	1,169
Disposals	(949)
At 30 June 2020	<u>4,655</u>
Depreciation	
At 1 July 2019	3,311
Charge for the year	244
On disposals	(771)
At 30 June 2020	<u>2,784</u>
Net book value	
At 30 June 2020	<u><u>1,871</u></u>
At 30 June 2019	<u><u>1,124</u></u>

GAIA EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

13. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	-	6,909
Other debtors	398	2,136
Prepayments and accrued income	8,857	22,908
	9,255	31,953
	9,255	31,953

14. Creditors: Amounts falling due within one year

	2020 £	2019 £
Other taxation and social security	3,616	-
Other creditors	10,788	609
Accruals and deferred income	56,937	10,056
	71,341	10,665
	71,341	10,665

	2020 £	2019 £
Deferred income at 1 July 2019	1,437	6,715
Resources deferred during the year	36,448	1,437
Amounts released from previous periods	(1,437)	(6,715)
	36,448	1,437
	36,448	1,437

Deferred income in 2019 and 2020 represents course income received in advance.

GAIA EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

15. Financial instruments

	2020 £	2019 £
Financial assets		
Financial assets measured at amortised cost	<u>446,712</u>	<u>300,509</u>
	2020 £	2019 £
Financial liabilities		
Financial liabilities measured at amortised cost	<u>31,277</u>	<u>9,228</u>

Financial assets measured at amortised cost comprise cash at bank and in hand and debtors excluding prepayments.

Other financial liabilities measured at amortised cost comprise creditors excluding other taxation and social security and deferred income.

GAIA EDUCATION
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

16. Statement of funds

Statement of funds - current year

	Balance at 1 July 2019 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 30 June 2020 £
Unrestricted funds					
General Funds - all funds	271,353	406,698	(350,642)	(178)	327,231
Restricted funds					
EU Grant SUMCULA	8,448	6,000	(13,514)	-	934
Zambia Project - Scottish Government	-	107,484	(62,078)	-	45,406
Community Catalysts	2,157	6,335	(8,492)	-	-
Glocaliser	4,246	5,166	(9,412)	-	-
Water Project - Scottish Government	-	10,100	(8,100)	-	2,000
BLAST	-	2,782	(2,249)	-	533
Sicilia Integra - Global Whole Being	4,765	806	(4,433)	-	1,138
	<u>19,616</u>	<u>138,673</u>	<u>(108,278)</u>	<u>-</u>	<u>50,011</u>
Total of funds	<u><u>290,969</u></u>	<u><u>545,371</u></u>	<u><u>(458,920)</u></u>	<u><u>(178)</u></u>	<u><u>377,242</u></u>

GAIA EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

16. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 July 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 30 June 2019 £</i>
Unrestricted funds				
General Funds - all funds	163,784	415,421	(307,852)	271,353
Restricted funds				
EU Grant SUMCULA	10,439	11,611	(13,602)	8,448
Zambia Project - Scottish Government	495	117,255	(117,750)	-
Community Catalysts	-	4,245	(2,088)	2,157
Glocaliser	-	5,535	(1,289)	4,246
Water Project - Scottish Government	-	7,500	(7,500)	-
Sicilia Integra - Global Whole Being	10,527	3,000	(8,762)	4,765
	<u>21,461</u>	<u>149,146</u>	<u>(150,991)</u>	<u>19,616</u>
Total of funds	<u><u>185,245</u></u>	<u><u>564,567</u></u>	<u><u>(458,843)</u></u>	<u><u>290,969</u></u>

**NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds (continued)

Restricted Funds

Sicilia Integra Project

The charity received income from Lush for chocolate products sold solely to support the Herbal Youthful Chocolate project aims to build the capacity of displaced young women refugees in Sicily. The project combines the wild herbs of the Iblei territory with the traditional art of chocolate making in the city of Modica with a view to creating opportunities for young women to specialise in organic herbal chocolate making.

Scottish Government - Zambia Project

This fund relates to grant funding received from the Scottish Government. These grants are to enable the charity to build the capacity of 420 local Zambian Youth Leaders to lead 3 Central Province districts to more sustainable food and livelihood security and conservation action.

ERASMUS+ Sustainable Management of Cultural Landscape - (SUMCULA)

This fund relates to grant funding received from ERASMUS+ in order to work on the development of courses and didactic resources on sustainable management of cultural landscapes, regional development and cultural heritage to be conducted at a Master's level. 13 partners will collaborate to develop curriculum, lead workshops and create software around this topic.

Scottish Government - Water Project

Free online programme to build capacity of water related professionals on local water solutions for global challenges. Funded by the Scottish Government.

Community Catalysts

Funded by the EU, the project builds community-led tools for catalysing regenerative development of rural areas of Europe.

Glocaliser

Funded by Ashoka Austria and Sinnbildungsstiftung, the project builds capacity of students aged between 17 – 22 in sustainable development approaches to youth overconsumption lifestyle.

BLAST

This project is designed to enable adult educators to provide need-based educational opportunities to citizens, communities and professionals that engage as changemakers in the socio-ecological transition. By supporting adult educators to improve their competences in delivering blended transformative learning for civic engagement, it aims to bring about massive personal and community-led change over time. Professionals will be trained through training-of-trainers events, going on to train multipliers who will in turn reach thousands of beneficiaries through offline and online activities.

GAIA EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

17. Summary of funds

Summary of funds - current year

	Balance at 1 July 2019 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 30 June 2020 £
General funds	271,353	406,698	(350,642)	(178)	327,231
Restricted funds	19,616	138,673	(108,278)	-	50,011
	<u>290,969</u>	<u>545,371</u>	<u>(458,920)</u>	<u>(178)</u>	<u>377,242</u>

Summary of funds - prior year

	<i>Balance at 1 July 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 30 June 2019 £</i>
General funds	163,784	415,421	(307,852)	271,353
Restricted funds	21,461	149,146	(150,991)	19,616
	<u>185,245</u>	<u>564,567</u>	<u>(458,843)</u>	<u>290,969</u>

18. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	1,871	1,871
Current assets	50,011	396,701	446,712
Creditors due within one year	-	(71,341)	(71,341)
Total	<u>50,011</u>	<u>327,231</u>	<u>377,242</u>

GAIA EDUCATION
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

18. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	<i>Restricted funds 2019 £</i>	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Tangible fixed assets	-	1,124	1,124
Current assets	19,616	280,894	300,510
Creditors due within one year	-	(10,665)	(10,665)
Total	<u>19,616</u>	<u>271,353</u>	<u>290,969</u>

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2020 £	2019 £
Net income for the period (as per Statement of Financial Activities)	86,451	105,724
Adjustments for:		
Depreciation charges	244	281
Decrease/(increase) in debtors	22,698	(29,414)
Increase/(decrease) in creditors	60,676	(18,607)
Interest received	(900)	(698)
Net cash provided by operating activities	<u>169,169</u>	<u>57,286</u>

20. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	437,457	268,557
Total cash and cash equivalents	<u>437,457</u>	<u>268,557</u>

GAIA EDUCATION
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**NOTES TO THE FINANCIAL STATEMENTS
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21. Analysis of changes in net debt

	At 1 July 2019 £	Cash flows £	At 30 June 2020 £
Cash at bank and in hand	268,557	168,900	437,457
	<u>268,557</u>	<u>168,900</u>	<u>437,457</u>

22. Operating lease commitments

At 30 June 2020 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	<u>270</u>	<u>1,276</u>

23. Related party transactions

During the year £234,410 (2019 - £261,600) was received in respect of grants from Gaia Trust.

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

24. Post balance sheet events

Since early 2020, the world has faced unprecedented uncertainty and disruption as a result of Covid-19. Since the year end, the Government has imposed a further lockdown which is likely to introduce further unforeseen economic implications going forward. The Trustees have considered the risks and effects of this pandemic on the charity's operations and any going concern implications for the charity post year end.

25. Controlling party

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