



SLOW

ANNUAL

REPORT

2023-24

ADMINISTRATIVE INFORMATION

SLOW - Surviving the Loss of Your World

Year Ending 31st January 2024

CHARITY REGISTRATION DETAILS

Registered Charity Number 1161337
Registered April 2015

FOUNDED

September 2007

FOUNDED BY

Nic Whitworth and Susie Hanson

TRUSTEES 2023-24

Chair of Trustees

Pippa Murray

Treasurer

Cicilia Wan

Secretary

Tim Whitworth

Trustee

Samara Stevens (term ended December 2023)

Trustee

Dr Lizette Nolte (appointed June 2023)

Trustee

Paresh Pithiya

Trustee

Elise Soucie

PATRONS

Jason Watkins and Clara Francis

CONTACT DETAILS

Registered Address and correspondence:

SLOW, 1 Kenilworth Avenue, London, NW6 7HL
admin@slowgroup.co.uk
Tel 07532 423674

Referrals:

info@slowgroup.co.uk

Website

<https://slowgroup.co.uk/>

Facebook

<https://www.facebook.com/slowsupport>

<https://www.facebook.com/groups/slowgroup>

Instagram

<https://www.instagram.com/slowgroup/>

Twitter

<https://twitter.com/slowsupport>

Linked in

<https://www.linkedin.com/company/66625688>

OBJECTIVES AND ETHOS

At SLOW, we provide a unique and successful model of bereavement support that is a direct response to what bereaved parents and siblings have told us they need.

SLOW cultivates a stance of ‘walking alongside’ parents, going at their pace, within a non-pathologising culture. We know that grief cannot be fixed, and we do not strive to ‘make things better’. Instead, we support and give space to bereaved families, so they may in time harness their own resources in slowly rebuilding their lives. In this way, we believe there is hope to be found in connecting with other bereaved families, relief in sharing the pain of grief, and company in bearing the unbearable, together, with others who are living, following the death of their child or sibling.

Our ethos has grown from the roots of a community, facilitated and supported by bereaved families who have experienced first-hand the devastating grief resulting from the death of a child or sibling.

Every group at SLOW is facilitated by bereaved parents or siblings. Three of our existing facilitators benefitted from SLOW’s support before joining the team.

Each facilitator receives expert facilitation training, which is grounded in grief theories and group dynamics.

All of our facilitators receive regular, ongoing professional and development support as well as regular supervision and reflective practice.

Our Charitable Objects were revised in 2022 and SLOW aims to promote: -

1. The emotional and physical well-being of bereaved parents, siblings and children suffering from grief through expert support of bereaved facilitators promoting self-help and mutual support.
2. And support social inclusion of bereaved parents, siblings and children to fully participate in society.
3. Emotional and physical well-being through the provision of education and training materials on grief and bereavement support.
4. The emotional and physical well-being of other bereaved family members where this contributes to achieving objectives 1-3.



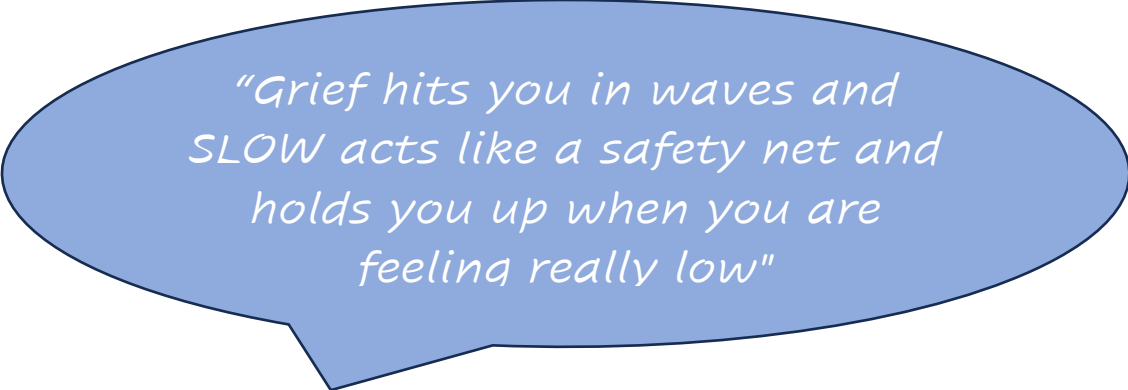
WHY SLOW'S WORK MATTERS

The death of a child is an incredibly traumatic event leaving parents with overwhelming emotional needs. The grief of bereaved siblings is equally devastating, yet this is one of the most neglected types of grief.

A child's death is a relatively rare event, but when it happens it can have a devastating effect on family life, completely altering a family's worldview. Sometimes triggering depression, anxiety, alcohol / drug dependency and family break up. Our members face the challenge of living in a radically different world in which close family ties, routines and friendships are impacted negatively and many of SLOW's members initially report they feel very isolated.

SLOW support groups make a positive intervention by...

- Providing a safe space for peer support and reducing isolation.
- Connecting, sharing, validating and normalising grief.
- Finding new ways to manage grief.
- Encouraging members to find ways to connect with their child or sibling.
- Creating a transforming community connected through the death of their child.
- Encouraging bereaved families to regain their sense of wellbeing and find purpose in life again.
- Offering hope for the future and building confidence at a time when life can feel hopeless and worthless.



"Grief hits you in waves and SLOW acts like a safety net and holds you up when you are feeling really low"

Healing for bereaved families can begin as they share their grief with others who validate and acknowledge their experience. They discover they are not alone, their thoughts and feelings are normal, and gradually learn ways of managing their grief and how to live after a child dies. At SLOW, our members come to understand that healing means remembering, not forgetting their child or sibling and we encourage them to be compassionate, gentle and patient with themselves.

In this way bereaved families are building themselves a safety net that will resource them long after they leave SLOW. They begin to recognise the messiness of grief and what a unique experience it is.

By making room for the experience of grief, parents often say that they leave 'feeling lighter'. Listening and sharing experiences of coping with life whilst **managing grief**, **parents** can slowly make small but significant steps towards rebuilding their lives.

ACTIVITIES AND ACHIEVEMENTS

2023-24 was another successful year for SLOW. We continue to provide support offering both in person and virtual groups for bereaved families as well as other social events.

SLOW offered 1738 hours of support to bereaved parents across the year.

Support for Bereaved Parents

SLOW is special and evidence based. The heart of SLOW lies in its culture and community of the regular weekly support groups for bereaved parents. It is here that parents come to find connection, company, comfort and hope after the death of their child.

Our support groups offer a simple structure that allows safety through containment and continuity. An introductory round gives each parent the time and space to say their child's name, to talk about their child, to reflect and identify areas where they'd like support, and these form the basis of the group discussion.

There were 1124 individual attendances compared to 793 the year before.

In 2023-24 bereaved parents could choose from five weekly groups and two monthly groups. We now offer two weekly groups in North London and a new, weekly group in South London. Which started in response to the growing referral demand and need in this area. This is in addition to the two weekly groups available on zoom. Having a blended approach makes SLOW more accessible and gives members a choice of how and when to attend.

In 2023/24 we delivered 202 groups, up from 142 the previous year.

The Zoom groups particularly appeal to those living outside of London, parents who have returned to work, and, or anyone unable to travel to the groups.

The evening groups, either in person or on zoom, work well for parents who have returned to work, or they may have surviving children without childcare during the day.

In 2023-24 SLOW ran 202 bereaved parent support groups across London attended by 216 parents. Across the year there were 1124 individual attendances at bereaved parent groups.

Offering both zoom and in person groups, either during the daytime or evening, gives parents the choice to attend a regular support group at a time that suits them.

SLOW welcomes all bereaved parents, of differing cultures and faiths, irrespective of what age their child was or the circumstances in which they died. Members can join at any time regardless of how long ago their child died. Some parents join days after their child has died and others find us 15 years later. Longer term members that no longer attend support groups often come to our social events or take on a volunteering role.

We nearly doubled the number of individuals we supported to 216, up from 109.

Regular group conversations include a strong emphasis on developing strategies for coping, the overall messiness of grief, self-care, meeting the demands of surviving children and relationships with friends and work colleagues.

As new parents arrive at the groups, those who have been attending for longer recognise the values and culture of the group, fostering an atmosphere of warmth and inclusion. At every group there is an extremely welcoming, supportive atmosphere from parents, despite the wide range of ages and circumstances in which their child has died.

ACTIVITIES AND ACHIEVEMENTS

Support for Bereaved Siblings

SLOWsibs 18+

Siblings are often referred to as the forgotten grievers, sometimes having to put their own grief aside to support parents or other siblings. Bereaved siblings can feel very misunderstood and unheard. SLOW provides the space to talk about not only the death of their brother or sister but also the huge change in family dynamics and all the secondary losses that come when your brother or sister dies.

SLOW gives bereaved siblings the opportunity to feel understood, heard and validated in their grief. The groups provide an opportunity to talk about their brother or sister without judgement or fear of upsetting others.

Adult sibling attendance is quite different to that of our parents, most siblings come for fewer sessions or less frequently. Similarly to bereaved parents, siblings find SLOW at different times of their grief and the circumstances in which siblings have died can be very different, but their shared experiences create an immediate bond.

Ten groups were held across the year, 7 on zoom and 3 were in person at King's Cross.

16 bereaved siblings attended our groups with 51 different attendances throughout the year at 10 virtual and in person gatherings.



“I feel like I trust the space in the room. There is genuine listening and genuine connection”

ACTIVITIES AND ACHIEVEMENTS

Support for Bereaved Siblings

SLOWSibs

SLOWSibs provides a safe and creative space for young, bereaved siblings to meet each other with the aim of reducing isolation, building confidence through making new friends and exploring their grief in an age-appropriate way.

Our workshops, for children aged 6 to 15 years, are designed to: -

- Help children and young people understand and express their grief and talk openly about their brother or sister who died.
- Support each child living with their grief while building a hopeful future.
- Help restore confidence and self-esteem.
- Commemorate their sibling who died and find positive ways to remember them.
- Express their own unique place in their altered family.



Over the year we held four workshops, Spring Planter, Nail It, Memory Jars and Christmas Wreaths.

Between four and nine siblings attended each workshop. In December, we invite parents to join our Christmas Wreath Workshop, meaning both parents and siblings attend. We had 19 members making their own unique wreaths. Each wreath was as individual as every person's grief and memory of their special person.

Some families told us they place their wreath at the Christmas table in the absence of the child or sibling who died.



The age range of siblings that attend mean that they can be at different places in their development and understanding of death and therefore their expression of grief. Activities are carefully chosen to allow each child to express themselves at different levels of interpretation and engagement.

ACTIVITIES AND ACHIEVEMENTS

Other Events and Support

SLOW operates its groups term time only. However, over the 6-week **summer break** we held two **zoom sessions** for the second year running in response to parent feedback. Six weeks can be a long time without regular support. For some parents, knowing it is an option is enough and for others, the break offers time and space for reflection and an opportunity to see if SLOW is the support they still need. We pride ourselves on saying 'SLOW is a haven and not a home'.

Parents from our North London groups organised a **summer picnic** amongst themselves. For some parents, connecting and speaking with other bereaved parents is enough support over the summer break without a need to attending a zoom group.

There were **two non- Christmas suppers** organised by members, one in South London and one in North London.

Susie Hanson, Co-founder, represented SLOW at the annual LIFE Force Memorial Day in September.

Email and Telephone Support

SLOW recognises that the first steps in reaching out for support is very difficult for many bereaved parents. We offer a prompt telephone, email or social media response to any enquiry (usually within 48 hours). We take care to talk with parents about what has happened and how they would like to be supported. Bereaved parents and siblings are then allocated a group. For most parents, they can be in a group within a week of first speaking to SLOW. If a member hasn't been for a few weeks, we will follow up and check in on them.

SLOW may not meet the needs of every bereaved parent and we will endeavor to signpost them to other organisations that may provide better suited or specific support.

Across the year, all groups had a steady flow of new enquiries.

In 2023-2024 referrals increased by 160%, up from 112 referrals to 180.



Surviving the loss of your world

CHARITY DEVELOPMENT & GROWTH

Marketing and Professional Outreach

Referrals come from a wide range of sources in various locations, so our marketing reflects this. We focus on all the touchpoints that bereaved families are likely to encounter including local NHS paediatric teams, palliative care teams, hospitals, specialist service providers, health visitors and local charities.

In 2023-24 we presented to over 15 social prescribers within London and had more than 10 phone calls with social prescribers or GP's who were calling on behalf of someone that would benefit from SLOW's service.

We continued building on both existing and new relationships with referral agencies that share and complement our work. These include the Life Force team (Palliative Care Team in North London), End of Life Services GOSH, Barnet Bereavement Services, Space2Grieve, the Child Death Helpline, Noah's House Hospice, Shooting Stars Hospice, Hebe Foundation, Balm Support, Benedict Blythe Foundation, Enable Law, UK Sepsis Trust, Haven House, Islington Bereavement Services, Norfolk County Council, Brentwood Catholic Children's Services.

ITV Documentary Filming

Our patrons, Clara Francis and Jason Watkins, filmed a documentary about the death of their daughter Maude. The documentary; 'Jason and Clara: in Memory of Maudie' was aired on 30th March. Reviews praised the program for breaking the taboo around child death and highlighting the dangers of sepsis. It also gave hope to bereaved parents. SLOW was mentioned in the documentary and included in the ITV advice link shown at the end.

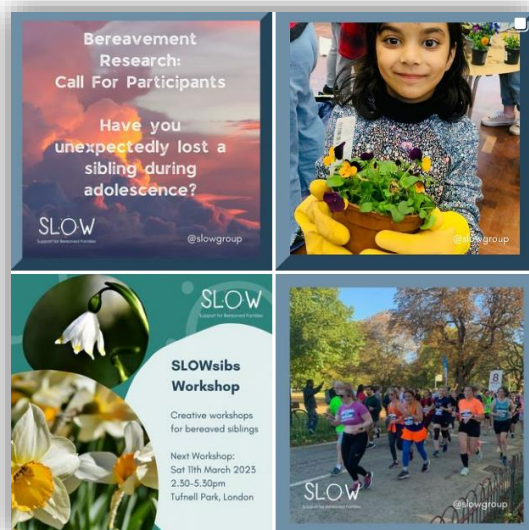


IT and Operations

Following comprehensive due diligence, we analysed a number of CRM's that would meet SLOW's specific requirements. We are pleased to have selected Beacon which will be implemented in 2024.

We successfully implemented 'Freeagent', a free financial software tool that met our needs.

We purchased sum-up card readers for our in-person groups and external fundraising to make receiving card payment donations possible.



CHARITY DEVELOPMENT & GROWTH

Evaluating the SLOW Service

We continued working with the University of Hertfordshire, to evaluate our support services. We are currently working with trainee clinical psychologists, supervised by Dr Lizette Nolte (Principal Lecturer for the Doctorate in Clinical Psychology), from the university's Psychology Department on two research projects:

- **Two Year Research Project** – “A narrative analysis of parents’ journeys with SLOW through parental bereavement” by Molly Parrish. This research project aimed to understand the impact of SLOW on our members’ grief and mental health. During the year the SLOW team attended a presentation on the findings (September 2023) and received some interim feedback while we await the full thesis.
- **One Year Research Project (Evaluation #3)** – A one year research study to compare virtual and in person support SLOW support groups, by Shivani Patel. Her report highlighted the pros and cons of both types of support and included recommendations for delivery of services in the future. The report was circulated to trustees, staff and facilitators.

Learnings from the research continue to shape our services and refine our ethos.

Conclusion

Neither method is concluded as better or worse but that each has its own benefits and limitations and that for the most effective overall service face-to-face and online should continue to be used in conjunction with each other to ensure parents receive the best service possible.

Recommendations

- Facilitators to give zoom training to reduce the impact of technical challenges.
- To provide an information pack for zoom procedures (for those that need it) including on how to join sessions, view the entire group and turn on cameras prior to first meeting.
- The website and social media should highlight that both online and face-to-face options are offered.
- Facilitators should make themselves mindful of the particular skills they need to ensure quality of delivery is consistent across both methods of delivery.
- The charity should liaise with bereaved parents to arrange face-to-face events (particularly for virtual members) to encourage connection and community.

CHARITY DEVELOPMENT & GROWTH

SLOW ran a strategy away day with Trustees, the Senior Leadership Team and facilitators in October to identify previous achievements, challenges and ambitions. Then we looked forward to identifying growth in a sustainable and scalable way that maintains SLOW's ethos and high-quality service delivery.

To support the outcomes of the strategy day, we have the following subgroups and workstreams that meet outside of the quarterly Trustee board meetings:

Clinical Practice subgroup – Trustees, staff and co-opted members Ms Sara Portnoy and Dr Marilyn Relf; both experts in working with bereaved families.

Risk Register – trustees and staff.

Fundraising Strategy – trustees and staff.

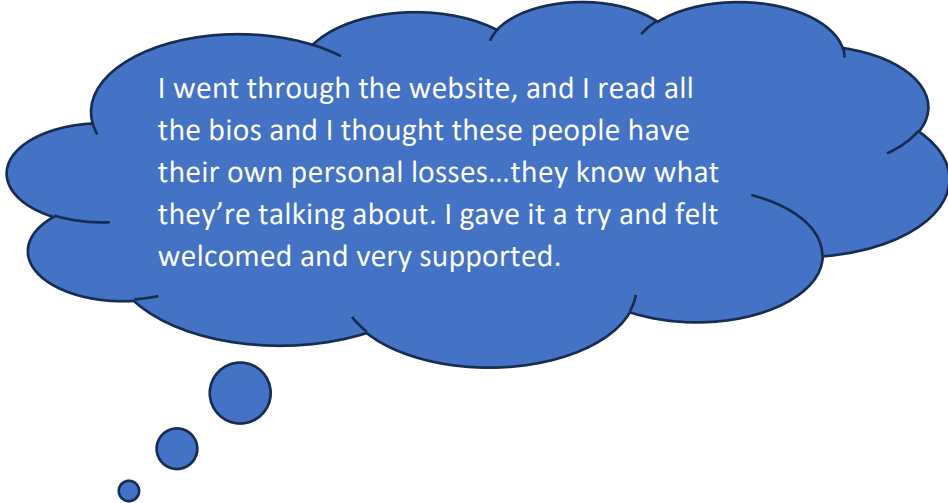
Focus areas 2024-25:

To provide high quality bereavement support, reaching more bereaved families. We plan to:

- Increase **support events** across London and via Zoom for bereaved families
- Launch a **new weekly in person group** in London.
- Increase the frequency of our SLOWSibs young people groups from quarterly to monthly. Introduce a **new age group for teenagers aged 14-18.**
- **Year-round referral** phone support
- Continue building collaborative partnerships with referral agencies and professionals in bereavement.
- **Reach communities** we are currently not serving.

To develop the charity's infrastructure to support this growth of services we plan to:

- **Expand our fundraising sources**, growing sustainable income and inspiring our community to fundraise for SLOW.
- Further evaluate our support services with our partners at the University of Hertfordshire and disseminate the research's findings.
- **Appoint new facilitators** to enable the expansion of our support groups.
- Implement a CRM system.
- Change our **charitable structure** to a CIO
- Collect and analyse regular **quantitative feedback.**



I went through the website, and I read all the bios and I thought these people have their own personal losses...they know what they're talking about. I gave it a try and felt welcomed and very supported.

FINANCIAL REVIEW

Overview

The charity's income in 2023-24 was £106,616 a decrease on last year. Our aim this year was to diversify our income so that we are less reliant on grant and trusts income, (there is increased competition for grant income and in some cases only 14% of applications are successful).

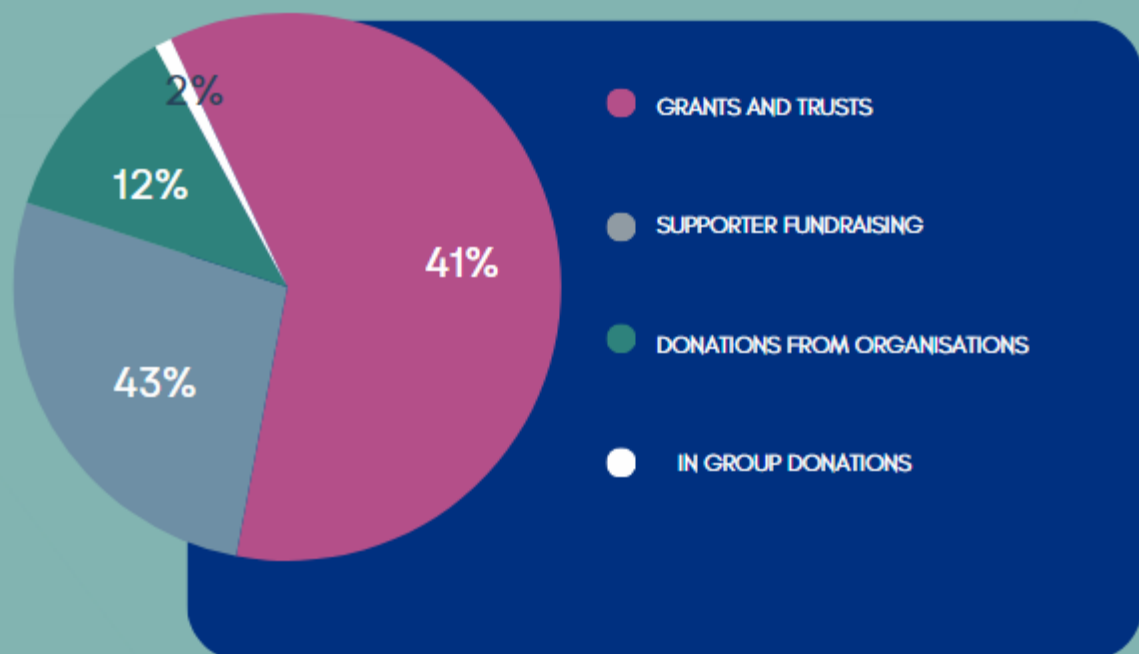
We are pleased with our income breakdown this year, grants and trust is now 40% of our income (50% last year) and supporter fundraising is now 43% of our income (27% last year).

Expenditure increased to £132k, up 35% on 2022-23, reflecting the expansion of charitable activities.

We started the new financial year 2024-25 with £66k of funds, this includes carried forward unrestricted funds of £18.1k and £211 of restricted funds committed to specific activity. £48k was ringfenced for reserves during 2023-24 up from £38k (26% increase) last year to reflect the increase in quarterly costs. The remaining funds were designated to the growth of support activities in 2024-25.

Again, this year, as per advice from the Charity Commission, we have excluded in kind income / expenses. The accounts therefore do not reflect the considerable contribution of our many volunteers who freely donate their time.

INCOME BREAKDOWN



FINANCIAL REVIEW

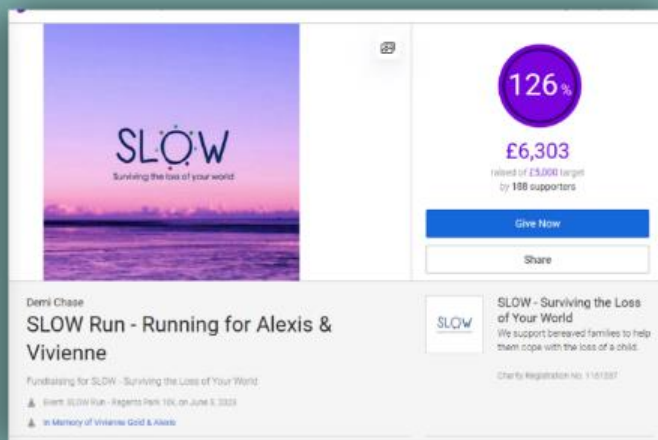
Supporter Fundraising – our amazing team of 30 **Royal Parks Half Marathon** runners raised more than £20k. **Demi Chase** raised over £7k and **Sarah Brenninkmeijer** raised over £1k from their inspiring and phenomenal fundraising efforts.

Expenditure

Expenses increased by 35% (£34.5k) year on year. Most of this cost (+£18.6k year on year increase) is due to the rise in sessional costs as a result of the increase in number of support groups (202 vs 142) we now offer. The cost of employee salaries and related HMRC / NICs and Pension expenses also increased by 20% (+£9.8k yoy) reflecting a rise in the contracted hours worked due to growth within the charity.

Reserves Policy

The Trustees' policy is to follow recommended practice and maintain unrestricted reserves to cover at least three months' operating expenditure. In 2024-25 SLOW will be dependent on approximately £193K income to sustain its activities therefore the reserves figure equates to £48K. At this level, Trustees believe they would be able to continue the current activities of the charity in the event of a significant drop in funding while seeking to replace the funding or alternatively wind the charity down. The main concerns of the boards are to ensure that the team can continue working to either secure new funding or close the charity and to support members move onto other services. The SLOW trustees review this policy annually and review income and expenditure at every board meeting.



THE SLOW TEAM 2023-24

Personnel

Support services in 2023-24 were delivered by a team of 11 facilitators and many volunteers.

Neil Cross, Gabriela Aviles, Sian Gill and Sarah Gosling joined the SLOW facilitator team. Both Neil and Gabriela used SLOW's services before joining as facilitators. Sian found SLOW through her work with the Child Death Helpline.

People changes

After 10 years of running SLOW's business operations, Kelly Carter stood down from the Business and Development Manager's role in February 2024.

Nikki Peterson was appointed to the new role of Director at SLOW in February 2024 following an open competition.

After nearly 10 years of supporting bereaved parents, Nic and Tim ran their final monthly evening support group on April 20.

We recruited a new trustee, Dr Lizette Nolte, from the University of Hertfordshire.



Training and Support

Our in-house facilitation and trustee induction training was further developed. The team also attended training courses provided from a variety of organisations for example Child Bereavement UK, The Big Alliance, Charity Digital and NICABM, Place2Be.

We comprehensively support our facilitators with frequent clinical supervision and monthly Reflective Practice Groups (RPG). RPG provides a space to self-reflect, share best practice, discuss group working, co-facilitation, peer support and ideas. RPG is facilitated by Steve Dilworth.

We ran a well-received taster day for potential new facilitators in September.

Our Volunteers

21 committed volunteers help SLOW by offering their time and skills. Special mentions should be given to the following volunteers who have dedicated their time in 2023-24: -

- **Susie Hanson** facilitated our Wednesday, and monthly zoom support group.
- **Nic Whitworth** and **Tim Whitworth** facilitated at the in person monthly groups.
- **Liz Cancea, Maria Wojszwillo, Angela Costello** provide weekly support at the North London groups.
- **Laura Hall, Lisa Barnett, Mandi Tolga, Sarah Shaw, Valentine Guilliford** and **Pia Guilliford** have all assisted at the sibling workshops.
- **Sara Portnoy, Consultant Clinical Psychologist**, provided clinical supervision for facilitators and shared her expertise at the Clinical Practice Subgroups.
- **Dr Marilyn Relf**, Chair, National Bereavement Alliance also shared her experience at the Clinical Practice Subgroups
- **Dr Lizette Nolte, Mollie Parrish and Shivani Patel** from the University of Herts evaluated SLOW support.
- And finally, **our Trustees** who continued to donate their time voluntarily to sustain SLOW at a governance level with passion and commitment for the work we do.

THE SLOW TEAM 2023-24



Kelly Carter - Business and Development Manager



Nikki Peterson – Bereavement Support Services Manager and Facilitator



Nicola Whitworth – Founder and Support Group Facilitator



Susie Hanson - Founder and Support Group Facilitator



Tim Whitworth – Trustee and Support Group Facilitator



Erica Stewart – Support Group facilitator



Hattie Deards – Support group Facilitator

THE SLOW TEAM 2023-24



Shushma Jain – Support Group Facilitator



Amber Dobinson – Support Group Facilitator



Kate Walsh – Support Group Facilitator



Neil Cross – Support Group Facilitator



Sian Gill – Support Group facilitator



Gabriela Aviles – Support Group Facilitator



Sarah Gosling – Support Group Facilitator

THE SLOW TRUSTEE TEAM 2023-24



Pippa Murray - Chair of Trustees

Pippa joined SLOW as a Trustee in 2012. She has a background in central government, having held a number of senior posts in HM Treasury and HM Revenue and Customs. Pippa was a member of Great Ormond Street Hospital's Transformation Board between 2008-2012. She is an Emeritus Trustee at the Brain Tumour Charity having served as a Trustee between 2008-2022. She is also a non-executive director of Dasic Marine Limited, a marine engineering business. Pippa's 15-month old son, Lawrence, was diagnosed with a brain tumour and she cared for him until he passed away in September 2007 aged 3 years 9 months. She was an early member of SLOW.



Tim Whitworth - Secretary

Tim has many years' experience working with the public sector and supporting and advising new and small enterprises. A qualified training practitioner and executive coach, he worked with the Office for Public Management for over 9 years and now has his own consultancy and training practice. Tim has used his personal experience of the diagnosis and loss of his daughter Naomi in running a bereaved dads support group, dads.care since 2011.



Cicilia Wan - Treasurer

Cicilia has worked as a Human Resources Executive in the Financial Services industry for over 20 years. Her career has taken her all around the world, but she is now based in London. She was introduced to SLOW through The East London Business Alliance, which connects local charities with workers at major institutions with an interest in volunteering. As a mother, Cicilia has deep appreciation for the lifeline that SLOW extends to bereaved parents and is proud to support the work they do.



Samara Stevens – Trustee (until December 2023)

Samara is a chartered accountant with a 12-year career spanning financial services, transport and the NHS. She also brings a diversity lens to the charity's operational and strategic goals. She was drawn to SLOW due to the loss of her best friend at a young age and her continued relationship with his bereaved parents. She was matched with SLOW through The Big Alliance.



Dr Lizette Nolte – Trustee (June 2023)

Lizette is a Clinical Psychologist, lecturer and researcher who connected with SLOW initially when University of Hertfordshire became their research partner. She has worked clinically and in her research in areas of loss, bereavement, parenting and family wellbeing all her career and is proud to be involved with SLOW. Lizette is a bereaved sibling, and bears witness to the impact on her parents and wider family since her sister, Anli, died in 2003.



Paresh Pithiya – Trustee

Paresh was looking to get involved with a charity where he could make a long-lasting difference. He was drawn to the lifeline SLOW provides when parents and siblings cannot see how to move forward with life. Paresh understands the trauma of losing a child having lost his daughter in 2014. Paresh joined SLOW as a Trustee in December 2021 to help the charity grow and reach more people who are suffering from their loss of their child or sibling.



Elise Soucie – Trustee

Elise is an Associate Director at the Association for Financial Markets in Europe (AFME) in their Technology and Operations Division leading on Digital Assets and Data Strategy. She has a background in technology, policy, and finance, has also previously held roles in other charitable organisations, and aims to utilise this experience as a SLOW trustee. Throughout her life she experienced loss of her cousins as a child, nearly losing her own brother to cancer, and loss of a close friend to overdose while in university. These experiences with bereavement drew her to SLOW who she was introduced to SLOW through The Big Alliance.

GOVERNANCE

SLOW was founded in 2007 by Nic Whitworth and Susie Hanson and became a registered unincorporated charity in 2015. The trustees agreed the charity should change its charitable structure so we will become a Charitable Incorporated Organisation, CIO, in 2024.

Organisational Structure

The trustee board meets at least four times per year to agree the strategy and activities of the charity and to review the finances, fundraising and risks. All Trustees give their time voluntarily and no trustee remuneration was paid in the year. Day-to-day operations and management are delegated to the Business and Development Manager and the Bereavement Support Services Manager who report regularly report to Chair of Trustees on performance and operations.

Recruitment / Appointment of Trustees

The objective is to have a range of Trustees with skillsets relevant to the activities of the charity. The skills of the existing Trustees are taken into consideration when recruiting new Trustees and skills / diversity gaps identified. SLOW recruits Trustees through a variety of means, either they are approached personally, the positions are advertised, or they are recruited with thanks via the Big Alliance.

New applicants are interviewed by staff and existing Trustees and are appointed at one of the trustee board meetings throughout the year. All new Trustees are given induction training and are DBS checked.

Risk Management

Trustees adopt a risk appraisal and mitigation approach as part of future development. The SLOW risk register is reviewed quarterly. The major risks for the charity in and mitigating actions in 2023-24 were:

Finance and Fundraising

In order to ensure that there is back up for the Business and Development Manager in terms of finance and fundraising responsibilities, actions were agreed including: implementation of accounting software, developing a customer relationship strategy and securing assistance with finance and book-keeping duties.

Confidentiality and Data

There has been a temporary risk highlighted while the migration of data – emails and member data – is transferred to a new CRM system. Following comprehensive due diligence, the CRM will be rolled out in 2024.

THANK YOU TO OUR SUPPORTERS

SLOW would like to thank its employees, contractors, volunteers and trustees for their hard work and dedication. Our work wouldn't be possible without the support of our new and continuing funders listed below.



**The Mrs Smith
& Mount Trust**



The Edward Gostling Foundation
Enhancing Quality of Life for People in Need



Garfield Weston
FOUNDATION

**The John Armitage
Charitable Trust**

We are especially proud of the fundraising events organised by our members and are extremely grateful for all the donations from our members, their friends and families.



GET IN TOUCH

Anyone who is a bereaved parent, bereaved adult sibling (18+) or young bereaved sibling (6-15 years) can attend our support groups and workshops. Referrals can be made directly, or we can be contacted by a family member or health professional. Our referrals team aim to reply to all enquiries within two working days to discuss SLOW and what to expect at a group and how SLOW may be able to help.

Get in Touch



[slowgroup.co.uk](https://www.slowgroup.co.uk)



[@slowsupport](https://twitter.com/slowsupport)



<https://www.facebook.com/slowsupport>



<https://www.facebook.com/groups/slowgroup/>



[@slowgroup](https://www.instagram.com/slowgroup)

Bereaved Parents and Young Siblings Referrals



07532 423 674



info@slowgroup.co.uk

Bereaved Adult Siblings Referrals



07506 272 309



adultsibs@slowgroup.co.uk

Any Other Enquiries



admin@slowgroup.co.uk



<https://www.justgiving.com/slowgroup>

Receipts and payments accounts

CC16a

For the period from

01/02/2023

To

31/01/2024

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Grants	37,408	6,757	-	44,165	70,429
Charitable Retail Schemes	-	-	-	-	1,000
Fundraising	41,322	-	-	41,322	40,063
Individual Donations	4,732	-	-	4,732	1,014
Donations from Organisations	14,204	-	-	14,204	28,064
Group voluntary donations	2,193	-	-	2,193	1,004
Sub total(Gross income for AR)	99,859	6,757	-	106,616	141,574
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	99,859	6,757	-	106,616	141,574
A3 Payments					
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
Salaries and NICs	61,974	55	-	62,029	52,186
Sessional workers	35,581	5,773	-	41,354	22,843
Pensions	3,428	-	-	3,428	2,827
Supervision	3,020	-	-	3,020	1,948
Support group workshop refreshments	1,031	-	-	1,031	666
Sibs workshop materials	718	156	-	874	702
Premises rental	5,010	609	-	5,619	2,176
Professional development, events and training	385	-	-	385	523
Home phone, broadband, and mobile	1,618	-	-	1,618	1,511
IT expenses	79	-	-	79	130
Marketing - website and publicity	2,234	-	-	2,234	2,443
Volunteer Expenses	1,126	109	-	1,235	1,103
Fundraising Expenses	5,201	-	-	5,201	4,344
Travel	875	-	-	875	192
Stationery, books, postage and equipment	603	-	-	603	466
Insurance and compliance	899	-	-	899	1,029
Trustee board development and expenses	1,051	-	-	1,051	1,439
Meeting expenses and gifts	459	-	-	459	221
Recruitment	245	-	-	245	-
Evaluation and Focus Groups	-	-	-	-	370
Events - Anniversary	-	-	-	-	699
Sub total	125,537	6,702	-	132,239	97,818
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	125,627	6,702	-	132,239	97,818
Net of receipts/(payments)	23,109	55	-	(25,623)	-
A5 Transfers between funds					
A6 Cash funds last year end	91,873	211		92,084	
Cash funds this year end	66,250	266		66,461	

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

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B1 Cash funds				
	Balance at bank	66,163	211	-
	Petty cash	87	-	-
		-	-	-
	Total cash funds	66,250	211	-

		OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

		Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	Details			
			-	-
			-	-
			-	-
			-	-
			-	-

		Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Details			
	Dell Inspiron 15 3000 laptop	Restricted	429	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

		Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Details			
			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval

Independent examiner's report to the trustees of SLOW - SUPPORTING BEREAVED PARENTS AND SIBLINGS

I report to the trustees on my examination of the accounts of the SLOW - SUPPORTING BEREAVED PARENTS AND SIBLINGS (SLOW) for the year ended 31 January 2023.

The accounts have been prepared on a receipts and payments basis and are set out in the standard Charity Commission format.

Responsibilities and basis of report

As the charity trustees of SLOW you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of SLOWs accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's report

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

(1) which gives me reasonable cause to believe that in any material respect:

- accounting records were not kept in respect of SLOW as required by section 130 of the Act;

or

- the accounts do not accord with those records; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Name: Andrew Mildner

Relevant professional qualification: Chartered Institute of Management Accountants

Address: Love Your Accountants Ltd 2a The Quadrant Epsom KT17 4RH

Date: 23 October 2024