

# WHAT'S *IN PERSON* THIS WEEK?

Weds: 11-12:30pm(Islington)  
Thurs: 11-12:30pm(EastCroydon)



**SLOW**  
Support for Bereaved Families  
@slowgroup



# Half

Sponsored by  
RBC  
Royal Bank of Canada



**SLOW**  
Support for Bereaved Families  
@slowgroup



**SLOW**  
Support for Bereaved Families

As Ramadan approaches, one of our bereaved parent shares his thoughts on 'surrendering to the process' of both Ramadan and grief

# Bereaved Parents' Club

PODCAST

Hosted By  
Debbie Enever



Arvind's Sister

Guest  
Shushma Jain



Bereaved Parents' Club  
@bpclubpod

@bereavedparentsclub  
bereavedparentsclub.org.uk



# WHAT'S *ONLINE* THIS WEEK?

Tues: 11am - 12:30pm & 7pm - 8.30pm  
Thurs: 11am - 12:30pm



**SLOW**  
Support for Bereaved Families  
@slowgroup



# ANNUAL REPORT

## 2024 - 2025

**SLOW**  
Surviving the loss of your world



# ADMINISTRATIVE INFORMATION



## **SLOW - Surviving the Loss of Your World**

Charity Registration Details Registered Charity Number 1161337 Registered April 2015

Founded September 2007

Founded By Nic Whitworth and Susie Hanson

### **TRUSTEES 2024-25**

- Chair Pippa Murray
- Treasurer Cicilia Wan
- Secretary Tim Whitworth
- Trustee Paresh Pithiya
- Trustee Elise Soucie
- Trustee Lizette Nolte
- Trustee Sebastian Lewis (appointed September 2024)
- Trustee Robin Willard (appointed September 2024)

### **Registered Address and correspondence:**

SLOW, 1 Kenilworth Avenue, London, NW6 7HL

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[info@slowgroup.co.uk](mailto:info@slowgroup.co.uk)

07532 423674

Website: [slowgroup.co.uk](http://slowgroup.co.uk)

Facebook: [slowsupport](https://www.facebook.com/slowsupport)

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

LinkedIn: [linkedin.com/company/slowsupport](https://www.linkedin.com/company/slowsupport)

PATRONS: Jason Watkins and Clara Francis



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# SLOW OBJECTIVES



At SLOW, we have evolved 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 'coming alongside' parents, going at their own pace, within a non-pathologising culture. At SLOW we know that grief cannot be fixed, and 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, alongside others who are living with 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.

A core feature of SLOW is that all our groups are facilitated by bereaved parents and siblings who have received expert facilitation training which is grounded in group dynamics and grief theories whilst also bringing their own lived experience of grief.

They receive regular, ongoing professional development and support. Many have themselves benefitted from SLOW's support in the past.

## Our Charitable Objects

1. To promote 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. To promote and support social inclusion of bereaved parents, siblings and children to fully participate in society.
3. To promote the emotional and physical well-being through the provision of education and training materials on grief and bereavement support.
4. To promote the emotional and physical well-being of other bereaved family members where this contributes to achieving objects 1-3.





# SLOW ETHOS



# WHY SLOW'S WORK MATTERS



The death of a child is an unimaginably traumatic event, leaving parents with overwhelming emotional needs. Equally devastating is the grief experienced by bereaved siblings, an often overlooked and under supported form of mourning – the '*silent griever*s' as they are often referred to.

Although the death of a child is relatively rare, its impact is profound, frequently shattering the fabric of family life and permanently altering a family's worldview. Such a loss can lead to depression, anxiety, substance dependency, and the breakdown of relationships within the family unit. Many members of SLOW (Surviving the Loss of Your World) face the immense challenge of navigating a world that feels unfamiliar and irreparably changed—where deep bonds, daily routines, and social connections are disrupted. In the early stages of grief, many describe an overwhelming sense of isolation and loneliness.

**SLOW support groups provide a vital and positive intervention for bereaved families by:**

- **Offering a safe, compassionate space for peer support, helping to reduce isolation.**
- **Enabling connection, shared experience, validation, and the normalisation of grief.**
- **Supporting individuals in discovering new ways to manage and live with their grief.**
- **Encouraging parents and siblings to explore meaningful ways of staying connected to their child or sibling.**
- **Creating a transformative community united by shared loss and mutual understanding.**
- **Helping families begin to rebuild a sense of well-being and rediscover purpose in life.**
- **Offering hope for the future and gently building confidence at a time when life can feel overwhelming, hopeless, or without meaning.**

***"To have somewhere safe to speak about how I feel and to know that I am not alone"***

***"This is the first time I've felt 'not alone' in a very long time"***



# WHY SLOW'S WORK MATTERS



## Supporting Healing Through Connection

At SLOW, we understand that healing for bereaved families begins with connection. When families share their grief with others who truly understand, they experience the relief of being heard, seen, and validated. This connection helps them realise they are not alone, and that their feelings—however overwhelming—are normal responses to profound loss.

Within our peer support groups, families gradually begin to explore ways of living with grief. They learn to navigate life after the death of a child or sibling, and to manage the ongoing emotional impact in a supportive and understanding environment.

A key message we share at SLOW is that healing does not mean forgetting. Instead, we support families to remember their loved ones with compassion, and to find meaningful ways to stay connected to them. We encourage members to be gentle and patient with themselves, recognising that grief is not a problem to be solved, but a journey to be supported.

Through this process, bereaved families begin to build a sustainable emotional support system—tools, insights, and resilience that continue to serve them long after they leave SLOW. They come to understand that grief is complex and deeply personal, and they gain the strength to carry it forward in their own unique way.

## Creating Space for Grief

At SLOW, we make space for grief—acknowledging its weight, its complexity, and its ongoing presence in the lives of bereaved parents. Many parents tell us that simply being able to express their grief and be truly heard leaves them *"feeling lighter."*

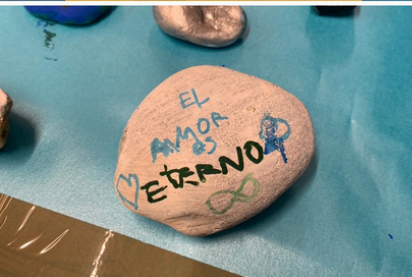
Through listening, sharing, and reflecting with others who understand, parents begin to find new ways of coping. These moments of connection allow for small but meaningful steps towards rebuilding their lives. Over time, these steps accumulate, helping families to move forward—not by leaving their grief behind, but by learning to live alongside it with greater resilience and hope.

***"I honestly don't know what I would have done without Adult Sibs"***

***"Here is a place I feel seen, understood, and what I want to share is heard and held in a safe space - that feels very good."***



## ACTIVITIES & ACHIEVEMENTS





# ACTIVITIES & ACHIEVEMENTS

**227**

GROUP  
MEETINGS  
HELD

**1237**

ATTENDANCES  
AT GROUPS

**139**

NEW REFERRALS

ONLINE, AND IN  
PERSON  
SUPPORT  
GROUPS  
AVAILABLE

**14**

SIBLING SUPPORT  
MEETINGS

**5**

WEEKLY  
MEETINGS  
AVAILABLE

**250**

INDIVIDUAL  
MEMBERS  
SUPPORTED

**1855**

HOURS OF  
SUPPORT

**181**

DAYTIME  
MEETINGS



**5.4**

AVERAGE GROUP  
ATTENDANCE

**42**

EVENING  
MEETINGS

# ACTIVITIES & ACHIEVEMENTS

## Support overview

### Support for Bereaved Parents

At SLOW, our support for bereaved parents is both special and evidence based. The heart of our work lies in the culture and community of our regular weekly support groups – where bereaved parents find connection, company, comfort, and hope following the death of their child.

Each group follows a simple, consistent structure that provides safety through containment and continuity. Sessions begin with an introductory round, offering every parent the time and space to say their child's name, speak about their loss, and reflect on the areas where they need support – forming the basis of that group's shared discussion.

In 2024-25, we saw a significant increase in engagement, with 1,237 individual attendances, up from 1,124 the previous year.

Parents could choose from six groups:

- Five weekly groups (four daytime, one evening)
- One monthly group (in person)

Of these, two groups are held in person (North and South London), while the others run online. In October, we responded to growing demand by transitioning our monthly online evening group into a weekly session, which has been a great success.

Our blended model of in-person and online support has made SLOW more accessible than ever, offering parents meaningful choice in how and when they attend – while remaining rooted in community and care.

*Online makes it possible for me to join. I don't have to worry about getting somewhere, which sometimes, when you're grieving, just feels too much."*

*"I wouldn't be able to come in person because of my health, so having an online option has really helped."*

*"It's different when you're sitting together, having a cup of tea. It feels easier to talk."*

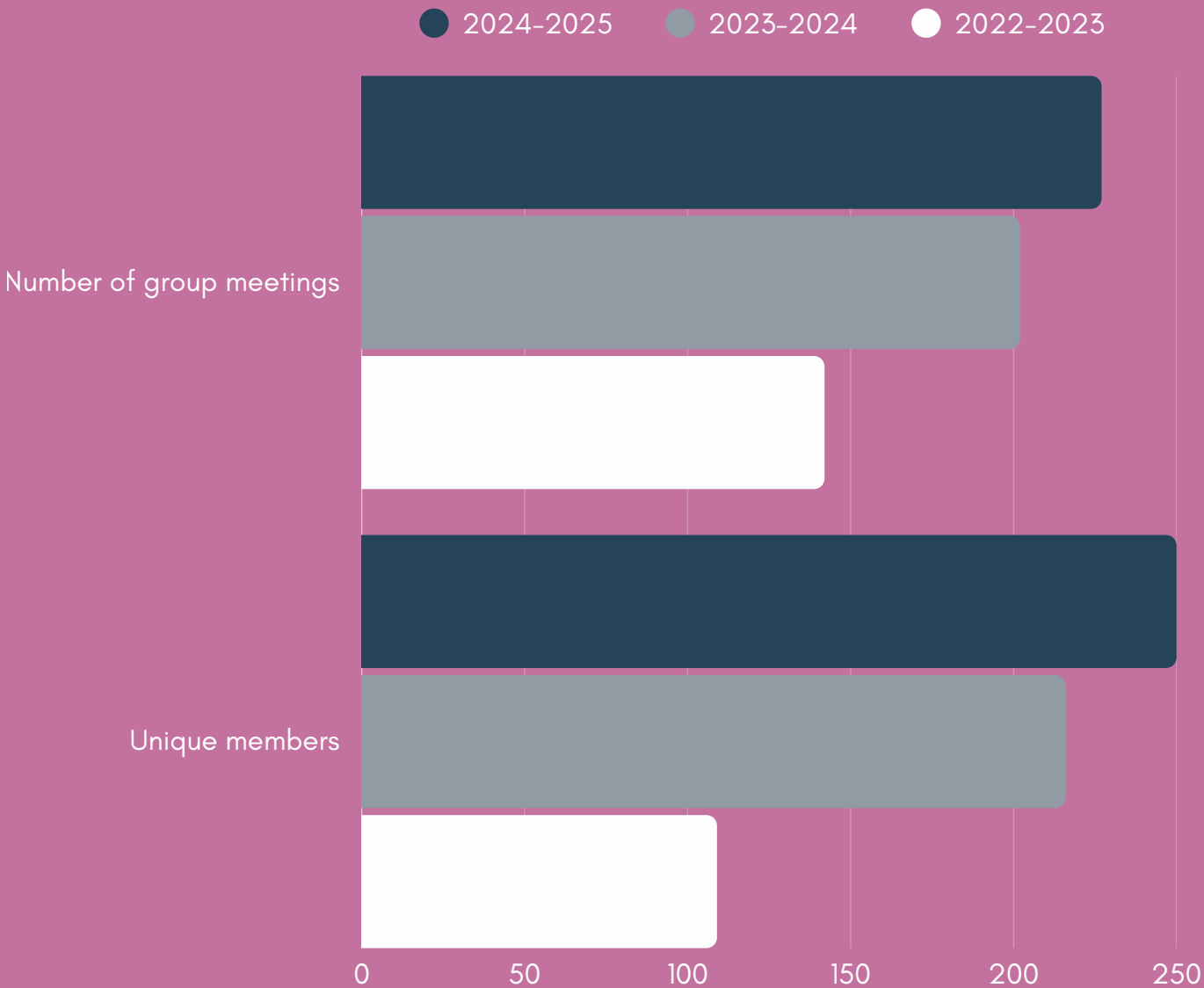
*"Everybody cares about each other. A member might say, 'Oh, well, we haven't seen so and so... how are they?' They're very connected." -Facilitator*

*"I feel like I trust the space. There's genuine listening and connection. I don't feel an expectation to do or say anything—just knowing it's OK to be open about my loss."*



# ACTIVITIES & ACHIEVEMENTS

## Support group meetings



# ACTIVITIES & ACHIEVEMENTS

## Support overview and other events

### Group Support and workshops overview

Throughout the year, our groups continued to offer a compassionate and inclusive space for bereaved families, with a strong emphasis on developing coping strategies, encouraging self-care practices, and supporting parents in navigating the ongoing challenges of parenting surviving children and maintaining relationships with friends and colleagues.

As new parents joined our groups, long-standing members played a vital role in upholding SLOW's core values and culture. Their presence helped foster an atmosphere of warmth, inclusion, and mutual support, creating a community where all bereaved parents, regardless of the circumstances surrounding their loss, felt safe and supported.

### Support for bereaved siblings

Our virtual groups for bereaved adult siblings continued to run monthly for 1.5 hours, facilitated by two trained bereaved sibling facilitators. In addition, our informal sibling meetups offered a more flexible, drop-in format, running for up to three hours, where siblings could join as needed and stay for as long—or as little—as they wished.

We also ran quarterly creative workshops for bereaved siblings aged 6 to 15. These three-hour sessions, attended by 7 to 9 children, provide a safe, nurturing space to connect with peers, explore feelings through creative expression, and begin to rebuild confidence and reduce isolation. Art and creativity remain a core part of our support for children, helping them to process grief and reshape their understanding of loss in a meaningful and age-appropriate way. We have been developing an expanded service to offer support for older teens, which will be fully implemented in 2025-26.

### SLOW community non Christmas suppers

In December, SLOW members came together for two *non-Christmas* suppers, creating supportive spaces during what is often an emotionally challenging time of year for bereaved families. Over 30 people attended the North London gathering, which brought together a mix of staff, current group participants, including both parents and siblings and individuals who had not attended a SLOW group in several years. The South London group hosted a lunchtime gathering immediately following one of their regular sessions, offering a similarly warm and inclusive environment.

These community events provide a vital opportunity for connection, understanding, and solidarity beyond the regular group setting. They are especially meaningful during the festive season, providing comfort and companionship to those who may feel isolated or unable to engage with what is typically a joyful time of year.



# CHARITY DEVELOPMENT & GROWTH

## Marketing outreach

As SLOW continues to receive referrals from a wide range of sources, it remains essential that we actively promote our services and strengthen our connections with bereavement charities and support organisations across London and beyond.

Over the past year, we have presented to, collaborated with, or marketed the SLOW service to the following organisations:

- Shooting Star
- Alder Hey Hospital
- Enable Law
- Gunners Foundation
- Felix Project
- Uni of Oxford,
- Enfield Clinical Psychologists
- Grief in Childhood Research – call for volunteers
- Pan Sussex bereavement conference
- Young Lives v Cancer
- GOSH
- Mind the Chaps Bereavement Group
- SUDC
- End of Life Care Steering Group

These efforts help ensure that more bereaved individuals and families are made aware of the support SLOW can offer, while also building valuable partnerships within the bereavement and wider support sector.

SLOW was approached for comment by Lewis Atkinson MP, a member of the Petitions Committee, to help inform a debate on the petition *“Give parents/guardians a right to access social media accounts of their children.”* The debate took place on Monday 13 January at 4:30pm in Westminster Hall, the second debating chamber of the House of Commons.

The petition calls for parents to have the right to access their child’s social media accounts in the event of their unexplained death. This issue holds particular significance for bereaved families, as access to such accounts could provide insight, support the grieving process, and help bring understanding or closure.

SLOW was credited and mentioned during the live debate, highlighting our role in representing the voices and experiences of bereaved families.

# CHARITY DEVELOPMENT & GROWTH

## Evaluation



Throughout the year, we draw on evidence from our service evaluations previously completed with the University of Hertfordshire to support our grant applications and share our impact through social media channels. However, we recognise that there is still much more we can do with the wealth of positive feedback and research we've gathered to further publicise SLOW's story and reach a wider audience.

Making better use of this powerful evidence will help strengthen our voice, raise awareness of the impact of our work, and support future funding and partnership opportunities.

Thanks to our ongoing and successful partnership with the University of Hertfordshire, we currently have two trainee Clinical Psychologists on placement with SLOW. They are contributing to a range of valuable projects, including:

- Evaluation of our SLOWSibs services
- Exploring ways to improve Equity, Diversity, and Inclusion (EDI) across our groups and staff
- Dissemination of research findings through both technical reports and social media channels

Their work is helping to strengthen and inform our services, and we're grateful for their thoughtful contributions.

We have also supported Dr Shivani Patel with her research into "Bereavement in the Hindu Community."



# Strategy

During the recent review of our organisational structure, several pinch points and challenges were identified that impact SLOW's resilience and long-term sustainability. In particular, the Director's role was highlighted as a lone leadership position with an extensive span of responsibilities, including the direct management of multiple staff, oversight of grants, business operations, and quality assurance. While the Chair has provided valuable support, it was recognised that the current structure places significant pressure on the Director.

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Surviving the loss of your world





# CHARITY DEVELOPMENT & GROWTH Strategy

It was agreed that we would also keep the following under review in 2025:

1. Implement the CRM fully to drive growth and efficiency at SLOW.
2. Ensure the continued inclusion of Bereaved Parent Trustees to represent members
3. Operationalise the Quality Assurance framework.
4. EDI – reach those we are currently not serving
5. Quantitative data – collect more data to evidence impact
6. Risk – Mitigating capacity issues
7. Trustee succession planning for leadership roles
8. Continue with existing sub groups:
  - Clinical Sub-Group – with co-opted members Dr Marilyn Relf and Sara Portnoy, both experts in the field of bereavement
  - Risk Register

To support the strategic development of SLOW and ensure informed decision-making, the following Trustee sub-groups will be established:

- Fundraising
- Communications & Marketing
- Equity, Diversity and Inclusion (EDI)
- Risk Register & Policies
- Evaluation

Each sub-group will explore key areas in depth and report back to the full Board of Trustees with recommendations, ahead of any formal decisions being made.

## Strategic Priorities

**Diversify Funding Streams:** Explore and map out the steps needed to develop a corporate fundraising strategy. This includes researching how corporate partnerships work, identifying themes and causes companies typically support, and aligning potential opportunities with SLOW's mission and ethos to find the right fit.

**Expand Community Fundraising:** Increase the number and variety of community-led fundraising events to boost engagement and broaden our support base.

**Grow Service Provision:** Explore the launch of a new group, including the development of 'moving on' groups or workshops tailored to the needs of longer-term members.

**Deliver More support groups for Children and Young People**

**Advance Equity, Diversity & Inclusion (EDI):** Continue progressing EDI at SLOW by exploring opportunities to better engage and support Black and Asian parents. This work directly supports SLOW's charitable objectives by making our services more inclusive and accessible.

**Share Our Impact:** Publish and promote SLOW's story using findings from our research and evaluations to raise awareness, support advocacy, and strengthen our case for support.

**Complete CIO Transition:** Upon achieving Charitable Incorporated Organisation (CIO) status, finalise the administrative and operational changeover to reflect the new structure.

# FINANCIAL REVIEW

## Overview

# 28%

Supporter Fundraising

The charity's income in 2024-25 was £163,282 an increase of 5% compared to 2023-24.

The majority of our income (70%) was from grants and trusts, the remainder was mostly generate through supporter fundraising (28%). Our supporter fundraising has increased by 15% to £47,360.

# 1%

Group donations

Expenditure increased to £151,624 (up 15%), reflecting the expansion of charitable activities across multiple programmes. Of this, £9,500 was allocated to upgrading IT infrastructure, with full implementation expected in summer 2025. This investment is expected to significantly improve administrative efficiencies, streamline internal processes, and enhance data security and reporting capabilities.

We have doubled our fundraising expenditure this year to £10,500, reflecting our successful efforts in securing four charity places for the 2026 London Marathon. Additionally, we incurred costs for two sets of entry fees for the Royal Parks Half Marathon, further contributing to the increase.

# 1%

Individual donations

We start the new financial year 2025-26, with £86.6k of funds, this includes carried forward unrestricted funds of £29.6k and £4.1k of restricted funds committed to specific activities. £53k will be ringfenced for reserves during 2025-26 up from £48k last year to reflect the increase in annual costs. The remaining funds are designated to the growth of support activities in 2025-26.

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.

# 70%

Grants and Trusts

# FINANCIAL REVIEW

## Income and expenditure

£163,282

2024-25  
income

£155,493

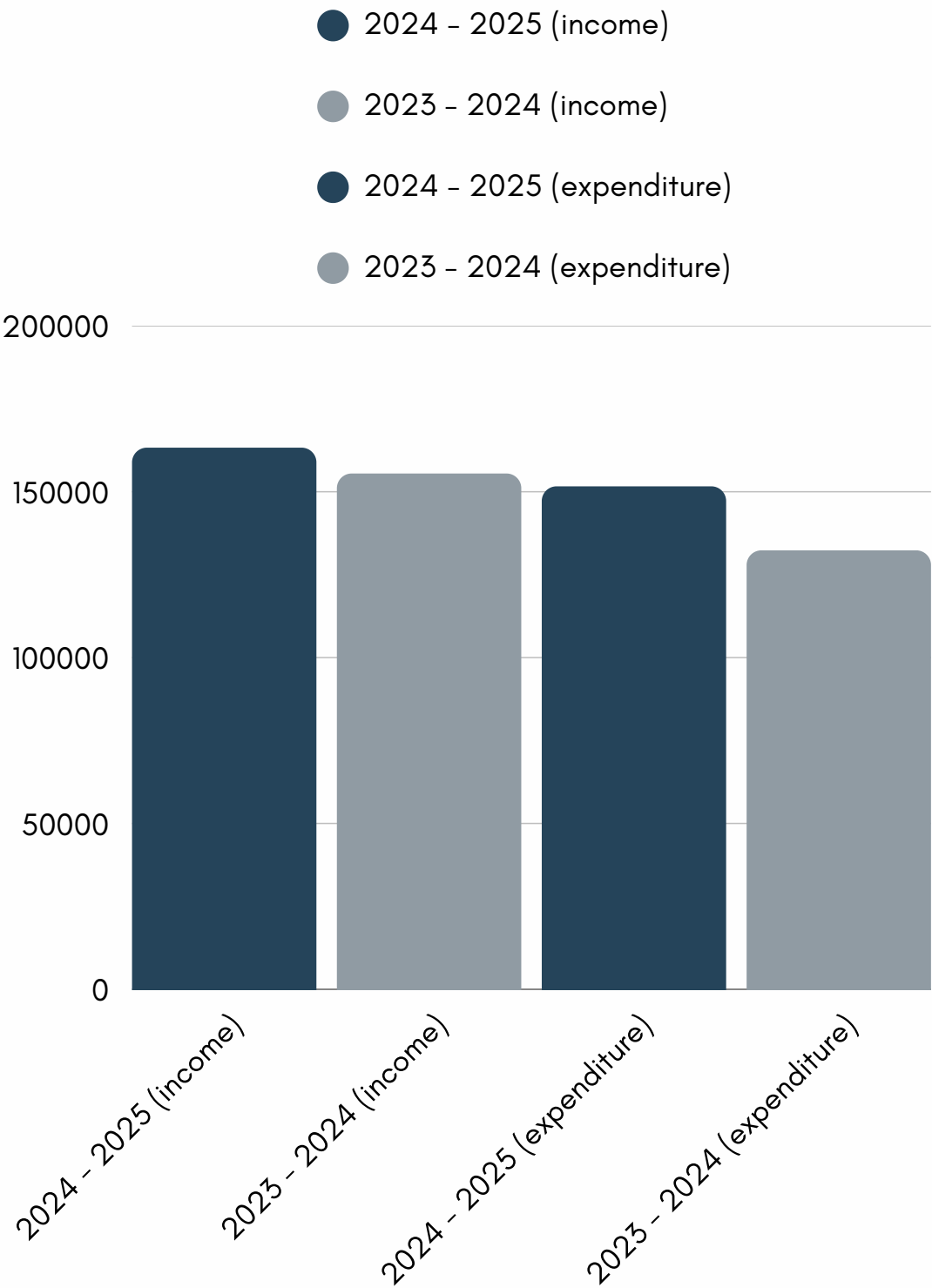
2023-24  
income

£151,624

2024-25  
expenditure

£132,329

2023-24  
expenditure





# FINANCIAL REVIEW

## Supporter fundraising





# FINANCIAL REVIEW

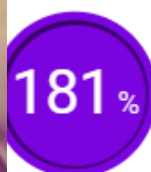
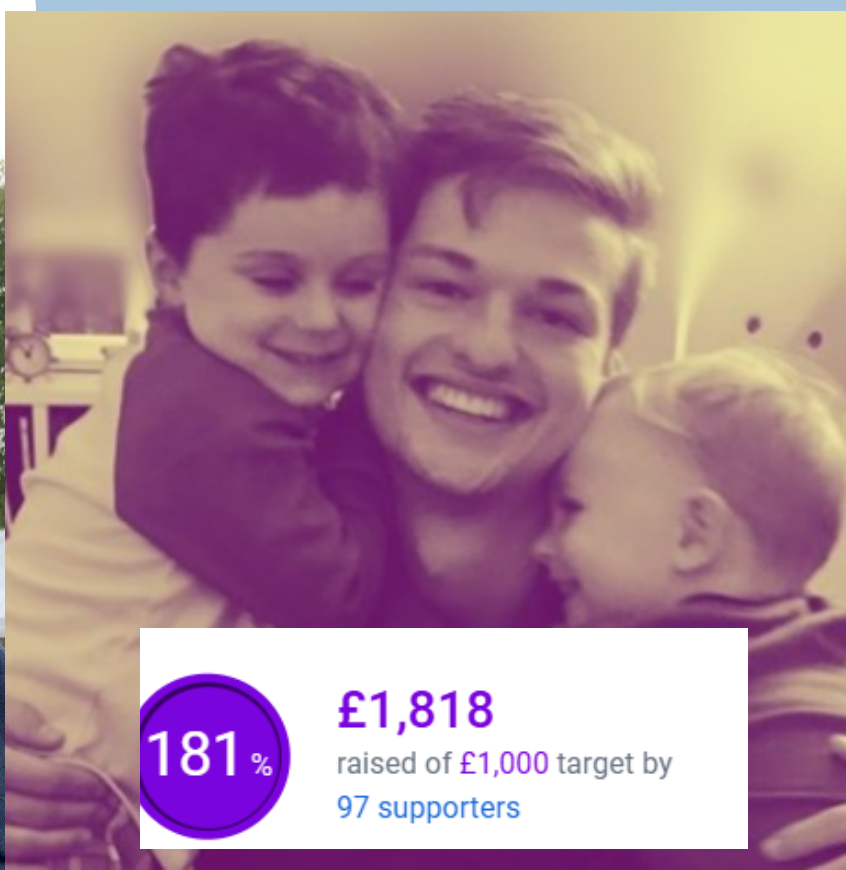
## Supporter Fundraising

We entered a team of 19 runners into the Royal Parks Half Marathon in October. Our team of runners stormed past the initial target of £20,000 raising an impressive £31,700 between them. We would like to give a special thanks to Demi Chase for the number of friends and family she encouraged to run for SLOW and her support on the day made it a very special occasion.



We did it!  
**1106 supporters helped  
us to raise £31,813**

Several other individual family members, friends and colleagues of SLOW members organised their own fundraising events. Thanks to Hannah and her team of teachers, Rory Norrington and others who organised fundraisers on behalf of SLOW.



**£1,818**

raised of £1,000 target by  
97 supporters

# FINANCIAL REVIEW

## Trusts and Foundations



After SLOW's grants successes in 2023, we carried forward £18,000 of restricted and unrestricted designated funds into 2024.

The charity continued to benefit from several multiyear grants including those from Garfield Weston, the John Armitage Trust and Mrs Smith & Mount.

We were awarded two new multi-year grants from Reaching Communities (five years) and True Colours Trust (three years). We were also successful in our applications to the Wesleyan Fund and Charity Job.



John Armitage Charitable Trust

The Mrs Smith & Mount Trust



### Reserves Policy

The Trustees' policy is to follow recommended practice and maintain unrestricted reserves to cover at least three months' of operating expenditure. In 2025-26 SLOW will be dependent on approximately £230,000 income to sustain its activities therefore the reserves figure equates to £53,000. 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 Board are to ensure that the team can continue working to either secure new funding or close the charity and to support members in moving on to other services. The SLOW trustees review this policy annually and review income and expenditure at every board meeting.



# THE SLOW TEAM

April 2025

## Trustees

Pippa Murray, Chair  
Cecilia Wan, Treasurer  
Tim Whitworth, Secretary  
Sebastian Lewis  
Elise Soucie  
Lizette Nolte  
Paresh Pithiya  
Robin Willard

## Staff Team

Nikki Peterson, Charity Director & Facilitator  
Sian Gill, Business Admin & Facilitator  
Amber Dobinson, Facilitator Lead

## Facilitator Team

Nic Whitworth, Co-Founder  
Susie Hanson, Co-Founder  
Christiane Kerr  
Erica Stewart  
Hattie Deards  
Shushma Jain  
Neil Cross  
Gabriela Aviles  
Sarah Gosling

## Support Function

CoRe Volunteers x 4  
SLOWSibs Volunteers  
Social Media Volunteer - Isabel Astley  
Accountants

## Patrons

Jason Watkins  
Clara Francis

## Organisational Development and Capacity Building

In February, we implemented a successful organisational restructure and appointed a Charity Director to lead SLOW into its next phase of growth. The focus of this transition was to strengthen our foundations and establish the structures needed to support the charity's continued development across all areas. Following a transparent and successful recruitment process, Nikki Peterson was appointed as SLOW's Charity Director.

## Staffing and Team Growth

As part of the restructure, we recruited additional support staff throughout the year to enhance our operational capacity:

- Business Management Assistant
- Fundraiser (short-term contract, six months)
- Facilitator Lead

We also expanded our facilitation team:

- Samina Iqbal joined as a new facilitator after regularly attending SLOW meetings prior to her appointment.
- Christiane Kerr, a previous facilitator, rejoined the team, bringing valuable experience and continuity.

## Trustee Recruitment

Through the Big Alliance's Board Match Programme, we successfully recruited two new Trustees:

- Seb Lewis (*S&P Global*)
- Robin Willard (*Financial Conduct Authority*)

We also marked a significant transition as Kelly Carter stepped down from her role as Business and Development Manager in February 2024, after ten years of dedicated service in shaping and leading SLOW's business operations.

# THE SLOW TEAM

## Volunteer Support:

CoRe – Born out of Macquarie Group's commitment to supporting the local community infrastructure in Islington and beyond, the programme currently sees mixed teams of Macquarie Group, Slaughter and May and Expedia Group employees utilising their skills, knowledge and expertise to transform the capability, capacity and sustainability of charities and social enterprises for a six month period.

University of Hertfordshire, third year Clinical Psychologist trainee placements:

- Olivia Holzhauer-Conti, started in January on a nine month placement.
- Krishtina Gurung, started in October on a six month long placement

## Training and Support

To ensure high-quality delivery and a well-supported team, we invested in training and professional development across the organisation:

In-house training:

- Developed and delivered SLOW's bespoke facilitation training
- Trustee induction training
- Training provided to all new staff

## Facilitator Support:

Ongoing clinical supervision and reflective practice sessions were held throughout the year, enabling facilitators to share learning and support one another.

## Training courses and webinars attended:

- Data Protection Law for Charities – hosted by Slaughter and May
- Communications Workshop – The Fore
- NCMD Webinar
- Introduction to Reserves Training
- Introduction to Xero Accounting
- Third Sector Finance for 2025
- Monthly Child Bereavement Network Webinars
- Adult Safeguarding (Renewal) – All staff
- Child Safeguarding – Relevant staff
- What Are the Tensions in Seeking to Decolonise Bereavement and Grief?

## Our small but mighty team of volunteers

We simply couldn't do the work we do and create the impact we do without our dedicated volunteers who kindly give up their time freely to support our mission and aims. We'd like to give a special mention to the following:

- Our very dedicated trustees, whose work goes far beyond one board meeting every quarter.
- Liz, Maria and Angela for providing weekly support at our North London group
- Susie Hanson, Co-Founder and Facilitator of the Wednesday group
- SLOWSibs volunteers – Krishtina, Lisa, Amber, Pia

## University of Hertfordshire:

Dr Lizette Nolte, Shivani, and Olivia

## Clinical Sub Group Co-opted members:

Dr Marilyn Relf, Chair, National Bereavement Alliance  
Sara Portnoy, Clinical Psychologist

**CoRe volunteers:** Jamie Holmes, Pratik Bhandari ,  
Emma Nolan, Joanne Doobay

**The Big Alliance**

# GOVERNANCE

SLOW was founded in 2007 by Nic Whitworth and Susie Hanson, and became a registered unincorporated charity in 2015. Following agreement by the Trustees that the charity should change its legal structure, we began our application with the Charity Commission in the autumn to become a Charity Incorporated Organisation. We received confirmation of our new charitable status in April 2025.

## Organisational Structure

The Trustee Board meets at least four times a year to agree the charity's strategy and activities, and to review key areas including finance, fundraising, and risk management. All Trustees volunteer their time and receive no remuneration during the year. The day-to-day operations and management of the charity are delegated to the Charity Director, who reports regularly to the Chair of Trustees on performance and operational matters.

## Recruitment / Appointment of Trustees

SLOW aims to maintain a Trustee Board with a broad range of skills and experience relevant to the charity's activities. When recruiting new Trustees, we assess the current composition of the Board to identify any skills or diversity gaps. Trustees are recruited through a variety of methods:

- By personal approach
- Through advertised vacancies
- Via partnership support, including recruitment through the Big Alliance

All prospective Trustees are interviewed by existing Trustees and senior staff. Appointments are made at Trustee Board meetings throughout the year. All new Trustees undergo induction training and are DBS-checked before formally joining the Board.

SLOW is committed to best practice in the safeguarding of adults and young people. As such, all staff and trustees receive annual training. We have a nominated DSL and safeguarding is a standing agenda item on Trustee Board meetings.

SLOW is proud to have a deeply connected and representative Board — with 50% of our Trustees being either bereaved parents or bereaved siblings, bringing lived experience that informs and strengthens our mission.

***"Being a trustee for SLOW is a way to honour and remember my sister, Anli who died in 2003 when she was 36, as well as all those I met in my work in the Pretoria hospice in South Africa and as bereavement researcher at University of Hertfordshire. I am so grateful for my connection with SLOW."***



# GOVERNANCE

## Risk Management

SLOW adopts a proactive approach to risk appraisal and mitigation as part of its ongoing development and strategic planning. The charity maintains a risk register, which is formally reviewed by the Trustee Board on a quarterly basis.

In 2024-25, the major risks identified, along with their corresponding mitigating actions are listed below.

This structured approach enables SLOW to manage challenges effectively while remaining focused on our mission to support bereaved families.

## Confidentiality and Data

A temporary risk has been identified during the migration of emails and member data to SLOW's new CRM system. While this process is being carefully managed, we recognise the critical importance of maintaining data integrity, confidentiality, and security throughout.

Implementation began in autumn 2024, and we have put in place robust oversight and controls to minimise disruption and mitigate risk, including:

- Controlled data transfer in stages
- Data validation checkpoints
- Close collaboration with the CRM provider and IT support teams

This transition is a key step in strengthening our infrastructure and will ultimately enhance how we manage relationships and communications with our members.

## Strengthening Organisational Resilience

To build greater resilience and shared responsibility across our finance, fundraising, and administrative functions, SLOW has agreed on several key actions for implementation:

- Secure additional support for finance, bookkeeping, and general administrative tasks to improve efficiency and reduce operational risk.
- Appoint and implement a CRM system to better manage stakeholder relationships, data, and communications.
- Include policy review as a standing item at all Trustee Board meetings to ensure ongoing compliance and relevance.
- Create and maintain a comprehensive policy inventory, ensuring that all organisational policies are up to date, accessible, and regularly reviewed.

These steps are designed to strengthen our internal infrastructure and support SLOW's continued growth and sustainability

## Trustees

With several long-standing Trustees potentially standing down within the next 12 months, the Board recognises the need to implement a trustee succession plan. To ensure continuity, good governance, and a balanced range of expertise, a skills audit will be carried out to identify gaps and inform future recruitment. This process will help ensure the Trustee Board remains diverse, experienced, and well equipped to support SLOW's continued growth and strategic development.

# Get in touch



**info@slowgroup.co.uk**

**Tel:**  
**07532 423 674**

**Insta:**  
**@slowgroup**

**Facebook:**  
**slowsupport**

**LinkedIn:**  
**slowsupport**

**JustGiving:**  
**slowgroup**

Anyone who is a bereaved parent or bereaved sibling 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 will contact the bereaved parent or sibling within a few days to arrange a convenient time for a phone call and to discuss how SLOW groups may be able to help.

**SLOW**  
Surviving the loss of your world

## Receipts and payments accounts

CC16a

For the period from

01/02/2024

To

31/01/2025

## 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 £ |
| <b>A1 Receipts</b>                                    |                    |                  |                  |                  |                  |
| Grants                                                | 35,000             | 77,698           | -                | 112,698          | 93,042           |
| Charitable Retail Schemes                             | -                  | -                | -                | -                | -                |
| Fundraising                                           | 47,361             | -                | -                | 47,361           | 41,322           |
| Individual Donations                                  | 1,664              | -                | -                | 1,664            | 4,732            |
| Donations from Organisations                          | 79                 | -                | -                | 79               | 14,204           |
| Group voluntary donations                             | 1,480              | -                | -                | 1,480            | 2,193            |
| <b>Sub total(Gross income for AR)</b>                 | <b>85,584</b>      | <b>77,698</b>    | <b>-</b>         | <b>163,282</b>   | <b>155,493</b>   |
| <b>A2 Asset and investment sales, (see table).</b>    |                    |                  |                  |                  |                  |
|                                                       | -                  | -                | -                | -                | -                |
| <b>Sub total</b>                                      | <b>-</b>           | <b>-</b>         | <b>-</b>         | <b>-</b>         | <b>-</b>         |
| <b>Total receipts</b>                                 | <b>85,584</b>      | <b>77,698</b>    | <b>-</b>         | <b>163,282</b>   | <b>155,493</b>   |
| <b>A3 Payments</b>                                    |                    |                  |                  |                  |                  |
|                                                       | Unrestricted funds | Restricted funds | Endowment funds  | Total funds      | Last year        |
|                                                       |                    |                  |                  |                  |                  |
| Salaries and NICs                                     | 25,807             | 20,410           | -                | 46,217           | 62,029           |
| Sessional workers                                     | 15,592             | 43,225           | -                | 58,817           | 41,444           |
| Pensions                                              | 1,054              | -                | -                | 1,054            | 3,428            |
| Supervision                                           | 3,358              | 950              | -                | 4,308            | 3,020            |
| Support group workshop refreshments                   | -                  | 1,052            | -                | 1,052            | 1,031            |
| Sibs workshop materials                               | -                  | 1,612            | -                | 1,612            | 874              |
| Premises rental                                       | -                  | 5,707            | -                | 5,707            | 5,619            |
| Professional development, events and training         | 357                | 15               | -                | 372              | 385              |
| Home phone, broadband, and mobile                     | 948                | 1,057            | -                | 2,005            | 1,618            |
| IT expenses                                           | 8,676              | 895              | -                | 9,571            | 79               |
| Marketing - website and publicity                     | 1,249              | 1,057            | -                | 2,306            | 2,234            |
| Volunteer Expenses                                    | -                  | 827              | -                | 827              | 1,235            |
| Fundraising Expenses                                  | 10,596             | -                | -                | 10,596           | 5,201            |
| Travel                                                | 1,153              | 100              | -                | 1,253            | 875              |
| Stationery, books, postage and equipment              | 899                | 100              | -                | 999              | 603              |
| Insurance and compliance                              | 2,730              | 957              | -                | 3,687            | 899              |
| Trustee board development and expenses                | 1,000              | -                | -                | 1,000            | 1,051            |
| Meeting expenses and gifts                            | 77                 | -                | -                | 77               | 459              |
| Recruitment                                           | -                  | -                | -                | -                | 245              |
| Evaluation and Focus Groups                           | -                  | -                | -                | -                | -                |
| Other                                                 | 164                | -                | -                | 164              | -                |
| <b>Sub total</b>                                      | <b>73,660</b>      | <b>77,964</b>    | <b>-</b>         | <b>151,624</b>   | <b>132,329</b>   |
| <b>A4 Asset and investment purchases, (see table)</b> |                    |                  |                  |                  |                  |
|                                                       | -                  | -                | -                | -                | -                |
| <b>Sub total</b>                                      | <b>-</b>           | <b>-</b>         | <b>-</b>         | <b>-</b>         | <b>-</b>         |
| <b>Total payments</b>                                 | <b>73,660</b>      | <b>77,964</b>    | <b>-</b>         | <b>151,624</b>   | <b>132,329</b>   |
| <b>Net of receipts/(payments)</b>                     | <b>11,924</b>      | <b>- 266</b>     | <b>-</b>         | <b>11,658</b>    | <b>23,164</b>    |
| <b>A5 Transfers between funds</b>                     |                    |                  |                  |                  |                  |
| <b>A6 Cash funds last year end</b>                    | <b>66,250</b>      | <b>211</b>       | <b>-</b>         | <b>66,461</b>    | <b>92,084</b>    |
| <b>Cash funds this year end</b>                       | <b>86,626</b>      | <b>-</b>         | <b>-</b>         | <b>86,626</b>    | <b>66,461</b>    |

## 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 £    |
| <b>B1 Cash funds</b>            | Balance at bank         | 86,626             | -                | -               |
|                                 | Petty cash              | -                  | -                | -               |
|                                 |                         | -                  | -                | -               |
|                                 | <b>Total cash funds</b> | <b>86,626</b>      | <b>-</b>         | <b>-</b>        |
|                                 |                         | OK                 | OK               | OK              |
|                                 |                         | Unrestricted funds | Restricted funds | Endowment funds |
|                                 |                         | to nearest £       | to nearest £     | to nearest £    |
| <b>B2 Other monetary assets</b> |                         | -                  | -                | -               |
|                                 |                         | -                  | -                | -               |
|                                 |                         | -                  | -                | -               |
|                                 |                         | -                  | -                | -               |



|  |   |   |   |
|--|---|---|---|
|  | - | - | - |
|  | - | - | - |

### B3 Investment assets

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

### B4 Assets retained for the charity's own use

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

### B5 Liabilities

| Details                    | Fund to which liability relates | Amount due (optional) | When due (optional) |
|----------------------------|---------------------------------|-----------------------|---------------------|
| Trade creditors            | Both                            | 2,956                 | 28 February 2025    |
| PAYE                       | Both                            | 1,663                 | 25 April 2025       |
| Pension                    | Both                            | 233                   | 28 February 2025    |
| Deferred Restricted Grants | Restricted                      | 5,802                 |                     |
|                            |                                 | -                     |                     |

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

| Signature                                                                         | Print Name      | Date of approval |
|-----------------------------------------------------------------------------------|-----------------|------------------|
|  | Sebastian Lewis | 27-Oct-25        |
|                                                                                   |                 |                  |



Section A

Independent Examiner's Report

Report to the trustees

Charity Name

SLOW - SUPPORTING BEREAVED PARENTS AND SIBLINGS

On accounts for the year  
ended

31 January 2025

Charity no  
(if any)

1161337

Set out on pages

1-2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 01 / 2025.

Responsibilities and  
basis of report

As the charity's trustees, 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 the Trust's 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.

Independent  
examiner's statement

~~[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [ ] if not applicable.~~

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below \*) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

\* Please delete the words in the brackets if they do not apply.

Signed:

Rob Young

Date:

03/09/2025

Name:

Rob Young

Relevant professional  
qualification(s) or body

ICAEW

(if any):

|  |
|--|
|  |
|--|

**Address:**

|                 |
|-----------------|
| 2A The Quadrant |
|-----------------|

|       |
|-------|
| Epsom |
|-------|

|                  |
|------------------|
| Surrey, KT17 4RH |
|------------------|

## Section B

## Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**

|  |
|--|
|  |
|--|