

Charity registration number 1161442 (England and Wales)

STRIDE FOUNDATION UK CIO
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

STRIDE FOUNDATION UK CIO

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	F Amati	
	M Buxton	(Appointed 4 April 2024)
	G Patchett	
Management	P Sculfor	Chief executive officer
Charity number (England and Wales)	1161442	
Independent examiner	Simpson Wreford LLP	
	Wellesley House	
	Duke of Wellington Avenue	
	Royal Arsenal	
	London	
	SE18 6SS	
Bankers	Handelsbanken	
	Romford Branch	
	Ground Floor, 3 - 5 Eastern Road	
	Romford	
	RM1 3NH	

STRIDE FOUNDATION UK CIO

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STRIDE FOUNDATION UK CIO

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, the Charities Act 2011 and "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).

Objectives and activities

Objectives in Accordance with the Public Benefit Statement (Charities Act 2011)

The STRIDE Foundation operates with a clear commitment to providing **public benefit** by directly addressing the needs of individuals and communities affected by addiction. As set out in Section 4 of the Charities Act 2011, the objectives of the Foundation are to:

1. Relieve the suffering of individuals affected by addiction

We provide practical, high-impact support services to individuals in recovery, helping them navigate the complex journey of re-integrating into society. The charity focuses on alleviating the challenges of addiction recovery by offering accessible services and resources for individuals and their families.

2. Advance public understanding of addiction and its consequences

We seek to increase awareness and reduce the stigma surrounding addiction through educational initiatives and outreach programs. By providing unbiased, evidence-based information, the Foundation promotes informed discussions about addiction, mental health, and recovery.

3. Promote social inclusion and successful reintegration for individuals in recovery

We support individuals in their recovery by fostering social and community integration. The charity provides guidance to individuals who reach out for help via their social media platforms and website.

4. Encourage collaboration and resource-sharing with other organisations

We work with local charities, public health organisations, and experts in addiction and mental health to strengthen the support network for individuals in recovery, maximising its collective impact.

There has been no change in these during the year.

Activities

1. Providing Practical Support to Recovering Addicts and Their Families

We offer a wide range of services aimed at helping individuals recovering from addiction and their families. This includes counselling, therapeutic support, and assistance with reintegration into society, and guidance on rebuilding relationships and employment.

2. Educational Outreach and School Workshops

As part of its commitment to raising awareness, the Stride Foundation runs educational assembly's, workshops and talks in schools. These activities aim to inform young people about the realities of addiction, promote healthy lifestyle choices, and reduce the stigma around substance use. By reaching students early, STRIDE works to prevent future addiction-related issues and foster a deeper understanding of the subject.

3. Sponsoring a Podcast to Raise Awareness on Addiction and Mental Health

The Stride Foundation operates a podcast dedicated to raising awareness about addiction and mental health issues. The podcast offers a platform for addiction specialists, mindset coaches, and individuals in recovery to share their expertise, personal stories, and valuable insights, furthering public understanding and reducing stigma.

STRIDE FOUNDATION UK CIO

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

4. Supporting Local Charity Initiatives and Improving Public Perception

The Stride Foundation contributes to local charity initiatives that align with its mission to address addiction and mental health. By supporting these initiatives, the Foundation aims to improve the public perception of addiction, highlighting it as a treatable health issue rather than a moral failing.

These activities reflect STRIDE Foundation's dedication to providing **public benefit**, ensuring that individuals affected by addiction receive the support they need and that the broader public gains a clearer, more informed perspective on addiction. Through education, support, and collaboration, the Stride Foundation is working to create lasting positive change for individuals, families, and communities.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

Stride Foundation UK were able to provide guidance to people out of treatment, discussing the best ways to have strong sobriety, including 12 step programmes and the next best steps for them. The charity has also been able to arrange further treatment for people who need this, on a pro bono basis. This includes paid for programmes of therapy to certain people where full rehab treatment has not been necessary, but where a suitable therapist would work for them.

Achievements against objectives set

The Stride podcast series 'This is Powerful' - focusing on addiction recovery and positive mindset – had a successful first season of 24 episodes and began a second season. From August 2024 to the end of March 2025 32 episodes aired, reaching a growing audience via Apple Podcasts, and through a broad social media campaign. At the end of March 2025 total downloads were 135K, with 25K total views on the YouTube Channel and 3.7K followers on Instagram. Additional allocated funding of £27,544 was received from a private donor on 26 March 2025. *This is Powerful* has been nominated for a British Podcast Award.

In August 2024, Stride Foundation UK launched a pilot Outreach Programme, visiting a select group of schools to assess both the receptiveness and impact of our assemblies and workshops. The response from students, teachers, and school administrators was overwhelmingly positive. Feedback has highlighted the effectiveness of this wellness-focused approach in helping students relate to the content in a meaningful way. Furthermore, many schools have reported an increase in student engagement around mental health topics, with some requesting follow-up sessions and additional support for at-risk students. The success of this pilot phase has provided us with invaluable insights into how we can refine our delivery methods, expand our content offerings, and scale our efforts to reach a broader student audience. This feedback has validated the need for the programme and reinforced our belief that schools are eager for more support in addressing these critical issues. Between August 2024 and March 2025, the Project delivered 25 assemblies and workshops in secondary schools.

We successfully applied for funding to continue the Outreach Project and received £32,465 funding for this purpose on 26 March 2025 from a private donor.

Financial review

Incoming resources for the year totalled £85,666, of which £25,666 were for unrestricted purposes and £60,000 were for restricted purposes. Outgoing resources for the year totalled £141,195, all of which were attributable to unrestricted funds. Overall the accounts show a deficit for the year of £55,529. Unrestricted funds at the year-end totalled £352,769 and restricted funds totalled £60,000.

The results for the year are as shown in the Statement of Financial Activities.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

STRIDE FOUNDATION UK CIO

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management

The charity is a charitable incorporated organisation, governed by its constitution established 27 April 2015. The constitution was amended in April 2025, with approval by trustees in May 2025.

The trustees who served during the year and up to the date of signature of the financial statements were:

P Sculfor	(Resigned 7 October 2024)
F Amati	
M Buxton	(Appointed 4 April 2024)
P Bates	(Resigned 24 January 2025)
G Patchett	
Y Feussner	(Appointed 11 November 2024 and resigned 13 March 2025)

Trustee Appointment and Introduction

The charity is small and it has a simple approach to appointing charity trustees.

If a need for a new trustee is identified a specification is agreed which details the skills and knowledge needed. The charity then agrees a process for recruitment which complies with its governing document. Interviews are carried out and the selected candidates are invited to join the charity. The charity is in the process of vetting two new trustees at the time of this report.

Checks are carried out to ensure that they are not disqualified from acting as a trustee and there are no conflicts of interest. New trustees receive an induction in which they are introduced to other trustees and their role and responsibilities are made clear.

The company's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the company's contractual and other legal obligations.

The trustees' report was approved by the Board of Trustees.

F Amati

Trustee

18 December 2025

STRIDE FOUNDATION UK CIO

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF STRIDE FOUNDATION UK CIO

I report to the trustees on my examination of the financial statements of Stride Foundation UK CIO (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement - matter of concern identified

I have completed my examination. I have identified a matter of concern that, Stride Foundation UK CIO employed a person connected to a trustee, as fully disclosed in note 20. The charity did not obtain prior consent from The Charity Commission in relation to the employment arrangement as required by the charity's constitution document.

I have not seen any evidence of misappropriation of funds. The board of trustees have been made aware of the situation and the connected trustee has resigned from the role.

I confirm that apart from the matter of concern set out above, no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I confirm that there are 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 financial statements to be reached.

Hollie Price BSc ACA
Simpson Wreford LLP
Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London
SE18 6SS
18 December 2025

STRIDE FOUNDATION UK CIO

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £
Income from:					
Donations and legacies	3	19,051	60,000	79,051	32,714
Other trading activities	4	1,200	-	1,200	-
Investments	5	5,415	-	5,415	5,874
Total income		<u>25,666</u>	<u>60,000</u>	<u>85,666</u>	<u>38,588</u>
Expenditure on:					
Raising funds	6	10,039	-	10,039	-
Charitable activities	7	131,156	-	131,156	12,687
Total expenditure		<u>141,195</u>	<u>-</u>	<u>141,195</u>	<u>12,687</u>
Net income/(expenditure) and movement in funds		(115,529)	60,000	(55,529)	25,901
Reconciliation of funds:					
Fund balances at 1 April 2024		<u>468,298</u>	<u>-</u>	<u>468,298</u>	<u>442,397</u>
Fund balances at 31 March 2025		<u>352,769</u>	<u>60,000</u>	<u>412,769</u>	<u>468,298</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

STRIDE FOUNDATION UK CIO

BALANCE SHEET AS AT 31 MARCH 2025

	Notes	£	2025 £	£	2024 £
Current assets					
Debtors	14	-		60	
Cash at bank and in hand		425,456		469,558	
		<u>425,456</u>		<u>469,618</u>	
Creditors: amounts falling due within one year	15	(12,687)		(1,320)	
Net current assets			412,769		468,298
			<u><u>412,769</u></u>		<u><u>468,298</u></u>
The funds of the charity					
Restricted income funds	17		60,000		-
Unrestricted funds	18		352,769		468,298
			<u>412,769</u>		<u>468,298</u>
			<u><u>412,769</u></u>		<u><u>468,298</u></u>

The financial statements were approved by the trustees on 18 December 2025

F Amati
Trustee

STRIDE FOUNDATION UK CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Stride Foundation UK CIO is a charitable incorporated organisation. It is incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Wellesley House, Duke of Wellington Avenue, Royal Arsenal, London, SE18 6SS. The charity does not have an operating address.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives. Unrestricted funds include donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose.

Restricted funds are subject to specific conditions by donors as to how they may be used.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

STRIDE FOUNDATION UK CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

STRIDE FOUNDATION UK CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	19,051	60,000	79,051	32,714	-	32,714
Donations and gifts						
Donations	16,232	60,000	76,232	32,553	-	32,553
Gift Aid	2,819	-	2,819	-	-	-
Other	-	-	-	161	-	161
	19,051	60,000	79,051	32,714	-	32,714

4 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	1,200	-

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	5,415	5,874

STRIDE FOUNDATION UK CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Advertising	10,039	-

7 Expenditure on charitable activities

	General 2025 £	General 2024 £
Direct costs		
Staff costs	32,830	-
Bank charges	167	150
Website costs	45	45
Administrative costs	17,659	1,057
Consultancy	825	1,462
Travel and conference costs	-	229
Entertaining	159	93
Podcast costs	51,800	4,366
Just Giving fees	493	763
Talk fees	5,675	-
Insurance	426	-
Podcast marketing costs	8,880	-
Rehab costs	6,750	-
Subscriptions	142	-
Sundry	40	-
	125,891	8,165
Grant funding of activities (see note 8)	-	2,790
Share of support and governance costs (see note 9)		
Governance	5,265	1,732
	131,156	12,687
Analysis by fund		
Unrestricted funds	131,156	12,687

8 Grants payable

	General 2024 £
Grants to individuals	2,790

STRIDE FOUNDATION UK CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9 Support costs allocated to activities

	2025 £	2024 £
Governance costs	5,265	1,732
Analysed between:		
General	5,265	1,732

10 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable to the charity's independent examiner:		
- for the independent examination of the charity's financial statements	1,800	1,320
- for other financial services	240	-

11 Trustees

None of the trustees received any remuneration or benefits from the charity during the year. P Sculfor, the spouse of trustee F Amati, was paid for his role as CEO during the year. See note 20 for further details.

12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	1	-

Employment costs

	2025 £	2024 £
Wages and salaries	32,500	-
Other pension costs	330	-
	32,830	-

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 - £70,000	1	-

STRIDE FOUNDATION UK CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	-	60
	<u> </u>	<u> </u>

15 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	1,149	-
Trade creditors	5,031	-
Other creditors	4,377	-
Accruals and deferred income	2,130	1,320
	<u> </u>	<u> </u>
	12,687	1,320
	<u> </u>	<u> </u>

16 Retirement benefit schemes

	2025	2024
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	330	-
	<u> </u>	<u> </u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

At 1 April 2024	Incoming resources	At 31 March 2025
£	£	£
-	60,000	60,000
<u> </u>	<u> </u>	<u> </u>

STRIDE FOUNDATION UK CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

18 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
General funds	468,298	25,666	(141,195)	352,769
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
General funds	442,397	38,588	(12,687)	468,298
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

19 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	2025	2025	2025
	£	£	£
At 31 March 2025:			
Current assets/(liabilities)	352,769	60,000	412,769
	<u> </u>	<u> </u>	<u> </u>
	352,769	60,000	412,769
	<u> </u>	<u> </u>	<u> </u>
	Unrestricted funds	Restricted funds	Total
	2024	2024	2024
	£	£	£
At 31 March 2024:			
Current assets/(liabilities)	468,298	-	468,298
	<u> </u>	<u> </u>	<u> </u>
	468,298	-	468,298
	<u> </u>	<u> </u>	<u> </u>

20 Related party transactions

STRIDE FOUNDATION UK CIO

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

20 Related party transactions

(Continued)

During the year the CEO had their expenses met by the charity. They were reimbursed for advertising and entertaining costs paid on behalf of the charity, the total amount reimbursed was £685.

In 2024 one trustee was reimbursed £547 for travel, entertaining and counselling costs.

During the year P Sculfor resigned as a trustee and subsequently commenced employment with the charity as the Chief Executive Officer. In his role as an employee he received remuneration of £32,500, with pension contributions of £330. At the year end a balance of £4,120 was due to P Sculfor. No remuneration was received for trustee duties during the year. The trustees consider this was in the best interests of the charity, with the CEO overseeing the operational management of the charity and implementing strategies set by the trustees to fulfil Stride's charitable objectives.