Inspiring Leadership Foundation

England & Wales · Charity number 1165616

Details

Other names	INSPIRING LEADERSHIP TRUST
Status	Registered
Legal form	Trust
Registered	2016-02-17
Register	View on the Charity Commission register

Contact

Address	4 Blue Cedar Grange Barrowby Grantham Lincolnshire NG32 1FH
Phone	03336888444
Email	info@inspiringleadership.foundation
Website	www.inspiringleadership.foundation

Activities

Objects: FOR THE PUBLIC BENEFIT, THE ADVANCEMENT OF EDUCATION, THE RELIEF OF POVERTY, SICKNESS AND DISTRESS AND THE PROMOTION OF GOOD HEALTH OF VULNERABLE OR ABUSED WOMEN AND CHILDREN IN ANY PART OF WORLD WITHOUT DISCRIMINATION ON THE GROUNDS OF RACE, DISABILITY, SEXUAL ORIENTATION OR RELIGION

Activities: The Inspiring Leadership Foundation mobilises a global network of inspiring leaders to support underserved people in the UK and beyond. We provide mentoring, training, and life-changing career opportunities that help people build skills, confidence, and resilience, overcome barriers, and reach their full potential and thrive in life and work.

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Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups

Geography

- Botswana
- Ireland
- Kenya
- Scotland
- South Africa
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£106,076	£64,290	-	-
2024-03-31	£24,964	£41,779	-	-
2023-03-31	£50,829	£43,299	-	-
2022-03-31	£35,084	£37,346	-	-
2021-03-31	£22,961	£25,718	-	-

Trustees

Name	Role	Appointed
John Hamilton	Chair	2026-02-11
Daniel Harry Kenneth Patrick Payne		2020-01-01
Jonathan David Parry		2021-02-15
LEIGH SANDRA BOWMAN-PERKS		2016-02-17
Victoria Cope		2020-01-01

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Inspiring Leadership Foundation

England & Wales - Charity number 1165616

Accounts

Annual Report and Accounts
(Incorporating the directors' report)
and financial statements for the year
1 April 2024 - 31st March 2025

Charity No: 14176030
Company No: 14176030

EMPOWERING PEOPLE TO DREAM BIG AND UNLOCK THEIR FULL POTENTIAL.

ANNUAL REPORT AND ACCOUNTS 2025

About ILF

The **Inspiring Leadership Foundation** empowers underserved individuals to overcome barriers to education, employment, and personal development. Through comprehensive development programmes, mentorship, and career opportunities, we help people build skills, confidence, and long-term resilience.

Working across the UK and internationally, and in collaboration with over 250 partners, we address gaps in outreach services and strengthen communities. Our work supports individuals with limited access to learning, career progression, or essential resources, enabling them to thrive and create lasting positive change.

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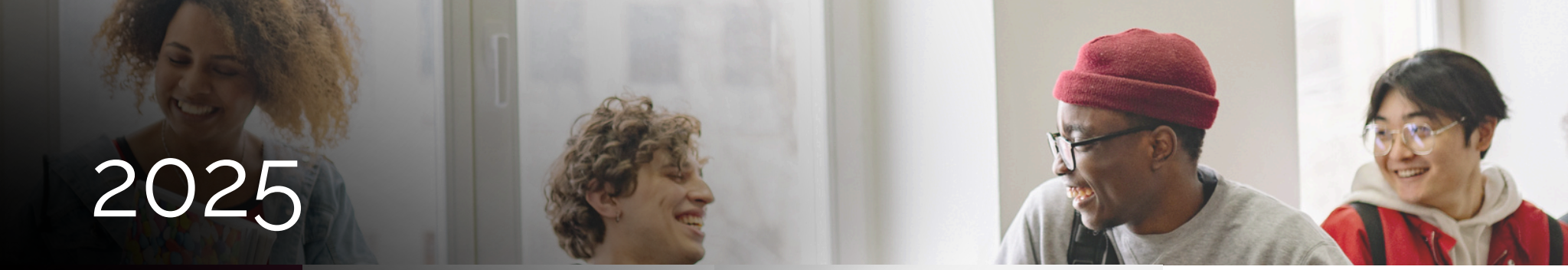


2025

"All my questions had no answer until the Inspiring Leadership Foundation came into my life"

Noven, Kenya

7,500+

We have helped 7,549 participants from different countries around the world.

650+

Participants joined our CPD certified Academies and programmes for personal and professional growth.

CPD CERTIFIED

This year we received official CPD accreditation for all of our workshops

7 AND COUNTING

Our international projects have impacted women and families in 7 countries so far.

100,000

our goal is to transform the lives of 100,000 people by 2035.

£75,000

Secured for the new Inspiring Hopes and Dreams Pilot programme for 2025 (note spans across 2 reporting periods), with exciting corporate partnerships being agreed for increased commitment from 2026.

60%

Since launching our specialist pathways, more than half of our participants have gone on to (1) launch their businesses, (2) Launch their music careers (3) Launch their books.

200+

Participants have signed up to the newly developed Inspiring Hopes and Dreams, with guaranteed future sponsorship from L&G and Bellrock.

Chairman's Statement
For the year ended 30 November 2025

It has been a privilege to serve as Chair of the Board of Trustees of the Inspiring Leadership Foundation, and this annual report marks my final contribution in that role.

Over the past year, the Foundation has continued to advance its mission of connecting those from underserved communities with a global network of inspiring leaders to deliver world-class development through mentorship, resources, and life-changing career opportunities.

In an increasingly complex social and economic landscape, the Board has remained focused on its core responsibility: ensuring that the Foundation stays true to its purpose, financially resilient, and well governed - while supporting the executive team in delivering meaningful and lasting impact.

This year has also seen significant progress in building the services and capabilities that will underpin ILF's future growth. We have worked to embed governance, risk, and safeguarding into the very fabric of our culture, ensuring that our systems and practices are both robust and values-driven. With the valued legal guidance of Skadden International, the Foundation continues to strengthen its governance frameworks, reinforcing the trust and confidence of our partners, beneficiaries, and supporters.

The Board has provided active oversight of strategy, risk, and performance throughout the year. We have monitored progress against the Foundation's strategic objectives, enhanced our assurance frameworks, and remained attentive to both emerging risks and new opportunities. I am confident that ILF is well positioned for the future, with strong foundations in place to support sustainable growth and continued relevance.

Sound stewardship remains central to our work, and the Board is satisfied that appropriate financial controls and risk management processes are in place. We are deeply grateful to the ILF team for their diligence, professionalism, and dedication to delivering our mission.

As I reflect on my time as Chair, I do so with deep gratitude. The progress achieved during my tenure has been the result of collective effort. I would like to thank my fellow trustees, past and present, for their insight, challenge, and unwavering commitment to the Foundation's values.

I am equally appreciative of the leadership and passion of ILF's team and volunteers, whose professionalism brings our mission to life every day.

As I prepare to transition from the role, I do so with pride in what we have accomplished together and optimism for all that lies ahead. I look forward to watching ILF continue to grow and deepen its impact under the leadership of the next Chair and an outstanding Board and executive team. The Foundation enters its next chapter with clarity of purpose, capable leadership, and a strong sense of continuity.

Finally, I would like to thank all those who engage with and support the Inspiring Leadership Foundation - our partners, participants, and supporters - for your continued trust and belief in our work. It has been an honour to serve an organisation so clearly committed to developing leadership and social mobility that makes a positive and lasting difference in the world

Danny Payne CMG MSc (Oxon), MBA CEng FICE FIET FRICS
Chair of the Board of Trustees
Inspiring Leadership Foundation

Inspiring Young People.

Empowering Women.

Advancing Communities.

CEO's REPORT
November 2025

This year has been one of significant progress and impact for the Inspiring Leadership Foundation (ILF) — in particular, building a modern charity that remains current and strategically relevant to today's social, economic, and global challenges. We have taken bold steps to consolidate our work within a clear strategic framework, expanded our footprint nationally and internationally, and laid the foundations for sustainable long-term partnerships

Central to this progress has been the evolution of our scope into three core pillars of activity, which now provide the structure and direction of our impact:

Inspiring Futures
Working with universities and the education sector to raise aspirations and create opportunities for young people. This pillar aims to ignite inspiration and hope in the midst of global volatility and insecurity.

Inspiring Women and Girls
Driving the creation of a more equitable society for women, families, and communities. The aim is to build confidence, aspirations, and skills that empower women to create brighter futures.

Inspiring Hopes and Dreams
Targeting "hidden workers" and those most at risk of exclusion, this pillar addresses the widening social mobility gap by identifying critical entry-level roles and long-term career pathways that create accessible and sustained employment opportunities.

Together, these pillars address the equity challenges facing both the UK and wider global society, while leveraging ILF's strengths in delivering world-class training, development, employment pathways, and opportunity creation.

Key Achievements

Programme Development
Our Inspiring Futures Academy has continued to strengthen its offering, with both the Level 1 Personal Development and Level 2 Professional Development programmes now fully CPD accredited. This milestone ensures our training is internationally recognised, high-quality, and scalable across wider cohorts. It also provides the platform for a comprehensive suite of ILF-owned IP products and services for beneficiaries, while enabling capability building through partnerships — offering the most efficient and impactful model for scaling.

In response to a shift in appetite from virtual delivery to in-person engagement, we targeted critical locations and partners across the UK and Africa, with resounding success. We have also advanced specialist development pathways, including Inspiring Business Entrepreneurship and Write to Inspire (music and books), alongside the design of our Train the Trainer model, which is soon to undergo CPD certification.

Growth & Reach
- 8.3% growth in partnerships, including new relationships with L&G and Polyco Healthline, and ongoing discussions with Team Kenya and in the US.
- 17.6% increase in beneficiaries, expanding ILF's impact across the UK and internationally.
- 7,549 total beneficiaries, with over 60% progressing into launching businesses, musical careers, or published works through specialist pathways.

Strategic Programmes
Three strategic programmes — Inspiring Women, Inspiring Futures, and Inspiring Hopes and Dreams — are now fully aligned to UK priorities and supported by the Academy, positioning ILF for continued expansion throughout 2025.

Fundraising & Participation
- £30,999.21 raised through the 2025 Ride to Inspire fund and friendraiser, supporting 168 additional beneficiaries.
- 135 participants engaged in the new Inspiring Hopes and Dreams programme, with sponsorship from L&G and Bellrock, with a total of 237 individuals engaged with and supporting the programme
- 655 UK participants engaged in early 2025 offerings, reinforcing strong demand and supporting significant planned scaling from 2026.

Accreditation & Programme Excellence
Two pathways under Inspiring Futures / Inspiring Women are now ILI and CPD certified, with Train the Trainer to be submitted for 2026. This secures global recognition and strengthens ILF's uniqueness in delivering world-class development programmes.

CPD CERTIFIED
The CPD Certification Service

Inspiring Young People.

Empowering Women.

Advancing Communities.

CEO'S REPORT
For the year ended 30 November 2025

£106,000 INCOME IN 2025

136 HIDDEN WORKERS ENGAGED WITH INSPIRING HOPES & DREAMS

Governance & Organisational Strengthening

Governance
We continue to strengthen our risk monitoring, internal controls, and long-term sustainability strategies to ensure we meet all legal and regulatory obligations.

Technology
We have invested in enhancing our CRM and website to improve data management, relationship tracking, programme monitoring, and reporting.

Volunteers & Community
We continue to be supported by **93** active mentors, a testament to the strong engagement of partners and volunteers who share ILF's mission and values.

EXECUTIVE SUMMARY

The 2025 year marks a period of major transformation and growth for the Inspiring Leadership Foundation (ILF). Guided by our refined strategic framework and strengthened organisational foundations, we have successfully broadened our national and international impact, enhanced the quality and professionalism of our programmes, and built strong momentum toward our long-term vision.

ILF's work is now anchored in three clearly defined pillars — Inspiring Futures, Inspiring Women and Girls, and Inspiring Hopes and Dreams — each addressing urgent social challenges affecting young people, women, and marginalised communities. These pillars provide a powerful, coherent structure for our programmes and partnerships, ensuring ILF remains relevant, purposeful, and aligned with global and UK priorities.

Throughout 2025, ILF achieved significant programme development milestones, including CPD accreditation for two flagship pathways and the expansion of specialist opportunities such as entrepreneurship, music, and authorship. Our shift towards in-person delivery across critical UK and African communities has resulted in high engagement, strong outcomes, and an increase of 17.6% in beneficiaries, reaching 7,540 lives globally.

Financially, 2025 has been ILF's strongest year yet, with £106,000 in income, with strong corporate partnerships — including L&G, Polyco, and Bellrock — highlight increasing confidence in our impact and capability.

Governance and operations were strengthened through enhanced legal oversight, upgraded CRM and digital infrastructure, and robust risk management. We continue to be supported by 93 active mentors, reflecting the deep commitment of our volunteer community.

Overall, ILF enters 2026 with exceptional momentum: a clear strategy, accredited and scalable programmes, strengthened partnerships, and a growing global reputation. The year ahead will focus on expanding IP-based services, scaling programme delivery, and deepening long-term collaborations to ensure sustainable, meaningful change for the communities we serve.

ACADEMY

CPD CERTIFIED
The CPD Certification Service

Inspiring Young People

Empowering Women.

Advancing Communities.

Trustee's Statement
For the year ended 30 November 2025

TRUSTEE'S ANNUAL REPORT

The Trustees are pleased to present the annual report and audited financial statements of the Inspiring Leadership Foundation ("ILF" or "the Foundation") for the financial year ending 30 November 2025. In preparing these statements, the Trustees have followed the requirements set out in the Charities Statement of Recommended Practice (SORP) on "Accounting and Reporting by Charities."

The financial statements have been prepared in line with the accounting policies detailed in the accompanying notes and are consistent with the Foundation's governing document, the Charities Act 2011, and the Charities SORP (Statement of Recommended Practice) for organisations preparing their accounts under the Financial Reporting Standard applicable in the UK and Republic of Ireland, issued in October 2019.

Since the ILF meets the definition of a small company under section 382 of the Companies Act 2006, it is not required to prepare a Strategic Report. Accordingly, the Strategic Report provisions under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 have been excluded.

INSPIRING LEADERSHIP FOUNDATION

Organisational structure

Leigh Bowman-Perks
CEO/Founder

Danny Payne
Chair

Kirsten Warrender
Marketing, Operations & Partnerships

Alex Garment
Projects, Operations and Impact Manager

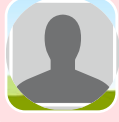
Jon Parry
Trustee

Karen Hilson
Project & Partner Management

Kristen Parker
Programme Management

Victoria Cope
Trustee

Kirsty Wickham
Administration



Patti Schutte
Chief Instructional Design Officer

Board Structure

- Operates under its Articles of Association, defining purpose, rules, and management structure.
- Board of Trustees provides strategic oversight; meets quarterly and holds an Annual General Meeting.
- Trustees serve three-year terms, recruited through a structured process, and receive induction and training.

- Board reviews strategy, KPIs, and resources annually, supported by the Audit, Risk, and Assurance Committee.
- CEO manages day-to-day operations, supported by staff, freelancers, and volunteers.
- Global Code of Ethics and inclusive policies ensure fairness, transparency, and accountability.
- Governance ensures alignment with mission and lasting impact for the communities served.
- Annual reporting and audits confirm compliance with statutory requirements.
- Policies and procedures are regularly reviewed to respond to changing legal, operational, and strategic needs.
- Trustees and leadership actively evaluate opportunities to strengthen the charity's effectiveness and growth.

Vision

A world where the most underserved and hidden communities are empowered to dream big and realise their full potential.

Mission

Our mission is to connect those from underserved communities with a global network of inspiring leaders to deliver world-class development through mentorship, resources, and life-changing career opportunities.

History

The Inspiring Leadership Foundation supports disadvantaged people in the UK and internationally. Founded in 2015 by Leigh Bowman-Perks, a survivor of domestic violence and adversity, the charity was created to address gaps in support for vulnerable individuals, including limitations in government resources and a lack of long-term, holistic services.

Leigh, now a successful business leader, international speaker, coach, philanthropist, and author, attributes her success to mentors and supportive businesses, and she is committed to giving back.

Objectives

The principal objects of the Foundation are to promote:

The empowerment of individuals from underserved or challenging backgrounds in achieving their full potential by providing mentoring, training, and opportunities which develop their skills, confidence, and financial resilience to enable them to participate in and contribute to society, the workplace, and their communities as self-reliant and empowered individuals; and equality and diversity for the public benefit by:

1. The Advancement of Education
2. The Advancement of Health and Saving Lives
3. The Advancement of Human Rights, Equality, and Diversity
4. The Advancement of Citizen and Community Development
5. Advancement of Economic Empowerment
6. Strategic Partnerships & Global Expansion

A) Programmes

- We have refined our programmes to better reflect the needs of our key markets, separating each academy and initiative by focus area.
- This ensures we are effectively reaching and supporting the groups who need it most — young people, women, and hidden workers.

For Young People (ages 16-18) – Inspiring tomorrow's leaders through role models, keynote talks, career events, and activities that raise, aspirations, enhance wellbeing and skills.

INSPIRING FUTURES

Often young people are full of talent and ambition, but many lack access to the guidance, networks, and opportunities they need to thrive. We support them to ensure the next generation can build brighter, fairer futures.

INSPIRING WOMEN

For Women and Girls – A women-focused programme that builds safe, empowering communities and supports their personal and professional growth through mentorship, workshops, resources, job opportunities.

Too often, women and girls face systemic barriers to education, employment, and leadership. By supporting them, we help close opportunity gaps and unlock the potential of half the population to drive lasting social change.

For Hidden Workers – A programme through which we partner with organisations to expand employment opportunities, provide skills training, and create sustainable career pathways for hidden workers.

INSPIRING HOPES AND DREAMS

Critical roles that form the backbone of our workplaces, yet their contributions are often undervalued or overlooked. By recognising their vital role and opening up new pathways to growth, we bring dignity, opportunity, and visibility to those who keep our communities running.

INSPIRING FUTURES

The Global Inspiring Future Leaders Academy - This programme is focused on Students and Young People. We are building a networked community of future leaders and exciting events led by inspiring and seasoned business professionals and keynote speakers.

Leadership Workshops

We run dynamic, virtual and live sessions on a wide range of topics and skill levels led by our expert team and inspiring guest speakers from diverse industries.

Online Learning and Events

We offer access to a curated library of practical, empowering resources anytime, anywhere through our online platform or downloadable app.

Student Mentorship

We connect each mentee with a dedicated mentor - someone who brings real-world experience, encouragement, and guidance to unleash potential.

Work Experiences

From career tasters to placements, we open doors to real-world opportunities that broaden horizons and build confidence for the workplace.

Train-the-Ambassador

The Train the Ambassador programme certifies new aspiring facilitators with tools and confidence to deliver impactful personal empowerment programmes and support for local communities.

Inspiring Leaders Annual Conference

An exciting opportunity to hear from and meet business leaders and industry professionals. These customised events and conferences can include networking, careers fair content, activities, and entertainment.

INSPIRING WOMEN

For Women and Girls - A women-focused programme that builds safe, empowering communities and supports personal and professional growth through mentorship, workshops, resources, and vital job opportunities.

CPD CERTIFIED The CPD Certification Service

Workshops

We run dynamic, virtual and live sessions on a wide range of topics and skill levels led by our expert team and inspiring guest speakers from diverse industries.

Resources

Access a curated library of practical, empowering resources anytime, anywhere through our online platform or downloadable App.

Mentorship

We connect each mentee with a dedicated mentor - someone who brings experience, encouragement, and guidance to help her reach her full potential.

Work Opportunities

From career tasters to placements, we open doors to real-world opportunities that broaden horizons and build confidence for the workplace.

Inspiring Business Entrepreneurship

The Train the Trainer programme at the Inspiring Leadership Foundation equips new aspiring facilitators with tools, and confidence to deliver impactful personal and professional development support.

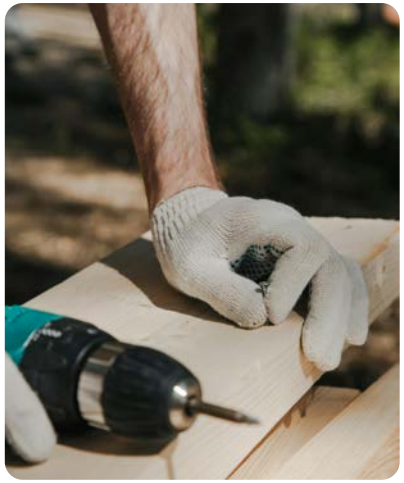
Write to Inspire

A nurturing and empowering initiative that supports women to confidently write and achieve their dream of publishing a book with one-to-one mentoring, peer support, and professional training provided by the Inspiring Collective Publishing House

INSPIRING
HOPES AND DREAMS

The Inspiring Hopes and Dreams programme creates pathways to meaningful employment for talented "Hidden Workers" who are under- or unemployed. By breaking down barriers and challenging the concrete ceiling that restricts opportunity, the programme champions frontline workers and ensures their potential is recognised.

Through targeted skills training, personalised mentoring, and structured career pathways, participants gain the tools, confidence, and networks needed to access new opportunities, progress in their chosen fields, and build long-term financial resilience.



FOR HIDDEN WORKERS

Whether developing digital skills, strengthening English and Maths, or gaining hands-on workplace experience, each participant's journey is tailored to their individual aspirations and strengths.

Forward-thinking businesses are partnering with us to build a future where opportunity is open to all. Together, we identify entry-level and critical roles, then design career pathways supported by innovative learning. This sector-wide initiative is reshaping the world of work: partners are not only developing a skilled, engaged, and resilient workforce, but embedding a purpose-led strategy that tackles social mobility head-on.

Together, we are sparking ambition, enabling lasting growth, and strengthening financial resilience, for individuals, businesses, and communities.

The IHD Kitemark provides independent recognition for participating organisations that meet a clear standard of excellence in driving social mobility through inclusive recruitment, training, and career progression.

In collaboration with:

Bellrock L&G

INTERNATIONAL TRAINER CERTIFICATION

Our Train the Trainer Certification Programme transforms passionate community leaders, facilitators, and professionals into certified change-makers, equipped to deliver life-changing personal and professional development across the UK and globally.

We believe true impact is achieved when knowledge is shared, multiplied, and sustained. That's why we have created a Centre of Excellence in the UK - a hub where individuals and organisations can gain the skills, resources, and confidence to empower others, creating ripples of transformation across communities. Through collaboration with multi-agency partners, business leaders, and world-class leadership professionals, we provide not just training, but a movement of skilled facilitators building brighter futures together.

- Full CPD accreditation and internationally recognised certification
- Access to proprietary Inspiring Leadership Compass™ frameworks, tools, and curriculum - our proven methodology for unlocking potential and creating lasting impact
- A ready-to-use suite of workshops, coaching tools, and online resources to inspire learning and development in any community setting
- Ongoing group mentoring, supervision, and advanced training - supporting facilitators every step of their journey
- Bespoke programmes tailored for organisations seeking to scale impact and empower their own communities

Global Standard for Inspiring Futures Academy Facilitation and Management
Inspiring Leadership INTERNATIONAL CERTIFIED

CPD CERTIFIED
The CPD Certification Service

Why it matters:
By becoming personally certified - or equipping your teams - you don't just enhance your own skills. You create opportunities for countless individuals to grow, lead, and thrive, amplifying your organisation's ability to make a measurable difference.

Whether you join our open programmes or commission a dedicated programme through the Inspiring Leadership Foundation, you are stepping into a global community of change-makers - people committed to inspiring futures and transforming lives.

INSPIRING ENTREPRENEURSHIP

Total Interest: **17**
Total Participated: **13**
Number of Sessions run: **6**

The ILF partnered with Skadden Legal to deliver the Inspiring Business Entrepreneurship pilot programme, supporting women to launch businesses, social enterprises, and charities. Expert leaders from various legal disciplines, alongside an ILF facilitator, hosted a series of virtual workshops covering financial management, governance and legal considerations, people management, and marketing.

Thirteen women participated actively, with individuals establishing a range of new ventures including CICs to advance women's goals, wellness and beauty businesses, yoga enterprises, and mental health coaching.

Among these accomplishments, a long-term ILF beneficiary, Aleasha, launched a new line of well-being products. The programme not only facilitated the creation of flexible, purposeful businesses but also strengthened participants' confidence and sense of community, demonstrating significant social and economic impact for women entrepreneurs.

WRITE TO INSPIRE

Write to Inspire is our newest programme, launched in 2025. It brings together participants and experienced writers, through a series of workshops and ongoing support, guiding them from the initial concept to the publication of their books.

The first session, Lesson 1, took place on 22nd May, with 20 participants enrolled. From the outset, participants were asked to commit to attending live lessons and actively engaging with both the community and the Virtual Learning Centre (VLC). This ensures they gain the maximum benefit from the programme.

The course's primary objective is to equip women with the confidence, skills, and practical knowledge required to write, publish, and eventually sell their books, supporting long-term personal and professional growth.

The programme consists of seven structured lessons guiding participants from writing foundations to publishing, covering intention, habits, commitment, book structure, marketing, and the ultimate publishing formula. Each lesson includes mini-challenges as milestones, such as finding a spark, creating a standout title, writing a paragraph, and completing a book outline.

Overall, the programme combines structured lessons, practical milestones, and continuous mentorship to ensure participants gain the confidence, skills, and resources needed to write and publish their books.

S**arah McGeough** designed and lead our Write to Inspire programme this year - she is a self-published author, qualified personal performance coach, and Projects Leader for motivational speaker Michael Heppell, whose passion, drive, and expertise inspire new writers and support children and families in understanding the sensitive journey of adoption through her Flamingo Family book series.

A) Services Continued - Headline Statistics

Total Number of Beneficiaries: 7,549

Number of Individuals who have benefited from ILF services 2025: 590*

Number of Active Beneficiaries:

- Total Supported by the Academy: **700**
- IWA Programmes: **193**
- UK Based Beneficiaries: **80**
- Across International Programmes: **113**
- Number of Beneficiaries added in 2025: **94**
- Percentage increase in beneficiaries in 2025**: 23%.**

Write to Inspire:

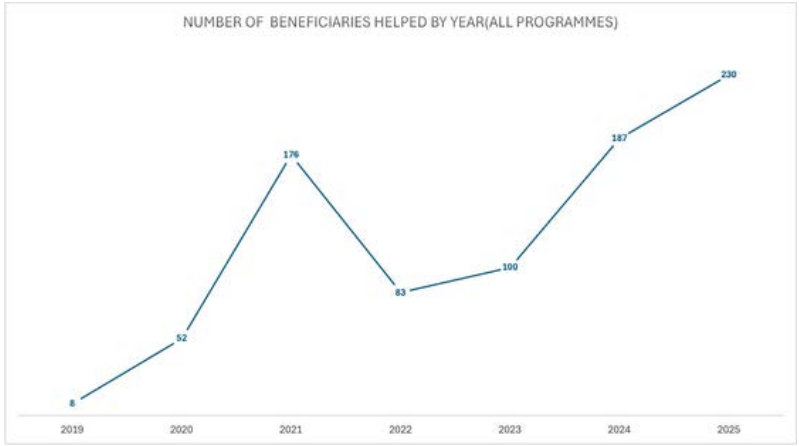
- Number of Individuals signed on: **12**
- Books to be published: **8**
  - **1 book successfully published already**
  - **7 committed to publishing and currently writing**
- 3 started the course but have dropped out

Inspiring Hopes and Dreams

- Number of Mentees: **24**
- Number of Applicants through Job Fair: **112**
- Number of Jobs Offered: **3**
- Total number of Job Applications processed: **161+**
- Total number of individuals : **238**

Breakdown of Data:

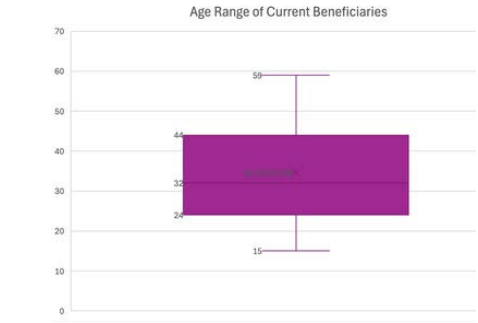
- Continuation Rate for Mentees: **67%**
- Job offer success rate: **2% (in line with national average)**
- Attended **6** Job fairs around the UK generating on average **25 applications**

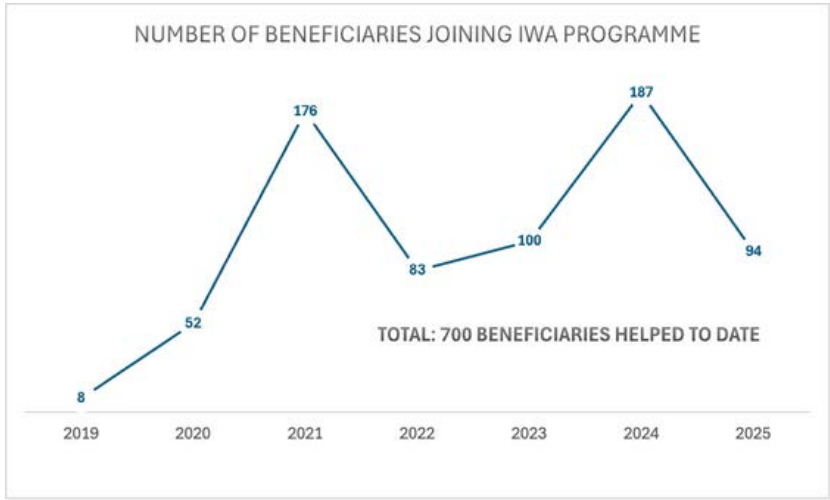


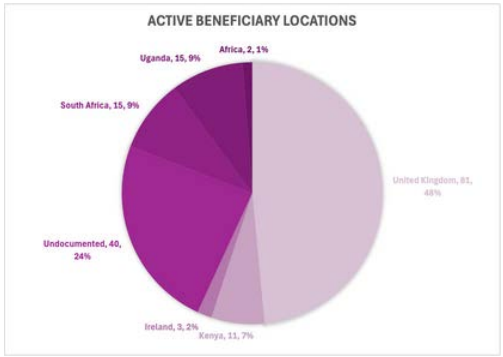
*Total number of individuals the charity has encountered or helped directly either through workshops, programmes or mentoring

A) Services Continued - IWA Programme Breakdown

The charity continues to demonstrate good growth, both internationally and in the UK. The period has continued to deliver strong numbers and positive feedback, indicating the positive impact of ILF's Academy programme. With continued funding and growing strategic partnerships, and growth of all its delivered programmes, ILF will reach its goal of 100,000 by 2035. However this is predicated on strong growth across all its programmes, especially Inspiring Hopes and Dreams. To achieve its goal, all programmes (not including Hopes and Dreams), will together need to grow by 28% each year. The goal for 2026 is set at 2,123 beneficiaries alongside 168 Hopes and Dreams beneficiaries.







Breakdown of Current Beneficiary Data as of Q4 2025:
Number of beneficiaries: 86

- onboarding/need 121: 22
- paused/on hold: 11
- awaiting a mentor: 8
- matched to a mentor: 45

Number of mentors: 55

- onboarding: 4
- matched: 41
- paused/on hold: 10

OUR IMPACT

Aimee

Aimee, who grew up in foster care and faced multiple challenges, regained confidence and began pursuing a creative career with the support of workshops and mentorship. She is now in a job she loves in an NGO using her passion for programme management to best effect.

"I'd like to highlight how important charities like ILF are for guiding and supporting people from backgrounds where support and guidance are lacking."

- Aimee, Inspiring Women's Academy, UK

Prakash

Originally from Nepal, Prakash came to the UK to study but had to leave university due to financial pressures. After four years as a security guard, he is now restarting his career through the Inspiring Hopes and Dreams programme, pursuing the Facilities Manager pathway with dedicated mentorship.

-Prakash, Inspiring Hopes & Dreams, UK

Emma

Since May 2024, Emma has met regularly with her mentor, who has supported her through the challenges of losing her parents and caring for younger siblings. With guidance, she has become more organised, grown in professionalism, and is now applying for a marketing apprenticeship. Inspired by the support, she has also referred her sister to the charity for mentoring.

-Emma, Inspiring Women's Academy, UK

John

Dr. John Hamilton, Chief People Officer at Bellrock Group, mentors to empower others by building confidence, connecting them to networks, and helping them recognise their strengths. Reflecting on the experience, he says: "DO IT! It's flattering to feel as though you've helped someone and realise your own skills and talents." Thanks to John's mentoring of a beneficiary, they have successfully launched their social enterprise delivering events for businesses across the country.

Abdula

Abdula, who moved to the UK at 12, had to pause his engineering studies due to financial pressures and now works as a Support Officer with Unitrust. Determined to return to engineering, he says: "I'm really grateful for the opportunity to be part of the programme… it's the first time I've felt like I have a real chance to get back into engineering and build a future doing something I care about."

-Abdula, Inspiring Hopes & Dreams, UK

HOME OFFICE TESTIMONIAL

"Both as a Police officer and Home Office Policy official I have had the privilege of seeing the incredible programmes that the ILF runs in supporting women and girls and enabling them to transform their lives from situations of abuse, exploitation and harm into visions of hope and opportunity for their futures.

The passion, resolve and absolute commitment to support others has afforded me first hand opportunity to meet some of the women supported by ILF and hear their journeys to recovery, lessons from which I have absorbed and factored into elements of policy making that I have had responsibility to develop, such as the Clear-Hold -Build programme to tackle those impacted by organised crime, including gang and county line exploitation.

Such is the impact of ILF's work, I have hosted them at the Home Office where they have presented to policy teams and also invited them to undertake a keynote presentation at the national CHB conference in May this year, which was both emotive and inspirational, especially when articulating how they have worked with the private sector and been able to showcase women's journey to recovery that has resulted in an 'employability' based outcome- this is so rare in many charities but one which is absolutely critical to enable women to escape the abusive circumstances and lead independent lives.

The standards of conduct and integrity of their programme infrastructure has also enabled me to feel sufficiently confident to sign-post and recommend ILF to colleagues within UK policing, the statutory and other sector organisations who I work with directly for them to embed their programmes- which in turn have featured in national guidance documents, showcasing their good practice that I have written, eg National Lead Responsible Officer Guidance, and forthcoming National C-H-B guidance."

SHANE ROBERTS

CLEAR-HOLD-BUILD PROGRAMME TEAM
COUNTY LINES AND GANGS UNIT |
CRIME DIRECTORATE
PUBLIC SAFETY GROUP
HOME OFFICE

b) Partnerships

- Expanded partnerships across the UK, increasing in-person events and collaboration.
- Working alongside major organisations such as:
  - The Police
  - The King's Trust
  - Department for Work and Pensions (DWP)
  - Local charities and community partners

- Developed strong, long-standing corporate partnerships with companies including Adobe, Legal & General, Polyco Healthline, Gleeds, Omega, Dove/Unilever, Ocado, Bellrock, and others.
- Enhanced operational resilience through upgraded CRM systems, improving governance, automation, and reporting.
- Received pro bono legal support to audit our key policies, contracts, processes, and risk management frameworks to strengthen compliance and sustainability.

B) Partnerships - Multi-Agency Overview

GOVERNMENT ORGANISATIONS

We partner with government organisations who play leading roles in the security and economic prosperity of the UK. For example, we work with the Department for Work and Pensions, Local Authorities and the Home Office.

EDUCATION

We work with education instituations such as schools, colleges and universities. For example, we are currently partnered with Queen Mary University and National College of Ireland.

POLICE

Working together we can help to create safe and strong communities. We partner with territorial police forces in the UK, such as the Humberside Police.

CHARITIES

We proudly partner with other charity organisations to achieve common goals. For example, we have nurtured a long-withstanding partnership with Team Kenya and Mothers2Mothers, allowing us to take our programmes far afield.

Clear, Hold, Build

The Clear, Hold, Build (CHB) programme is a national Home Office-backed, place-based operational framework implemented across England and Wales to tackle serious and organised crime (SOC) in high-harm local areas. It brings together law enforcement, statutory partners, and community stakeholders in a three-phase approach designed to dismantle criminal influence and foster long-term resilience.

The ILF has now featured in two ministerial reports, as well as guidance for best practice for delivering transformational community interventions.

Home Office

Working alongside the Home Office to deliver projects such as CHB and developing opportunities and areas for collaborations across government departments, charities, and local government to deliver on cross-sectional issues, ILF is forging strong connections leading to work and projects which deliver real impact, helping those who need it most.

DWP Covenant

SEE CAREERS

In 2023, we were honoured to be chosen by the Department for Work and Pensions as the first organisation to deliver the Covenant for Empowering Women and Girls, a national initiative tackling barriers and discrimination.

Through partnerships with corporates, we now provide job opportunities and long-term support, helping women and girls build skills, confidence, and independence.

Testimonial

"Both as a Police officer and Home Office Policy official I have had the privilege of seeing the incredible programmes that the ILF run... The standards of conduct and integrity of their programme infrastructure has also enabled me to feel sufficiently confident to sign-post and recommend ILF to colleagues within UK policing, the statutory and other sector organisations who I work with directly for them to embed their programmes- which in turn have featured in national guidance documents, showcasing their good practice that I have written, eg National Lead Responsible Officer Guidance, and forthcoming National C-H-B guidance."

– Shane Roberts: Clear-Hold-Build Programme Team, Home Office

Adobe

We were honoured to be chosen as one of Adobe's official Charity Partners for their International Women's Day celebrations this year. Through their creative fundraising initiatives and employee engagement, Adobe raised an incredible £6,000 to support our mission of empowering women and underserved communities across the UK.

Dove / Unilever

We are proud to have Unilever, through its Dove brand, as the primary sponsor of our flagship Ride to Inspire event. Their commitment to championing confidence and self-belief aligns perfectly with our mission to empower individuals through sport and community action.

Dove's sponsorship of our high-profile event at the Lee Valley Velodrome provided invaluable visibility, credibility, and inspiration—helping to amplify our message of empowerment on a national stage.

This is the second large event event that Dove has chosen to sponsor.

Bellrock - A strategic Operational Partnership

The Bellrock Group has played a central role in operationalising Inspiring Hopes and Dreams, embedding the programme across Legal & General's managed portfolio and aligning delivery with workforce, ESG, and social value objectives.

Through coordinated supplier engagement, mobilisation of training resources, and integration into day-to-day operations, Bellrock has strengthened recruitment pathways, enhanced workforce resilience, and ensured measurable social impact across the property management supply chain.

Legal and General - A Visionary Anchor Partnership

Legal & General's strategic leadership and investment have positioned Inspiring Hopes and Dreams as a core mechanism for advancing ESG priorities, inclusive growth, and operational resilience across their national asset portfolio.

By integrating the programme into governance, reporting, and regional engagement strategies, Legal & General has demonstrated sector leadership in driving social mobility, improving workforce stability, and delivering transparent, measurable impact for stakeholders and communities.

B) Partnerships Continued - Impact Data

UK Regional	UK National	International

Regional

- NE Lincolnshire Council
- Humberside Police
- Adidi Troubled Families
- Emerge
- Graft
- London Borough of Harrow
- Merseyside Police
- Queen Mary University London
- Suffolk Constabulary
- Step 2 Change
- Smartworks
- Seed Eating Disorders
- Their Voice
- The Lord MAyors Appeal
- Telford Public Health Commission
- Tower College
- Urban Hope
- Urban Saints
- University of Bradford
- University of Scotland
- University of Westminster
- UK Youth
- Walthemstow School
- Wellspring Academy Trust
- West Heath School
- West Mercia Police
- West Yorkshire Police

National

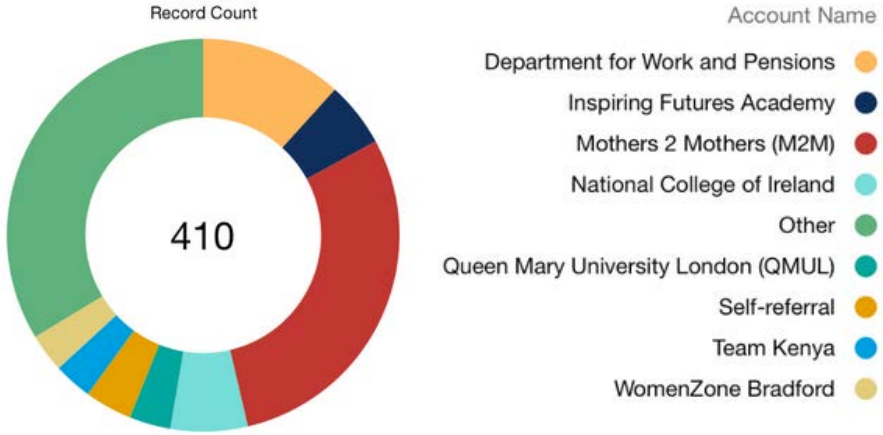
- The Home Office*
- Department for Work and Pensions (DWP)*
- Catch 22
- De Paul
- Anna Freud
- YMCA
- Victim Support
- The Salvation Army
- Police (VAWG Agenda)
- Stephen Lawrence Fundation

Africa:

- Mothers2Mothers (south africa for pilot, the continent-wide opportunity)
- Team Kenya (Ndhiwa, Kenya)
- Hope for Teenage Mothers (Nairobi)
- Woza Moya (Kwa-Zulu Natal)
- St Abigail's School (Lagos, Nigeria)

Ireland

- National College of Ireland (Dublin, Ireland)



CLEAR, HOLD, BUILD -

The role of the Inspiring Leadership Foundation charity in the CHB initiative is to act as the national multi-agency partner during the transitional phase, particularly aligning with the 'Build' stage. With support from the Home Office, our initial introduction was facilitated by Shane Roberts. Since March 2024, the Inspiring Leadership Foundation team has been building collaboration with CHB sites. Of the 64 sites being targeted for CHB, we have prioritised Camden/Islington, the MPS, Merseyside/Liverpool, Kingston, Finsbury Park, Hackney, and Lancashire to kick-start the rollout of services nationally.

We have engaged with **29 Police officers**, introducing our free services designed to help strengthen and advance local communities.

During our involvement with the Clear Hold Build (CHB) project, we have successfully engaged 32 new beneficiaries for the broader Academy offerings across the various locations. We are actively communicating with our referring partners in these areas to reach more women and girls, inviting them to join the Inspiring Leadership programme and access our wider range of services.

Progress Summary Update

Lancashire – Fleetwood
Attended a VAWG meeting on 27th March 2025 with positive engagement from the Community Health Board.
Elizabeth is developing a QR code linking to support services, including our charity.

We have successfully delivered an Empowerment workshop to Blackpool Sixth Form College on the **1st July 2025** to **79 Women and Girls**. This Workshop had a clear and positive impact on participants' confidence and personal development. Students reported a significant increase in confidence following the session, with many feeling more empowered to make confident decisions. This connection was a recommendation from Elizabeth Bradley and we look forward to working with Blackpool Sixth Form College again in the future. We also have delivered an Empowerment Workshop for Elizabeth to her recommended Women and Girls at the Highbury Stadium in Fleetwood on the **24th July 2025.** This Workshop was delivered to **14 Women and Girls**, participants reported a notable increase in their confidence to overcome challenges and move forward.

Kingston
Jiska from Voices of Hope Women's hub expressed interest to host Empowerment Workshop which we was able to deliver on the **5th June 2025** to **18 Women.** The participants that attended experienced a 45.9% increase in confidence after attending the session. 85% felt more empowered to make confident decisions in their personal and professional lives.

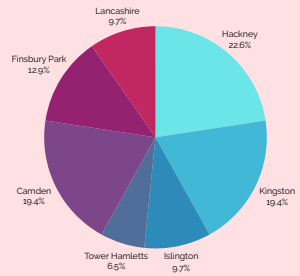
The DWP in Kingston expressed interest and offered their location to also run the Empowerment Workshop on the **6th June 2025** to **13 Women.** We saw a strong level of interest and engagement from participants, many of whom self-selected to attend, which speaks to the need and appetite for empowerment/confidence-based support.

In a short amount of time we managed to deliver the Empowerment workshops to **180 Women** across different locations which has created meaningful impact on the participants that attended.

Camden
Emma Barker (Holborn Police, VAWG Central North) is exploring collaboration to support exploited girls. Emma Barker attended the Ride to Inspire 2025 Velodrome event with 60 of her MET colleagues and shared very positive feedback on the experience. ILF team are working together to develop a referral strategy, including pathways and a beneficiary application process.

Hackney
Carolina from Latin American Women's Aid (Hackney-based) is enthusiastic about hosting the Empowerment Workshops; logistics pending.

Tower Hamlets
Inspector Frank has shown interest in ILF's work and a call is being arranged to explore partnership opportunities further.



INTERNATIONAL IMPACT

Opportunities in partnerships have notably expanded on the international front, particularly in the realm of international development activities, exemplified by the extension of the Inspiring Futures Academy into multiple countries in Sub-Saharan Africa.

We have initiated a successful pilot program in collaboration with M2M, launched in Uganda and South Africa, with plans for an expansive rollout across sub-Saharan Africa.

Opportunities for joint funding projects in the future are on the horizon. Our services, which complement M2M's initiatives, are delivered to female mentors leading health initiatives in their communities, garnering exceptional feedback.

Overall To Date:
UK (8 - Birmingham, Grimsby, Leeds, Liverpool, London, Worcester, Birmingham, Nottingham)
Ireland: 1 - Dublin
Africa: 4 - Uganda, South Africa, Kenya, Ghana, Milawi

Project Investments

Addressing the basic fundamental needs for security, health and education, provide a strengthened platform for working together and delivering our academy services, helping more women and girls feel empowered, and supported to thrive.

Our project investments from previous years of 2 X School Business Farms, 2 School & 8 Classroom Refurbishments, 2 Digital Learning Labs (with 70 donated computers), 3 School Water Sanitation systems, business-start-up funding, teacher and farmer training, all continue to make an impact to thousands of women and children year on year. We have put a hold on further International project investments whilst we nurture existing relations that have been severely impacted by USAID and other disruptive changes globally. We are review what is needed next, whilst focusing on the priority of rolling out ILF programmes and certified pathways, including Train the Trainer.

What Next? Opportunities for International Growth

Following the successful pilot and implementation of the Inspiring Futures Academy in Kenya and South Africa, we are now planning the implementation of the Academy across 10+ sub-Saharan African countries in partnership with Mothers2Mothers. We will be collaborating with approximately 1,200 Mentor Mothers working in communities to address issues of women's and family health, including the prevention of parent-to-child transmission of diseases.

We are currently exploring how to implement Train the Trainer across international organisations, enabling the continued growth of our services.

At a local level, we persist in building 3rd party partnerships with charities, NGOs, and the education sector, offering our services for free. We believe that through collaboration, everyone thrives.

Ride to Inspire

Day 1 – London Velodrome Launch

We kicked off at the world-famous Lee Valley Velodrome with over 200 partners, including more than **60 members of the police force, representatives from the DWP, and our incredible sponsor Unilever DOVE. With generous support from B&M**, the day was packed with energy and inspiration.

Extraordinary voices such as award-winning speaker **Emma Henderson MBE, Neil Basu QPM, Emma Kane, and Artctic explorer Jonny Huntington set the tone, followed by a lively panel with Chris Barron and Jon Parry, hosted by Leigh and Jonathan Bowman-Perks.**

As CEO guest and panellist, Emma Kane, reflected, "I loved hearing the stories and insights of so many extraordinary people."

With spirits high, we waved off our cyclists as they began the first leg of their adventure.

Day 2 – Women Breaking Barriers at the National Space Centre
After an overnight stop at MK Stadium in Milton Keynes, our riders continued to the awe-inspiring National Space Centre for a landmark Women Breaking Barriers event - thanks to our sponsors B&M and Bellrock.

Hosted by Assistant Film Director Arizona Eastwood, we heard from incredible voices including screenwriter/director Imogen Harrison, world-record holder Kiko Matthews, NATO Leader Jacqui Wilkinson, ex-Commando Scotty Mills, Shane Roberts (Home Office), and Clémence Mahéo (TogetHer Feminism and ILF beneficiary) – all sharing their stories.

A huge thank you to **Councillor Teresa Aldred, Lord Mayor of Leicester,** for joining us. As Leicester's first citizen for 2025–2026, Cllr Aldred carries a role of great honour, representing the city and its people with pride. It was a privilege to have her presence, her encouragement, and her recognition of our work as a charity.

The impact was undeniable. Attendee Tania Dovey called it "*such an amazing event,"* while Aleksej Gubka from Leicester University said it was *"truly inspiring and resonated with me so much."* And as Kiko Matthews reminded us: *"More people need to know about this charity."* The National Space Centre could not have been a more fitting venue – a place dedicated to exploration and breaking barriers, just like our mission.

Day 3 – Grantham Finale
The final stop brought our cyclists into the welcoming atmosphere of Grantham Tennis Club, where sunshine, pizza, and refreshments (thanks to Mash Gang) made for a celebratory finish. Musicians Ace Clvrk and Nath Brooks performed as the cyclists arrived.

It was especially moving to see members of our own team – Kelly, Alex, and Kirsten – joining in on the ride.

Cyclists shared their pride in being part of the journey: Jack Prichard called it *"an amazing event – I'm already looking forward to next year,"* while Michael Cook said, *"I really enjoyed it and I'm pleased I could raise some cash to support the next success story."* Another, Graham Harle, described it as "fantastic – extremely well organised."

We want to say a huge thank you to every single rider, sponsor, supporter, and speaker who made this journey possible. Thanks to your generosity and dedication, we are thrilled to announce that Ride to Inspire raised a total of **£30,999.21 –** and created vital new connections along the way.

Thank you to our cyclists: **Alex Garment, Tom Day, Michael Cook, Chris Barron, Louise Vardeman, Jacqui Wilkinson, Kirsten Warrender, Kelly Tamplin, Jonathan Bowman-Perks, Daniel Wickham, Sam Mercer, Graham Harle, Jack Prichard, Alex Marshall, Adam Fox-Edwards, Shane Roberts and Justin Levene.**

These funds will go directly towards empowering people from disadvantaged backgrounds to achieve both personal and economic empowerment through our core programmes of workshops, mentorship, and work opportunities.

A big thanks also goes out to Discover Adventure who facilitated the ride. We couldn't have done it without them and highly recommend the organisation.

Jacqui Wilkinson described the whole journey as **"a powerful adventure. I met so many wonderful people. Thank you, thank you, thank you.**

We're thrilled to introduce Ride to Inspire 2026 – a three-day cycling challenge from Silverstone to Anfield Stadium. Over the course of the journey, riders will take part in inspiring events, hear from exceptional guest speakers, and raise vital funds to support individuals from disadvantaged backgrounds.

Join us as we pedal for change, create unforgettable experiences, and make a lasting impact on communities across the country.
Thanks to the incredible commitment of our cyclists, sponsors, supporters, and speakers, Ride to Inspire 2025 raised £30,999.21, helping us deliver workshops, mentorship, and work opportunities that

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of Charity Name: INSPIRING LEADERSHIP FOUNDATION

On accounts for the year ended 31/03/2025 **Charity no (if any)** 1165616

Set out on pages 3 to 4 (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 31/03/2025.

Responsibilities and basis of report

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn 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: [signature] **Date:** 30/01/2026

Name: CECILINA CALE, STREETS LLP

Relevant professional qualification(s) or body (if any): FCA

Address: WINDSOR HOUSE, A1 BUSINESS PARK
LONG BENNINGTON, NEWARK,
NOTTS. NG23 5JR

Section B Disclosure

Only complete if the examiner needs to highlight 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.

CHARITY COMMISSION FOR ENGLAND AND WALES

INSPIRING LEADERSHIP FOUNDATION	1165616

Receipts and payments accounts

CC16a

For the period from	01/04/2024	To	31/03/2025

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations - Private	12,876	3,500	-	16,376	-
Donations - Business	25,600	32,500	-	58,100	24,964
Charitable Activities - Gala			-	-	-
Fundraising Events			-	-	-
Other - Books			-	-	-
Other	19,100	12,500	-	31,600	-
			-	-	-
			-	-	-
Sub total *(Gross income for AR)*	57,576	48,500	-	106,076	24,964
A2 Asset and investment sales, (see *table*).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	57,576	48,500	-	106,076	24,964
A3 Payments					
Raising funds- Gala	-	-	-	-	-
Charitable Projects	-	-	-	-	-
Salaries and Consulting	49,056	-	-	49,056	41,779
Accounting	1,590	-	-	1,590	-
Service delivery training and events	458	-	-	458	-
Safeguarding DBS/training	179	-	-	179	-
Other	13,008	-	-	13,008	-
Bank charges	-	-	-	-	-
	-	-	-	-	-
Sub total	64,290	-	-	64,290	41,779
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	64,290	-	-	64,290	41,779
Net of receipts/(payments)	- 6,715	48,500	-	41,785	- 16,815
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	17,493	-	-	17,493	34,308
Cash funds this year end	10,778	48,500	-	59,278	17,493

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Natwest Current Account	59,278	-	-
	Paypal account	-	-	-
			-	-
	Total cash funds	59,278	-	-

(agree balances with receipts and payments account(s)) OK OK OK

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

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Leigh Bowman-Perks	30Jan26

Inspiring Leadership Foundation

England & Wales - Charity number 1165616

Accounts

INSPIRING LEADERSHIP FOUNDATION

Inspiring girls.
Empowering women.
Advancing communities.

ANNUAL REPORT

2022 - 2023

Report of the Board of Trustee Directors and Financial Statements - Year Ended 31 March 23

Empowering women through education and employment opportunities is essential to driving change. Through mobilising inspiring leaders to use their resources and talents to achieve this is effective altruism. Communities and society as a whole will thrive as a result. This needs a more joined-up effort, where every one of us has a part to play.

Leigh Bowman-Perks, Founder & CEO

REGISTERED CHARITY: 1165616 ENGLAND AND WALES
COMPANY NUMBER: 14176030

OVERVIEW

Charity Name:	Inspiring Leadership Foundation
Structure:	Charitable Company Limited by Guarantee
Charity Number:	1165616 (England and Wales)
Company Number:	14176030 (England)
Bankers:	Natwest Bank, London
Auditors:	Streets Accountants

Trustee Directors Board

Chairman	Mr. Danny Payne
Founder & CEO	Ms. Leigh Bowman-Perks
Trustee / NED	Ms. Michelle Coomber
Trustee / NED (Safeguarding)	Ms. Jane Burton
Trustee / NED	Ms. Nicola Kerr-Shaw
Trustee / NED	Ms. Clare Iles
Trustee / NED	Mr. Jon Parry
Trustee / NED	Ms. Unette Spencer
Trustee / NED / ARAC Chair.	Ms. Victoria Cope

Charity Trustees' Annual Report 2022-2023

The Charity Trustees, who are also the Directors of the charity for the purposes of the Companies Act, present their Annual report and the audited financial statements for the year ended the 31 March 2023.

The Financial statements comply with current statutory requirements, the Articles of Association and the statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

The objects of the Inspiring Leadership Foundation are to promote for charitable purposes for the benefit of women and their families, detailed in the Strategy section of this report.

Javina, lives in Birmingham, UK. She was referred to us by the Serious and Organised Crime Team at the Home Office. Having completed the 4 levels of the Inspiring Futures Academy, she is going through her training to become a Certified IFA Trainer and Ambassador. She is also a Songwriter/Producer, setting up the first pilot Safe Space for women to feel inspired and developed to fulfill their potential. She is being mentored by singer/songwriter/actress Twinnie Lee Moore and her production team.

Report of the Board of Inspiring Leadership Foundation Charity Trustee Directors

Chair's Message

Danny Payne
Chair
Inspiring Leadership Foundation

As we prepare this report, it is clear that our vision for achieving the empowerment of women and girls is more critical than ever. We are in the midst of a growing cost of living crises, where women are particularly adversely impacted, where they are 14% more likely to experience increased unemployment, caring responsibilities and poverty. As the ILF works specifically with the most disadvantaged, vulnerable, and risk risk, we hear stories of how these gender-based inequalities are compounded even further, building barriers to job opportunities and career progression, with a direct correlation to issues such as financial anxiety, mental and physical ill health.

This landscape makes our determination to fulfill our purpose stronger than ever, and help the women and girls who face the greatest risk of disadvantage, discrimination, violence, exploitation, and exclusion compared to others. Through targeting the most deprived communities and developing more than **240 multi-agency partnerships,** we are working together to tackle both strategic national and local community-based issues, including: **Violence Against Women and Girls** (**VAWG**) with the Police; Serious and Organised Crime (**SOC**) with the **criminal justice system** with the Home Office; **Mental and Emotional Wellbeing** with a range of schools and charities; and **Unemployment** with the Department for Work and Pensions.

It is the transformed life of every beneficiary that resides firmly at the very heart of our work and I am so proud of the resilience, dedication and creativity of the team that has enabled us to swiftly pivot to fully agile and remote services.

Our fresh, new curriculum is based on the Inspiring Leadership Compass, offers 4 levels of learning, creating a holistic, statistically proven method for personal and professional development. Each level moves beneficiaries from individual and team learning through to the skills of empowerment, creating personal agency and ambassadors that support others. In addition to matching inspiring business leaders as mentors, delivering masterclasses and our own online learning APP, we have been gifted essential resources that address the issues of digital inclusion for participants, ensuring no experience is compromised due to lack of access to resources or digital inclusion.

We also believe that whilst charity may start at home, it should not end there. Our services have **relevance around the world**, and this intentional approach reinforces our values and the true meaning of diversity, inclusion, and tolerance. Our world-class Inspiring Futures Academy continues to expand its footprint, and is now being delivered to women in 5 different countries: UK, Ireland, Kenya, South Africa, Uganda,

We continued to forge strong relationships with existing and new international partners, in particular Mothers 2 Mothers, an inspiring organisation that's addressing the issues of HIV / AIDs and other health-related issues in communities across sub-Saharan Africa, with outstanding results. We continue to craft fit-for-purpose interventions, as well as investing in critical projects that address the basic fundamental needs and human rights for women and their families. The positive impact of this important work through the year has led us to planning the rollout of our services to at least 10 Sub-Saharan African countries in collaboration with Mothers 2 Mothers from Quarter 1, 2024.

Through bringing together the power of women's voices through personal stories and developmental growth, women become **more united** in their learning, **tolerant of differences**, and **inspired to excel** to achieve their dreams. We have been taking targeted action to empower women by specifically addressing their educational, wellbeing, employment and resource needs. Our inspirational and comprehensive programmes have been helping to close the gaps in available support at a critical time: as women transition from or leave services, or even struggle to access them in the first place. As a result, we are witnessing achievements for personal empowerment and also promising in-region gender-inclusion improvements. We have seen an increased in IFA referrals, with **385 new referrals** to our programmes, bringing the **total number to 6959 beneficiaries** impacted by our Academy, Career Advisory, Mentoring and Project investments to date.

As we look forward, we are conscious of the temporary hold we placed on investing in international projects through COVID and post-pandemic to ensure stabilisation. This will be reviewed again for the forthcoming year.

We developed 3 critical phases to the charity: Protect, Innovate and Grow. This focus on 'Protect' and 'Innovate' through a very challenging geopolitical environment, helping to bring us confidently closer to our ambition for a global community of women and girls that are most impacted by gender disparities and disadvantage, so that everyone thrive, without compromising on quality and impact. Through the gift of exclusive, leading technologies and APPs, we are able to place learning and inspiration at the fingertips of our beneficiaries no matter where they live in the world. This digital strategy prepares us for an exciting phase of growth.

There is a huge amount of work to be done to now scale up and extend our services, particularly in the aftermath of the pandemic. The Board comprised of the highest cadre of talent and experience, with a passion for the ILF, is a key enabler for our growth. I would like to thank everyone who has played a role in our success for their generosity, support and belief."

Danny Payne
Chair, Inspiring Leadership Foundation

Type of Governing Document:
Articles of Association

For Public Benefit

In planning the charity's activities, the Trustee Directors have given due regard to the Charity Commission and Companies' House guidance. The Inspiring Leadership Foundation delivers comprehensive personal and professional development, career opportunities, and resources. with the aim of helping women and girls, and their families, in the UK and internationally to achieve their ambitions and financial independence.

Our research-based Inspiring Futures Academy empower beneficiaries with essential skills, knowledge, and self-confidence to achieve personal goals and career aspirations. We leverage an influential international business community that provides a breadth of mentorship, essential resources and work opportunities. Our collaborations with critical services and partners expands our united ability to address the gaps in outreach services, enabling us to meet the holistic needs of beneficiaries, opening new and inspiring pathways and eliminate the 'revolving door'.

OUR CHARITABLE OBJECTS:

EDUCATION

Educate, inspire and empower individuals and communities for their advancement, to relieve and prevent poverty and financial hardship

EMPLOYMENT

Advance the development of learning, education, vocational and business skills to enable gainful employment and greater financial independence

PARTNERING

Promote efficiency and effectiveness of charities and projects through collaboration and the provision of advice, education, training and resources

WELLBEING

Advance the provision of healthcare and education to improve the wellbeing of women and children affected by health and poverty-related issues (including but not exclusive to access to water, sanitation, education, medical aid, mental wellbeing)

RECOVERY

Provide relief, counselling and support for the recovery of survivors from trauma and abuse (especially but not exclusive to female genital mutilation, sexual exploitation, human trafficking, access to education, abuse and discrimination)

Our Governance Framework

Inspiring leadership Foundation is governed , which provides the constitutional framework. These are available for inspection on the Charity Commission website or from the Charity secretary. As part of our commitment to corporate governance, we have adopted a global code of ethics policy and compliance with this is reviewed each year to ensure our compliance. The trustee Directors establish the annual plan each year, considering how planned activities will contribute to the aims and objectives of the charity. They have confirmed that the annual report and financial statement complies with the current statutory requirements.

Background

"We know that risks faced by girls and women diminish proportionally to their financial independence and reducing inequality can improve economies and stabilise communities around the world. Our interventions must not fall short of our beneficiaries' unique potential, aspirations." - Leigh Bowman-Perks, Founder and CEO.

Our charity was founded by Leigh to help change the landscape for women by addressing gender disparities that are impacting every country. Following her own early life experiences of abuse and poverty, Leigh became a successful international business-woman, speaker and author. Her extensive research explored the inequality women and girls face at home, at work, and in public life and how the empowerment of girls, adolescents and women through targeted interventions is key to breaking the cycle of gender inequality.

The need for services are escalating, however in contrast, investment and available support is contracted as a result of economic pressures. As an inclusive charity, we do not define the beneficiary by their past and so each has their own story and reason for joining. Our referrals and applications are for women and girls aged 13 and above who are physically, mentall and emotionally ready for our programmes. Here are just a few insights based on some of the most pertinent challenges our beneficiaries face:

- **A need to support women into employment** – Currently over 1 million women in the UK are unemployed; the highest this percentage has been since 2016, with a widening gap of 13% difference between male and female participation. Mothers have either lost work or hours (35%) due to caring responsibilities. At this rate, it will take 24 years to close the participation gap and 112 years to close the pay gap. 90% of current beneficiaries were unemployed when they first registered for the Inspiring Futures Academy.
- **A need altered pathways through financial independence -** Women are more likely to experience multiple incidents of abuse, with more than 1.5 million women experiencing different types of domestic abuse. This escalated to proportions not witnessed for over a decade and has been described as an endemic in the pandemic. 20% of our beneficiaries have unhealthy relationships
- **A need for alternative role models and pathways -** The number of female victims and offenders in Serious and Organised Crime (SOC) and gang related activity is substantial and growing, with a visible presence in all forms including drug trafficking, extortion and money laundering, and human trafficking. Women play diverse roles and can become positive influencers within their family units and communities when equipped with the right knowledge, strategies and confidence. Working with the Home Office, our pilot programmes support 15% of beneficiaries to create alternative pathways.
- **A need for inspiring networks and opportunities -** Around one in five women have a common mental health problem such as anxiety and depression. There are many reasons for why they develop including, abuse, poverty, anxiety, bullying, carer responsibilities. Lack of confidence is a key factor for preventing women progressing and seeking better opportunities in their careers. Over 70% of our beneficiaries experience low self-esteem, anxiety and depression.

Through our research we have explored the unique factors experience of vulnerable and disadvantaged girls and women, with an aim to elucidate the specific protective factors than minimise the trends. Upon reviewing factors that have been found to have a differential impact on the outcomes for women in terms of economic autonomy and supportive and health social ties, we have designed our interventions that understands the specific gendered-related needs of our beneficiaries. We observe that this not only positively impacts individuals but also their families and relationships too due to the influence women have in their communities.

Our Vision

A world where all women and girls are inspired and empowered to achieve their full potential, leading to positive social change.

Our Mission

To provide world-class personal and career development, helping disadvantaged and vulnerable women and girls to achieve their ambitions and financial independence.

We do this by leveraging the power of an influential community and collaborative partnerships in the public, private and charitable sectors.

Our Goal

100,000 women and families around the world by 2035

Our Strategy on a page

Vision

We envision a world where all girls and women are inspired and empowered to achieve their full potential, leading to women's empowerment and social change.

Mission

We provide world-class personal and professional development, helping women and girls to achieve their ambitions and financial independence. We do this by leveraging the power of an influential community and collaborative partnerships.

Objects

All fall under the stipulations listed by the charity commission for England and Wales

1. "The advancement of education"
2. "The advancement of health"
3. "The advancement of equality"
4. "The advancement of community development"

Our Values

Inspiring • Collaborative • Progressive • Resourceful

Our Goal

100,000 women & girls by 2035

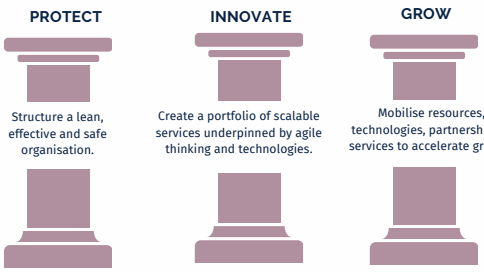
Our Strapline

Inspiring girls.
Empowering women.
Advancing communities.

Our Why? Burning Platform

1. Growing social mobility gap and inequities
2. Gaps in service provision and resources
3. Limitations to government & funding as catalyst
4. Emphasis on emergency support
5. Lack of long term community and aspiration realisation
6. Latent business leadership talent not tapped into

Strategic Focus 2022-2025:



Our Ecosystem

LEADERS LEAVING LEGACIES

Leveraging the assets, resources and capacities of international corporate partners and business leaders to affect change.

WIN-WIN COLLABORATIONS

Strategic collaborations with government and multi-agencies, sharing knowledge and bridging the gaps in services, resources and funding.

OUTCOMES FOR BENEFICIARIES

Fund and implement world-class services and support for the empowerment of women and girls globally.

RESOURCEFUL ORGANISATION DESIGN

Efficient and effective models for economies of scale and impact, leveraging 21st century technologies and resources.

Inspiring Futures Academy

Inspiring Futures Academy is our customised, world-class, comprehensive programme It delivers a uniquely positioned curriculum for personal and professional development, and is delivered by Certified Inspiring Futures Ambassadors™, inspiring business leaders and subject matter experts.

Specialist **Pathways:**

- Inspiring Entrepreneurs (Business Start-ups)
- Students in Mind (Education Wellbeing Programmes)
- Inspiring Futures Ambassadors Programmes™ (Certifications)

*Centres for Inspiration create safe spaces for women to connect as a community, learn together, and access vital resources.

Outcomes:

- Improved confidence and wellbeing
- Improved employability skills
- Improved autonomy
- Healthy social ties and relationships
- Economic Independence

International Development

We recognise that we must provide targeted investments into the infrastructure, assets and resource needs of under-developed countries for empowering women and girls. To successfully collaborate and embed our Academies and services in local communities, we start with building the foundations. This includes;

Additional **Outcomes:**

- Improved educational infrastructure
- Improved personal and employability skills
- Improved health services
- Improved local agency
- Economic Independence

Our Framework

Our programmes are built around the Inspiring Leadership Compass ™- a statistically, researched and proven model for personal and professional performance and success.

Our Tech

Our Virtual Learning Centre and App offers life-long access to support, placing learning and support at the finger-tips of users. Embracing the future for agile intervention to meet the needs of users and achieve economies of scale and impact globally. World-class CRM delivers security, efficiency and robustness.

Inspiring Leadership Academy

Inspiring Leadership Academy delivered by world class professionals:

- International Authors, Speakers, Coaches support for free
- Raise vital funds for the charity
- Mobilise friends to volunteer and support
- Upskills agency partners and charities
- Creates a global movement for Inspiring Leadership - where LEADERS LEAVE LEGACIES

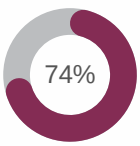
Who we help

Who we help: ‘Disadvantaged’ is a term that encompasses individuals who face a higher risk of poverty, social exclusion, discrimination, and violence compared to others, impacting their opportunities and financial stability.

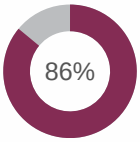
The women and girls we help often lack crucial protective factors that contribute to their well-being. Confidence and self-worth are often depleted, with a staggering 65% of our beneficiaries facing this challenge. They often experience a lack of autonomy and self-direction. Many of them have not had access to healthy relationships or supportive networks. Their experience of education, training, and resources are often limited. 85% struggle with low income, no income, or employment instability. We help women and girls, aged 13 and up. Uniquely, there is no upper age limit. This is because the women and girls we work with have experienced some of the most profound barriers in their lives, including but not limited to:

- Unemployment, poverty
- Victimisation, gender-based violence
- Physical, sexual, or emotional abuse
- Human trafficking, sexualisation and exploitation
- Single motherhood,
- Social exclusion, loneliness
- Mental health such as anxiety or depression

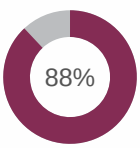
Internationally, in the developing world, we know that basic fundamental needs for health, security and education need to be met to ensure effective programme access and participation. We invest in critical projects through collaborations with charity partners to help access and meet the needs of more women and their families in communities.



of the women & girls we serve come to us with low self-esteem or confidence



of the women & girls we serve come from low-income/deprived backgrounds



of those who disclosed, 86% of women we support reported are unemployed

"All my questions had no answer until the Inspiring Leadership Foundation came into my life"

NOVEN,
Beneficiary

What sets us apart

What sets us apart is our commitment to addressing a crucial need for services that provide transitional assistance and aftercare. We understand that their journeys are multifaceted and require ongoing and long-term support at different stages of their lives. Therefore, we set no upper-age limit. What also sets us apart is our unique ability to harness and leverage the power of an influential community to create a meaningful impact.

We firmly believe in the cyclical effect of "leaders leaving legacies." It is through this belief that we have cultivated a network of mentors, volunteers, and partners who are experienced, committed, and driven by the desire to use their expertise, insight, assets, and resources for the greater good. We work closely with the Home Office, the DWP and the Police.

The Covenant

Launching the The Covenant for Empowering Women and Girls in partnership with the DWP. This is a commitment by the nation to take action by recognising the barriers and discrimination that women face. Organisations pledge to take specific actions to overcome these obstacles and create a more equitable society.

This is the first national rollout of its kind, drawing on the successes of previous covenants, and we are thrilled to have the opportunity to champion this cause for greater social mobility through life-changing opportunities.

Beneficiary

Inspiring Futures Academy

A Comprehensive Curriculum

WORKSHOPS
We offer a range of live sessions covering a variety of topics designed around the **Inspiring Leadership Compass** at various levels, hosted by internal team members and inspiring guest speakers.

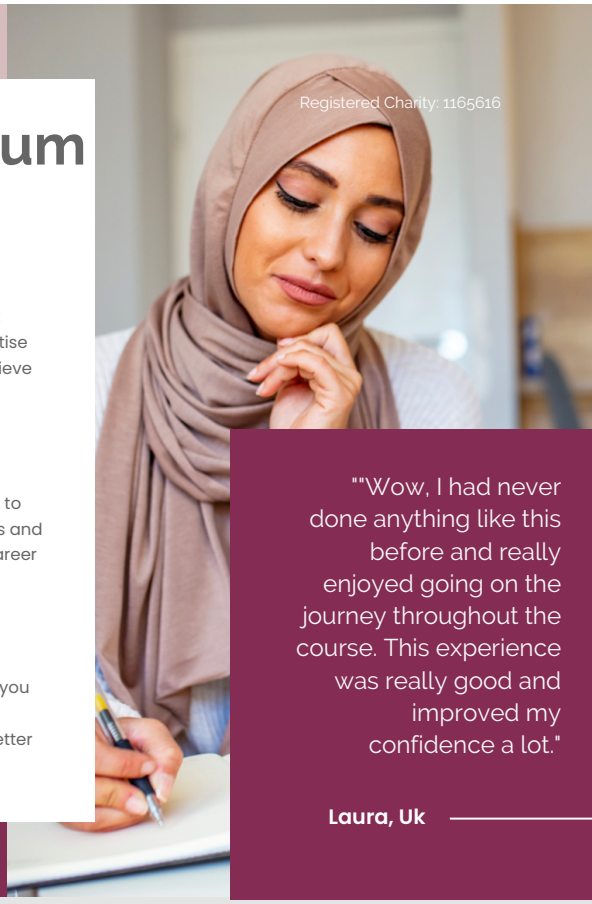
MENTORING
We will match you with the right mentor who can use their expertise and experience to help you achieve your goals and aspirations.

VIRTUAL LEARNING
We have carefully created a selection of useful resources which can be accessed anytime, anywhere, online our through our downloadable app.

WORK EXPERIENCE
We will provide you with access to career tasters, work placements and work experience, broadening career horizons.

SUPPORTIVE COMMUNITY
We are here to support you for the long term. We will create a safe space in which you can learn and grow.

PSYCHOMETRICS
We offer questionnaires to help you build greater self-awareness, understand your strengths to better guide your future.



Registered Charity: 1165616

""Wow, I had never done anything like this before and really enjoyed going on the journey throughout the course. This experience was really good and improved my confidence a lot."

Laura, Uk

The Inspiring Futures Academy Levels 1-3 workshops are based around the Inspiring Leadership Compass™, and are showing positive progress, where beneficiaries are reporting life-changing impacts in their personal and work lives.

Confidence is steadily increasing within the workshops, with women and girls finding the courage to present, facilitate and participate as part of this growing community. We are now delivering workshops every week, twice per week. The monthly structure focuses on key topics of the Compass, which has yielded positive results as we increase participation and learning outcomes.

We are now excited to have launched the The Train the Trainer program and Ambassador Programme, certifying beneficiaries and leaders to deliver within local communities, supporting our expansion plans from 2023.

We have launched our first careers site as part of the empowering Women's Covenant, in collaboration with the DWP. Corporations are now promoting job and work experience, offering extensive support and flexible arrangements, helping our beneficiaries to engage confidently with the recruitment process.

Virtual Learning Centre

The ILF provides beneficiaries and volunteers with access to the Virtual Learning Centre (VLC), a comprehensive platform for personal and professional development. Using our Virtual Learning Centre App or website, users can engage in content tailored to different levels of the Inspiring Futures Academy (IFA) during workshops. The VLC offers attractive courses and learning pathways, including our own or specially curated content, videos, surveys. Beneficiaries access IFA modules, while mentors use the Inspiring Mentors Programme for volunteering guidance. The VLC supports the learning process with features like a calendar, messaging, discussion boards, and survey data, enabling group categorization for referral partner reports.

Progress

This year, the primary focus has been on expanding content for beneficiaries and mentors, with updated IFA Level 1 and Level 2 courses. Weekly Inspiration emails now include links to fresh courses in the ILF Resource Hub. The Personal Development Plan for IFA participants has been reformatted, separating assessments for clarity, and knowledge assessments have been redesigned for automated marking and statistical analysis on the VLC. A Digital Library and resource hub is growing, thanks to our volunteers, providing book reviews and aiding in course editing. Additional courses for mentors in the Inspiring Mentors Programme cover communication, safeguarding, and wellbeing, complemented by an updated mentor handbook with information on policies and ILF programs.

Our Progress & Counting

6,959 TO DATE

Women & families in UK and Internationally impacted by our services and project investments.

5 AND COUNTING

Our projects have so far helped women and their families located in 5 different countries.

635 IN SERVICES

Women & girls have joined our Inspiring Futures Academy, which launched in 2021.

100,000

our goal is to change the lives of 100,000 disadvantaged women & girls around the world by 2035.

As we continue to get closer to the needs of the beneficiaries, it is helping us define services that complement the Inspiring Futures Academy. We understand we need to *"meet potential beneficiaries where they are at"* in terms of physical locations, as well as aspirational goals. Our intention is to raise awareness of and applications to our services, develop key skills, promote alternative life-pathways and uplift aspirations.

Inspiring Wellness Pathway

We have commenced working with Students in Mind, a partnership aimed at fostering a harmonious and supportive community within the classroom. Together, we work towards making wellbeing sustainable for both students and teachers. Health and Wellbeing Tools and teaching methods have been built into our Virtual Learning Centre. Additionally, we provide support and resources for teachers via the Virtual Learning Centre, enabling schools to create a conducive learning environment that promotes well-being and supports student development. We are currently in discussions with Zack George (NextGen Gladiator) and the BBC production team, building in fitness and health in parallel to the new series being launched on the BBC in the New Year.

Inspiring Business Entrepreneurship Pathway

A common and growing aspirational goal for many of our beneficiaries is to run their own business, including training, floristry, Fitness (Yoga), retail. We are working in collaboration with Maureen O'Callaghan of Lincoln University to develop a structured pathway for developing business and financial management skills. We are also targeting successful business entrepreneurs to act as mentors and role models, and sourcing equipment and technology to help individuals get launched.

Centres for Inspiring Futures

We are excited to announce the opening of our inaugural physical safe space in Bromsgrove, a collaborative effort with the local authority and spearheaded by our beneficiary-turned-ILF Ambassador, Javina Greene. This dedicated initiative aims to address the challenges women face by providing a secure environment for rebuilding, uplifting spirits, and pursuing aspirations. In addition to the IFA, we offer self-defence classes, floristry, cooking, and crafts.

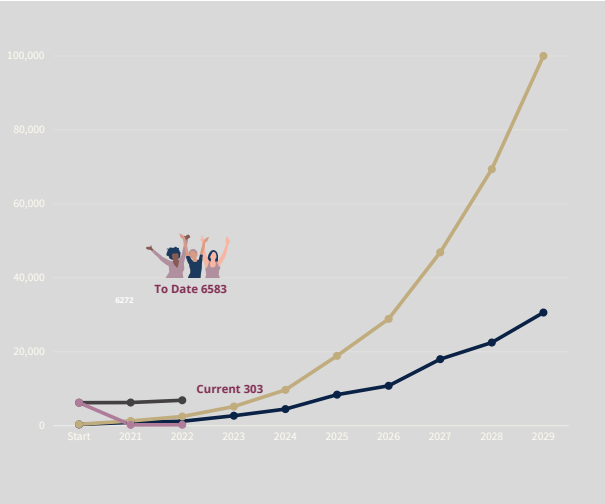
Support is provided for beneficiaries in application completion and program engagement. Discussions are in progress for a dedicated 'Safe Space for Women' with Cadence Innova and the Executive for South Kesteven.

Beneficiary Demographics

Demographic	Overall	New This Quarter	Increase	Annual Target 2023-24	Annual Target 2024-5
Beneficiaries	313	10	3.1%	1290 (we are 24% of goal)	2700

Beneficiary Age Range

Age	Percentage	Numbers
No birthdate	64.68%	--
Below 18	19.63%	21
18 - 30	16.82%	18
30 - 40	20.56%	22
40 - 50	14.02%	8
50 - 60	6.54%	7
60+	7.48%	24



CLICK HERE

to access our Impact Stories

Beneficiary Age Range

Age	Percentage	Numbers
No birthdate	64.68%	--
Below 18	19.63%	21
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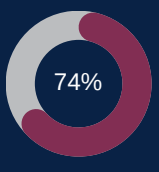
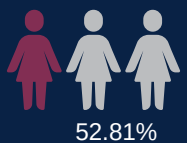


of beneficiaries come to us with significant low self-esteem and confidence



of beneficiaries disclosed joinedsignificantly low income / unemployed

of beneficiaries come to us from low-income / deprived / disadvantaged backgrounds

of beneficiaries who required mentoring have been matched to inspiring business leaders and coaches.

International Expansion

Progress

Opportunities in partnerships have notably expanded on the international front, particularly in the realm of international development activities, exemplified by the extension of the Inspiring Futures Academy into multiple countries in Sub-Saharan Africa.

We have initiated a successful pilot program in collaboration with **M2M,** launched in Uganda and South Africa, with plans for an expansive rollout across sub-Saharan Africa.

Opportunities for joint funding projects in the future are on the horizon. Our services, which complement M2M's initiatives, are delivered to female mentors leading health initiatives in their communities, garnering exceptional feedback.

Registered Charity: 1165616

Overall To Date:
UK (7 - Birmingham, Grimsby, Leeds, Liverpool, London, Worcester, Nottingham)
Ireland: 1 - Dublin
Africa: 3 - Kenya, South Africa, Nigeria

Opportunities for Growth:

Following the successful pilot and implementation of the Inspiring Futures Academy in Kenya, and South Africa, we are now planning the implementation of the Academy across 10+ sub-Saharan Africa countries.

In the UK, we continue to align to strategic statutory organisation programmes, including the DWP on Unemployment, The Home Office on Serious and Organised Crime and their Clear Hold Build rollout (CHB), and also the Police on addressing Violence Against Women and Girls.

At a local level, we continue to build 3rd party partnerships with the charity, NGO, Education sector, gifting our services for free, knowing that through collaboration everyone thrives.

Our Outcomes

CONFIDENCE & WELLBEING

We improve confidence and wellbeing so that women & girls can get closer to living their full potential.

EMPLOYABILITY SKILLS

We improve employability skills to equip women & girls for the job they want.

INCOME & EMPLOYMENT

We help women & girls gain income and employment, diminishing risks and advancing gender equality.

HEALTHY RELATIONSHIPS

We create healthy social ties; facilitating meaningful relationships and giving our beneficiaries the chance to feel part of a community.

AUTONOMY

We help beneficiaries gain autonomy so they can make their own decisions and determine the course of their lives.

FINANCIAL INDEPENDENCE

We focus on the end goal of financial independence for all women & girls who come to us for help..

- 100% of participants were satisfied with online workshops
- Data to follow - participants accessing on line learning and support available through our APP
- 85% of beneficiary goals are being met for those in mentoring relationships
- 84% reported feeling more confident having participated in the IFA Level 1 programme
- 94% Reported improvement in their personal development and professional skills

*Next survey to be taken December 2023

""Wow, I had never done anything like this before and really enjoyed going on the journey throughout the course. This experience was really good and improved my confidence a lot."

Laura, Uk

Multi-Agency Partnerships

UK Regional	UK National	International

Regional

- NE Lincolnshire Council
- Humberside Police
- Adidi Troubled Families
- Emerge
- Graft
- London Borough of Harrow
- Merseyside Police
- Queen Mary University London
- Suffolk Constabulary
- Step 2 Change
- Smartworks
- Seed Eating Disorders
- Their Voice
- The Lord MAyors Appeal
- Telford Public Health Commission
- Tower College
- Urban Hope
- Urban Saints
- University of Bradford
- University of Scotland
- University of Westminster
- UK Youth
- Walthemstow School
- Wellspring Academy Trust
- West Heath School
- West Mercia Police
- West Yorkshire Police

National

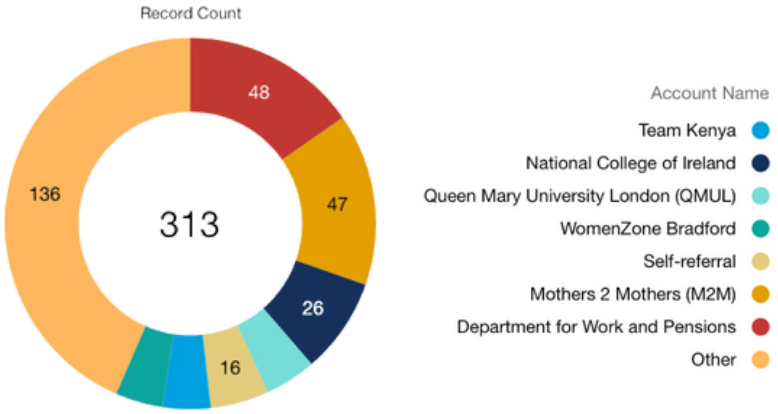
- The Home Office*
- Department for Work and Pensions (DWP)*
- Catch 22
- De Paul
- Anna Freud
- YMCA
- Victim Support
- The Salvation Army
- Police (VAWG Agenda)
- Stephen Lawrence Fundation

Africa:

- Mothers2Mothers (south africa for pilot, the continent-wide opportunity)
- Team Kenya (Ndhiwa, Kenya)
- Hope for Teenage Mothers (Nairobi)
- Woza Moya (Kwa-Zulu Natal)
- St Abigail's School (Lagos, Nigeria)

Ireland

- National College of Ireland (Dublin, Ireland)



Key National & Regional Partnerships

1. **DWP Partnership - Empowering Women in Employment:**
   - Collaborative partnership with the Department for Work and Pensions (DWP) across various UK locations.
   - DWP identifies women for program participation, referring them to us for support and progress tracking.
   - Regular reporting to DWP fosters a strategic partnership focused on empowering women and girls to achieve their goals.
   - National Covenant for the Empowerment of Women and Girls launching in June 2023 invites corporate pledges and encourages DWP referrals.

2. **Home Office Collaboration - Empowering Women's Leadership:**
   - Partnership with the UK Home Office to address women's empowerment objectives.
   - Collaboration facilitates joint efforts towards common goals, leveraging collective impact in respective areas.

1. **Police Collaboration - Combating Violence Against Women and Girls:**
   - Working with the Police across diverse regions to address issues of violence against women and girls.
   - CEO's International Women's Day speech emphasized leadership, paving the way for a leadership program where police women act as mentors to beneficiaries.

Corporate Partnerships

These partnerships and collaborations reflect the diverse support and engagement from both industry leaders and additional volunteers, aligning with the organization's mission to make a positive impact.

1. **Cadence Innova:**
A leader in electronic systems design with over 30 years of expertise. Excels in Intelligent System Design, offering innovative software, hardware, and IP solutions. Continues to dedicate resources and facilitate workshops to drive greater connections between the charity and Government Agencies and Local Authority Executives.

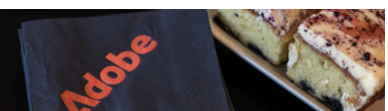
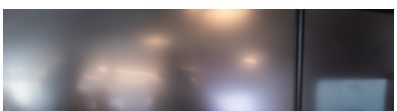
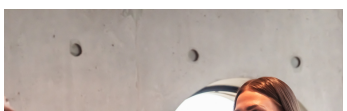
2. **Bellrock Group:**
Specializes in property and facilities management services. Pledged commitment to support by providing mentors, technical equipment, and work opportunities. Provide us with mentors and critical job oppportunities for beneficiaries

3. **Adobe:**
Collaborates closely with dedicated volunteers for SLAM teams, contributing time and expertise. Provide us with premises and fundraise on our behalf.

4. Ocado:
In the process of establishing a relationship with the online grocery store. Reviewing potential pledge options and looking forward to our future collaborations.

6. Additional Volunteers/Supporters:
- Contributions and support from various organizations, including TetraTech, WBMS Global, Equifax, Vets4Pets, Oracle, Remitly, and many others.

Corporate Partnerships

Governance and Operating Model

The Trustee Board has registered the charity with Companies House, to create the legal Company Limited by Guarantee entity (CLG) as part of our preparation for future growth and strengthening the legal structure. Our constitution requires at least three non-exec director / chairty trustees but there is no maximum number. The Board of Directors has the authority to appoint any person who is able to and willing to be a director and charity trustee, with key board members having a specific job description and person specification. The Audit Risk and Assurance Committee have implenented a new Nominations process and are building a NOMCO structure to support future recruitment to the Board. Final review and recommendations presented at the board of directors meeting for agreement and to formalise the appointment. Reference checks are carried out and for key Non-Executive director we also conduct DBS checks as required. Each NED has identified a period of time of post; three years at which point they may resign or be re-elected for a period of up to a maximum of three terms.

The appointed Board members in total have been specifically recruited to support the charity with its growth agenda, particularly as we now emerge from the global restrictions of the pandemic. The Board meets 4 times per year plus holds our Annual General meeting.

Prior to confirmed appointments, NED receive a comprehensive induction pack which includes the Constitution with Terms of Reference and 3-year strategy. Also, the Charity's Safeguarding, GDPR, Code of Conduct for Directors and Conflict of Interest Policies and information about their role and responsibilities. During the year, we hosted a Vision and Strategy planning session facilitated by an external change consultant. We continue to review our target beneficiaries annually based on the level of regionally penetration, partnerships and external factors that impact service delivery. During the year we also conducted a Safeguarding Audit, resulting in our policies and procedures being updated and additional Designated Safeguarding Officer training being implemented across the team.

Internal Controls

The Board has overall responsibility for establishing and maintaining the Charity's system of internal control and for reviewing its effectiveness. The NEDs recognise that no system of internal control can provide absolute assurance against financial misstatement or loss or eliminate all risk. The system of internal control is designed to manage risk and to provide reasonable assurance that key business objectives and expected outcomes will be achieved. The Board confirms that there is an ongoing process for identifying, evaluating and managing the significant risks faced by the Charity. This approach has operated throughout the year under review up to and including the date of approval of the annual report and accounts.

Our Team

Our team structure combines elements of both directed and self-directed teams, featuring overarching leadership for coordination, while allowing team members autonomy and responsibility. Emphasizing individual and collective accountability, the model fosters flexibility and trust in team members' self-discipline

Click **here** to read more about our team

Leigh Bowman -Perks

CEO Founder

Leigh, an international businesswoman, Executive Performance Coach, and Speaker, passionately utilizes her vast experience and global networks to drive the charity's agenda, dedicated to transforming opportunities for women and girls and making a positive global impact by empowering them to dream big and achieve their goals.

Kirsten Warrender

CHIEF MARKETING & OPERATIONS OFFICER

Kirsten plays a pivotal role in strategically enhancing the charity's services, managing communication channels, and fostering partnerships to position it as a leader within the sector.

Dawn Lovejoy

Mentorship Manager

Dawn oversees the crucial volunteer onboarding and mentoring processes, ensuring our beneficiaries receive optimal one-to-one support throughout their journey.

Kristen Parker

Curriculum & Content Coordinator

Kristen spearheads the design of learning frameworks and curriculum for the Inspiring Futures Academy, crafting compelling online learning experiences through the virtual learning center to provide beneficiaries with accessible and inspirational content.

Kelly Tamplin

Programme Manager

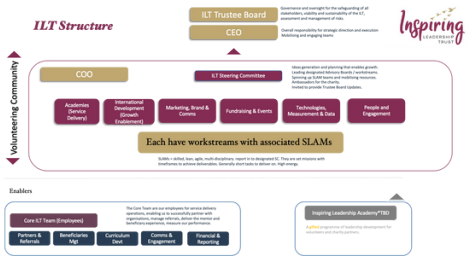
As a talented and inspiring facilitator, Kelly designs, delivers and sources speakers for our Inspiring Futures Academy workshops. Kelly also oversees the management of our IFA Certification and accreditation process, enabling trainers from around the world to deliver our world class programmes in their communities.

Volunteers Core Roles: Leanne Duffield (International Development and Charity Growth); Sukhy Cheema (Chair SLAM Advisory Counsels); Sarah Harvey (Students in Mind Course Delivery); Javina Golding (IFA Ambassador)

Technical Support: Outsourced to Spotlight Studios and gifted by Inspiring Leadership International

Management and staff

Responsibility for the day-to-day management of the Inspiring Leadership Foundation is delegated to the Chief Executive, Leigh Bowman-Perks, within the strategic and accountability frameworks established by the Directors and she is supported by a small team of staff, freelancers and volunteers.



Our volunteers continue to make an extraordinary contribution. The amount it saves the charity is vital and their knowledge and expertise goes further that just financial savings. They also act increasingly as passionate and informed advocates, campaigning on our behalf and helping to recruit more supporters. The Inspiring Leadership Foundation is committed to employment policies which follow best practice, based on equal opportunities for all employees, irrespective of sex, race, colour, religion, sexual orientation, age, employment status, disability or marital status.

All employees and applicants are treated on merit, fairly, with respect and dignity, recognised as individuals and valued for the contribution they make, provided fair and equal training, development, reward and progression opportunities, and are accountable for the impact of their own behaviour and actions. During the year, regular communications are provided to our staff and volunteers, including updates on the Charity's progress. In addition, one of our values is to encourage our staff and volunteers to speak out and express their views and opinions. Staff and volunteer forums are used as well as regular all-staff updates across our main sites.

Risk Management

The board recognises its responsibility is to have an appropriate risk framework and controls in place to identify monitor and mitigate any risks to the charitable objectives. The risk register is reviewed at least once per year by the board of directors, and regularly by the ARAC who conduct audits for Board assurance, proposing actions to be taken to reduce the level of exposure or mitigate the risks. In the course of the risk review, the Board considered:

- Major Risks to which ILF is exposed
- The impact and probability associated with the risks
- Existing internal controls and accountability
- Mitigating actions to reduce each risk to the accepted level
- The impact and contingencies associated with a unprecedented changed climate (global pandemic and economic impact)

This is recorded on the risk register and are monitored at each Board meeting.

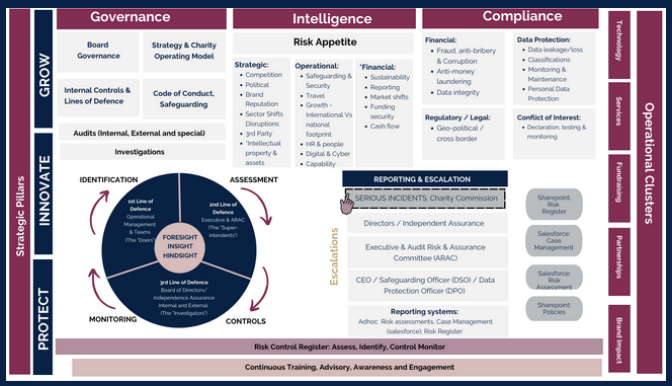
The key risks identified:

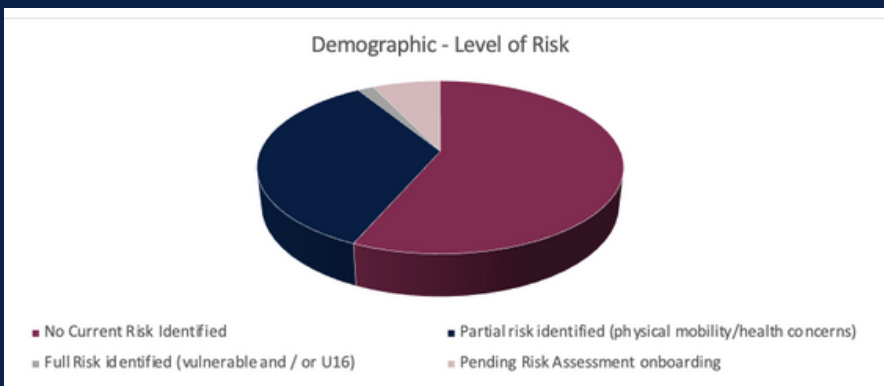
- Safeguarding and wellbeing of all stakeholders (Beneficiaries, Volunteers and staff)
- Cyber-security resulting in the loss, theft or unauthorised use of personal data.
- Failure to comply with changing legislation and policies
- Inability to find new sources of funding and resources to support future growth
- Academy programmes fail to meet service delivery expectations, breaking confidence and trust
- Inability or failure to meet set outcomes agreed with funding bodies / donors
- Public scrutiny of charity's brand and services

We address the complexity of issues facing women and girls in deprived communities impacted by large criminal groups, partnering with key organizations such as the Home Office, DWP, social services, and others. All applicants undergo either a 'Lite' or 'Advanced' Risk Assessment process via telephone as a mandatory part of the onboarding process, ensuring a comprehensive approach to addressing the challenges.

None of the above risks caused loss or harm during the reporting year.

Risk and control framework (ARAC ASSESSMENT)





Financial Statements

The Inspiring Leadership Foundation operates as a lean, agile organisation, mobilising industry leaders as a volunteer work force to provide their skills, knowledge and expertise. The strength of the charity is built on the ability to mobilise a network of talented business leaders who gift time, resources, expertise and assets to not only deliver the services for beneficiaries, but to also to strategic and operational workstreams helping to drive through and realise the charity objectives.

None of our life changing work would be possible without our staff, volunteers and supporters who are all committed to changing the lives of 100,000 women and girls by 2035. Over 120 volunteers offered their time and skills to help with mentoring, course design and to operationalise our strategy in the form of SLAM teams (Skilled, lean, agile and multi-disciplined) enabling us to focus 100% of our internal resources on service delivery.

The charity has had a moderate financial year, which **increased in income by 46% (**£51,062) despite the fact that we didn't look to new alternative sources of funding beyond our founder contributions and fundraising events such as the Inspiring Leadership Academy . This included the fact that we postponed the Annual Gala and awards ceremony to understand appetite post-pandemic and economic challenges. Also, we paused on sourcing funding from alternative streams from Grants. We are working with the Board on a strategy for future fundraising that aligns with our growth agenda.

Restricted funds were minimal at **£3,000**, which was the remaining funds from a Grant by the DWP in the previous financial year. Most of the income of the foundation is spent in the year it is received. Unrestricted funding donated by our Founder has enabled the expansion of charity services both nationally and internationally.

We have started our BID-writing process with the completion of the blueprint, but recognise these can take a few months to secure funding. In the meantime, the charity continues to be supported by the donations of our founder. We have delivered a number of fundraisers, including an event held by Adobe at their London offices which raised over £4,000.

Staff and Executive Pay

All trustee Directors, including the CEO, give their time freely and no NED received remuneration in the year. A small core team of staff, freelancers and secondees, which has been established in line with the volume of service delivery and pay is reviewed annually. The Charity's leadership and remaining teams are comprised of a number of committed business volunteers giving their time, resources and expertise to advance the objects of the Inspiring Leadership Foundation. External solicitors have been sourced for providing pro-bono expertise on legal related issues. During the year we source external support to conduct audits and policy support.

Reserves Policy

The Directors are aware of the requirement for charities to manage the level of reserves that they hold and to adopt a policy which determines the level of reserves which they believe would be appropriate to maintain. Consequently, Directors have set an appropriate reserves policy relating to liquidity based on the relationship between readily realisable assets and the cash required to settle grant liabilities and sustain the Inspiring Leadership Foundation's operations for an anticipated period, as explained below.

Directors have decided that after an allowance for future income expectations, the Inspiring Leadership Foundation should at all times maintain cash and readily realisable assets sufficient to fund between not less than 3 months of forecast cash outflow. Fluctuations in income are managed enabling larger donations in one year to be spent in a reasonable manner in subsequent years.

In the event of the Inspiring Leadership Foundation facing difficult financial circumstances, these reserves would allow us to both meet our responsibilities to grant holders and for operations to continue during a period of managed adjustment to these new circumstances. However, the charity core team are focusing on diversification through grant applications and new income streams to ensure the future security of the organisation. The Directors review the Inspiring Leadership Foundation reserves policy annually.

Going Concerns

The charity has met its obligations and operational liabilities from grant incomes and donations. Due to the current global health crises, the Board will continue to review these forecasts on a regular basis. Throughout this period, we have innovated and migrated to a completely virtual and digital service. As the financial year ended, the charity had started to launch its multi-regional campaign with the Home Office Serious and Organised Crime team. Due the volume of gifted technologies, resources and volunteering, the charity has not needed to apply for emergency funding, instead opting for a considered implementation. We are able to continue to operate at similar capacity to year end. The Charity will continue to review the cashflow in light of the extended pandemic restrictions and has opted to pause on international projects until there is improved stability and the impact on the landscape for international communities is better understood.

Distribution of Costs

The Charity is a Leader-Volunteer led organisation, enabling us to focus our invested funds specifically on the cost of service-delivery to beneficiaries, including key roles, safeguarding and infrastructure costs. External economic events resulted in postponement of our main fundraising opportunities. As this coincided with the rollout of our newly formed academies and technologies as a method for service-delivery, the decision was taken to pause on international project investments and focus on our core interventions with the intention for a 'lift and drop' the new model to new locations, expanding our footprint after piloting programmes in the UK (whilst opening up opportunties to attend programmes to international partners).

Approved and signed on behalf of the Trustee Directors by

Leigh Bowman-Perks, Founder & CEO
Date: 29th January 2022

CHARITY COMMISSION FOR ENGLAND AND WALES

INSPIRING LEADERSHIP FOUNDATION	1165616

Receipts and payments accounts

CC16a

For the period from	01/04/2022	To	31/03/2023

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations - Private	2,389	-	-	2,389	5,454
Donations - Business	37,766	-	-	37,766	21,672
Charitable Activities - Gala	-	-	-	-	558
Fundraising Events	7,473	-	-	7,473	794
Other - Books	-	-	-	-	-
Other	-	3,200	-	3,200	6,606
	-	-	-	-	-
	-	-	-	-	-
Sub total *(Gross income for AR)*	47,629	3,200	-	50,829	35,084
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	47,629	3,200	-	50,829	35,084
A3 Payments					
Raising funds- Gala	-	-	-	-	
Charitable Projects	-	-	-	-	2,212
Salaries and Consulting	34,853	3,200	-	38,053	28,879
Accounting	1,590	-	-	1,590	
Service delivery training and events	1,556	-	-	1,556	1,433
Safeguarding DBS/training	838	-	-	838	1,043
Other	1,209	-	-	1,209	3,733
Bank charges	54	-	-	54	46
	-	-	-	-	
Sub total	40,099	3,200	-	43,299	37,346
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	40,099	3,200	-	43,299	37,346
Net of receipts/(payments)	7,529	-	-	7,529	- 2,262
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	21,363	-	-	21,363	23,625
Cash funds this year end	28,892	-	-	28,892	21,363

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

B1 Cash funds

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	Natwest Current Account	28,892	-	-
	Paypal account	-	-	-
		-	-	-
	Total cash funds	28,892	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

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)
		-	
		-	
		-	
		-	
		-	

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

Streets LLP
Windsor House
A1 Business Park
Long Bennington
Nottingham
NG23 5JR

January 2024

Dear Sirs

This representation letter is provided in connection with your independent examination of the financial statements of the charity for the period ended 31 March 2024.

We confirm that the following representations are made to the best of our knowledge and belief, having made appropriate enquiries of other trustees, management and staff with relevant knowledge and experience and, where appropriate, inspection of supporting documentation sufficient to satisfy ourselves that we can properly make each of the following representations to you:-

1) We have fulfilled our responsibilities as trustees under the Charities Act 2011 for preparing financial statements, in accordance with the applicable financial reporting framework, the FRS 102 Charity SORP, and for making accurate representations to you as independent examiner.

   We confirm that in our opinion the financial statements give a true and fair view and in particular that where any additional information must be disclosed in order to give a true and fair view that information has in fact been disclosed. We further confirm that the selection and application of the accounting policies used in the preparation of the financial statements are appropriate, and we approve the financial statements.

2) We confirm that all accounting records have been made available to you for the purpose of your independent examination, in accordance with your terms of engagement, and that all transactions undertaken by the charity have been properly reflected and recorded in the accounting records. We confirm all other records and related information, including minutes of all management and trustees' meetings, have been made available to you. We confirm that we have given you unrestricted access to persons within the charity in order to obtain information and have provided any additional information that you have requested for the purposes of your independent examination. We further confirm the financial statements are free from material misstatements, including omissions.

3) We confirm that all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to you and accounted for and disclosed in accordance with the applicable financial reporting framework.

4) We confirm that the charity had no other liabilities or contingent liabilities other than those disclosed in the financial statements.

5) We confirm that there have been no events since the balance sheet date which require disclosing or which would materially affect the amounts in the financial statements, other than those already disclosed or included in the financial statements.

6) We confirm that the charity has had, at no time during the year, any arrangement, transaction or agreement to provide credit facilities (including advances and credits granted by the charity for trustees), nor to provide guarantees of any kind, including providing security for such matters, except as disclosed in the financial statements.

7) We confirm that we have disclosed to you the identity of the charity's related parties and all related party relationships and transactions of which we are aware and they have been appropriately accounted for and disclosed in the financial statements in accordance with the applicable financial reporting framework. We confirm that we are not aware of any further related party matters that require disclosure.

   We confirm that we are aware that a related party of the charity includes a person or organisation which either (directly or indirectly) controls, has a joint control of, or significantly influences the charity or vice versa and as a result will include: members (as a guide with more than 20% of the voting rights), trustees, other key management, close family and other business interests of these.

   We confirm that we are aware that close family are those family members who may be expected to influence, or be influenced by, that person and include: that person's children and spouse or domestic partner; children of that person's spouse or domestic partner; and dependants of that person or that person's spouse or domestic partner.

8) We confirm the charity has satisfactory title to all assets and there are no liens or encumbrances on the assets, except for those disclosed in the financial statements.

9) We confirm that the charity has not contracted for any capital expenditure other than as disclosed in the financial statements.

10) We confirm that we have no plans or intentions that may materially alter the carrying value and, where relevant, the fair value measurements or classification of assets and liabilities reflected in the financial statements.

11) We confirm that we are not aware of any possible or actual instances of non-compliance with those laws and regulations which provide a legal framework within which the charity conducts its business and which are central to the charity's ability to conduct its business and the charity has complied with all aspects of contractual agreements that could have a material effect on the financial statements in the event of non-compliance.

12) We acknowledge our responsibility for the design, implementation and maintenance of internal controls to prevent and detect fraud. We confirm that we have disclosed to you the results of our own risk assessment of the risk of fraud within the charity.

13) We confirm that there have been no actual or suspected instances of fraud, or other irregularities, involving trustees, management or employees who have a significant role in internal control, or others where the fraud, or other irregularity, could have a material effect on the financial statements. We further confirm that we are not aware of any allegations of fraud, or suspected fraud, or other irregularities affecting the company's financial statements communicated to us by former trustees, employees, former employees, analysts, regulators or others.

14) We confirm that, in our opinion, the charity's financial statements should be prepared on the going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. In reaching this conclusion, we have taken into account all relevant matters of which we are aware, including the availability of working capital and have considered a future period of at least one year from the date on which the financial statements will be approved.

15) We confirm that significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

16) We have not contracted any services to a service organisation.

17) We confirm that all grants, donations and other income, including those subject to special terms or conditions or received for restricted purposes or specifically designated for particular purposes by the Trustees, have been notified to you and correctly disclosed in the financial statements. We further confirm that there have been no breaches of terms or conditions during the period regarding the application of such income.

18) We confirm that we are not aware of any matters of material significant that should be reported to the Charity Commission.

19) We confirm that all assets have been included in the balance sheet.

20) We confirm that all assets included in the balance sheet exist.

21) We confirm that the charity owns all the assets included in the balance sheet, unless otherwise stated in the accounts.

22) We confirm that the cost, (or value), of all the assets in the balance sheet are fairly stated.

23) We confirm that all liabilities have been fully recorded in the balance sheet.

24) We confirm that there has been no netting off of assets and liabilities.

25) We confirm that all income has been fully recorded and correctly classified.

Yours faithfully

Leigh Bowman-Perks

Leigh Bowman-Perks, CEO
Signed on behalf of the trustees of Inspiring Leadership Foundation

Date:

31st January 2024

Inspiring Leadership Foundation

England & Wales - Charity number 1165616

Accounts

Inspiring Leadership Foundation

Annual Report

2021 - 2022

Report of the Board of Trustees and Financial Statements - Year Ended 31 March 22

> Empowering women through education and employment opportunities is essential to driving change. Through mobilising inspiring leaders to use their resources and talents to achieve this is effective altruism. Communities and society as a whole will thrive as a result. This needs a more joined-up effort, where every one of us has a part to play.
>
> **Leigh Bowman-Perks, Founder & CEO**

Inspiring LEADERSHIP FOUNDATION

OVERVIEW

Trustees' Annual Report and Accounts 2021-2022

Charity Name:	Inspiring Leadership Trust
Structure:	Unincorporated Charitable Trust
Charity Number:	1165616
Office Address:	53 London House, 172 Aldersgate Street, London, EC1A 4HU

Trustee Board

Chairman	Mr. Danny Payne
Founder & CEO	Mrs. Leigh Bowman-Perks
Trustee	Mrs. Michelle Coomber
Trustee	Ms. Jane Burton
Trustee	Mrs. Nicola Kerr-Shaw
Trustee	Ms. Clare Iles
Trustee	Mr. Jon Parry
Trustee	Ms. Unette Spencer

Solicitors

Hogan Lovells

Accounts / Auditors

Streets Chartered Accountants, Lincolnshire

Bankers

Natwest 1 Princes St, London EC2R 8BP

> Women and girls are still disproportionately affected by a plethora of systemic and cultural issues. However, there is an abundance of evidence to also demonstrate that the risks faced by women diminish proportionally to their FINANCIAL INDEPENDENCE and EMPOWERMENT.
>
> Founder/CEO - Leigh Bowman-Perks

Message from Chair, Danny Payne

"The world has faced unprecedented disruption, both in scale and intensity, with the combined health and financial crises. Despite remarkable progress in some areas, no country in the world — rich or poor — has achieved gender equality.

Danny Payne -
Inspiring Leadership Foundation
Trustee Board Chair

All too often, women and girls are discriminated against in health, education, at home and in the labour market — with negative repercussions for opportunities and even freedoms. This has been compounded even further by COVID-19, and women in particular have faced increased unemployment, poverty, carer responsibilities, mental health issues, violence and abuse. In a regressive, "do nothing" scenario, we will disappointingly rapidly reverse our progress towards gender equality in the workplace and our communities. This is further exacerbated in the poorest regions and countries, all of which continues to widen the social mobility gap.

It has become very clear that our services are needed now more than ever and our own "Mind the Services Gap" research: whilst there appears to be a great deal of emphasis on awareness building, campaigning and crises management, there is little or no meaningful intervention to address transitions from services for female empowerment, agency and community participation. The Inspiring Leadership Trust team has risen to the challenge and increased activity and impact through multi-agency partnering with government, charities and the education sector and uninterrupted service delivery.

We launched our the International Inspiring Futures Academy (IFA), where women from the UK, Ireland and Kenya attended together for the first time, bringing the power of women's voices through personal stories and growth through more united learning. We have been taking targeted action to empower women by specifically addressing their educational, wellbeing, employment and resource needs. Our inspirational and comprehensive programmes have been helping to close the gaps in available support at a critical time: as women transition from or leave services, or even struggle to access them in the first place. As a result, we are witnessing achievements for personal empowerment and also promising in-region gender-inclusion improvements. We have seen an increase in IFA referrals by 247% and a total of 6,574 women and girls impacted by our Academy, Mentoring and Project investments to date.

It is the transformed life of every beneficiary that resides firmly at the very heart of our work and I am so proud of the resilience, dedication and creativity of the team that has enabled us to swiftly pivot to fully agile and remote services. Through the gifted technologies and leveraging of essential resources, we have not only minimised service disruption, but innovated to deliver a UK-led world-class Inspiring Futures Academy (IFA).

This approach is building a long-term supportive community attended by women nationally and internationally. Through the pandemic, we made a conscious decision to focus delivery on our established partnerships and legacy commitments. This helped the team to establish the UK as a Centre of Excellence for the IFA. The design of the new curriculum is based on the Inspiring Leadership Compass, which is a holistic, statistically proven method for personal and professional development. In addition to matching inspiring business leaders as mentors, delivering masterclasses and our own online learning APP, we have been gifted essential resources that address the issues of digital inclusion for participants, ensuring no experience is compromised throughout the pandemic.

We made a conscious choice to pause on new community project investments in under-developed communities, unless specifically aligned with our Academies throughout the volatility of the pandemic. Whilst a tough decision, it enabled us to deliver securely and sustainably, whilst also preparing for 2035 Growth as laid out in our ILT Strategy. Crucially, our focus has been to keep our beneficiaries secure, safe and healthy throughout the global pandemic wherever we can.

We developed 3 critical phases to the charity: Protect, Innovate and Grow. This focus on 'Protect' and 'Innovate' through the pandemic brings us confidently closer to our ambition for a global community of women and girls that are most impacted by gender disparities and disadvantage, so that everyone thrive, without compromising on quality and impact. Through the gift of exclusive, leading technologies and APPs, we are now able to place learning and inspiration at the fingertips of of our beneficiaries no matter where they live in the world. This digital strategy prepares us for an exciting post-pandemic phase of growth.

We have a lean operation resulting in a low cost to serve. This could not be achieved without the extensive support of volunteers who have leveraged their talents, resources and assets to help us to deliver. We are ahead of our overall target to positively impact 100,000 women by 2035, with 6126 women and girls having benefited so far from our Academies and projects. There is a huge amount of work to be done to now scale up and extend our services, particularly in the aftermath of the pandemic. The recruitment of a new Trustee Board and passion for the ILT has become a key enabler for our growth. I would like to thank everyone who has played a role in our success for their generosity, support and belief."

Danny Payne
Chair - Inspiring Leadership Foundation

Type of Governing Document: Charitable Trust Deed

For Public Benefit

In planning the charity's activities, the Trustees have given due regard to the Charity Commission's guidance on public benefit. The Inspiring Leadership Trust delivers comprehensive personal and professional development, helping girls and women in the UK and internationally to achieve their ambitions and financial independence.

Our research-based Inspiring Futures Academy empower beneficiaries with essential skills, knowledge, and self-confidence to achieve personal goals and career aspirations. We leverage an influential international business community that provides a breadth of mentorship, essential resources and work opportunities. Our collaborations with critical services and partners expands our united ability to address the gaps in outreach services, enabling us to meet the holistic needs of beneficiaries, opening new and inspiring pathways and eliminate the 'revolving door'.

Our Governance Framework

Inspiring leadership Foundation is governed by its Trust Deed and Governance document, which provides the constitutional framework. These are available for inspection on the Charity Commission website or from the Charity secretary. As part of our commitment to corporate governance, we have adopted a global code of ethics policy and compliance with this is reviewed each year to ensure our compliance. The trustees confirmed that the annual report and financial statement complies with the current statutory requirements..

Our Charitable Objects

Education

To promote the education, including the development of individual capabilities, competences, skills and understanding, for disadvantaged women and girls, to prepare them for entry to occupation.

Health & Wellbeing

To promote the preservation of good mental health by empowering disadvantaged women and girls with to better manage their mental health and wellbeing, and promote activities that have a proven beneficial effect on health.

Equality

To promote equality, namely women's equality with men, by promoting the personal and economic empowerment of disadvantaged women and girls.

Relief of financial hardship

To prevent or relieve financial hardship for disadvantaged women and girls by providing or assisting in the provision of education, training, and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient.

Social Inclusion

To help give your audience an overview, this section can include a brief description of the goal, its relevance to your sector or industry, and the specific sub-targets your organization is addressing.

Strategy on a page

Vision

We envision a world where all girls and women are inspired and empowered to achieve their full potential, leading to women's empowerment and social change.

Mission

We provide world-class personal and professional development, helping women and girls to achieve their ambitions and financial independence. We do this by leveraging the power of an influential community and collaborative partnerships.

Objects

1. ''The advancement of education''
2. 'The advancement of health''
3. "The advancement of equality"
4. "The advancement of community development"

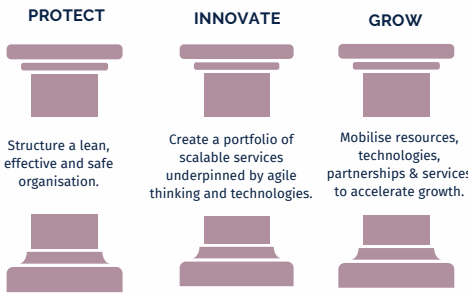
Our Values

1. Inspiring
2. Collaborative
3. Ethical
4. Resourceful

Our Goal

100,000 women & girls by 2035

Strategic Focus 2022-2025:



Deliver: Inspiring Futures Academy

The Inspiring Futures Academy is our customised, world-class, internal project. It delivers a uniquely positioned curriculum for personal and professional development.

Outcomes:

- Improved confidence and wellbeing
- Improved employability skills
- Improved autonomy
- Healthy social ties and relationships
- Economic Independence

Invest: projects

We provide targeted and considered investments in to projects that specifically align with our charitable objects and address the infrastucture needs in under-developed countries for successful participation in the Inspiring Futures Academy and charity collaborations.

Additional Outcomes:

- Improved educational infrastructure
- Improved health services
- Improved local agency
- Economic Independence

Our Ecosystem

Our Framework

Our programmes are built around the strong foundations of the Inspiring Leadership Compass(TM) - a proven model for realising full potential by driving personal and professional success.

Inspiring girls.
Empowering women.
Advancing communities.

Our Ecosystem

LEADERS LEAVING LEGACIES

We mobilise a community of talented business leaders and professionals as sources of inspiration and expertise, to maximise the efficiency and impact of the charity.

OUTCOMES FOR BENEFICIARIES

Our programmes, and those we facilitate, offer personal and career development opportunities that empower girls and women to achieve personal ambitions and financial independence.

Our own curriculum is mapped to the Inspiring Leadership Compass™, a statistically proven model for driving improved success, happiness and wellbeing, focusing on performance and potential.

WIN-WIN COLLABORATIONS

Through strategic collaborations, we work together to join the dots across services and bridge gaps, to enable long-term and sustainable outcomes.

RESOURCEFUL ORGANISATIONAL DESIGN

We operate according to an original yet sustainable model with a business leader-led proposition that enables low cost to serve and speed to scale.

We utilise alternative methods of funding including ethical commercial partnering and profit distribution.

We have been enhancing our services

Inspiring girls. Empowering women. Advancing communities.

We are a charity organisation working to achieve empowerment for women & girls from disadvantaged backgrounds.

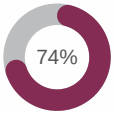
Through collaborative projects and our own Inspiring Futures Academy, we help women & girls to achieve their personal ambitions and economic independence.

The women & girls we serve

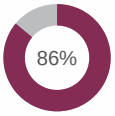
The women & girls we help come from disadvantaged backgrounds and experience barriers in achieving their full potential and financial independence. Our service welcomes all women, including trans women.

We particularly support women & girls who face:

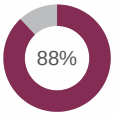
- Disadvantaged backgrounds
- Lacking basic employability skills
- Low confidence and self-esteem
- Unsupportive or abusive relationships
- Experience mental health issues



of the women & girls we serve come to us with low self-esteem or confidence



of the women & girls we serve come from low-income/deprived backgrounds



of those who disclosed, 86% of women we support reported are unemployed

The empowerment of women and girls is critical in breaking the cycle of gender inequality. Investing in women and girls is key to improving economies and stabilising communities around the world.

Gender disparities exist in every country. Women and girls face inequality at home, at work, and in public life. They are disproportionately affected by discrimination, violence, and exploitation.

Risks faced by women and girls diminish proportionally to their financial independence. World Bank and OECD research has consistently shown that women's economic empowerment is a key component of achieving long-term development goals.

Inspiring Futures Academy

The Inspiring Futures Academy develops personal and professional capabilities in women & girls from disadvantaged backgrounds. The programmes are offered free of charge to all beneficiaries.

- The academy provides mentoring, workshops, virtual learning, events and work opportunities.
- The academy provides development and growth opportunities for women & girls aged 16 and over. There is no upper age limit.
- There are **four levels,** each offering learning opportunities and the chance to gain certificates, bringing participants closer to their ambitions and financial independence.
- Two further pathways are being added to address specific group needs 1) Inspiring Business Entrepreneurship and 2) Inspiring Mothers and Families
- Individuals elect the learning journey based on their needs, but those that complete all pathways, including on line learning, receive certificates and awards (Certified by Inspiring Leadership international Ltd) on completion of

- **100% of participants were satisfied with the workshops**
- **94% reported improvement in skills development**
- **84% reported feeling more confident having participated in the IFA Level 1 programme**
- **85% of beneficiary goals were being met for those in mentoring relationships**

What we provide

WORKSHOPS
We offer a range of live sessions covering a variety of topics at various levels, hosted by internal team members and inspiring guest speakers.

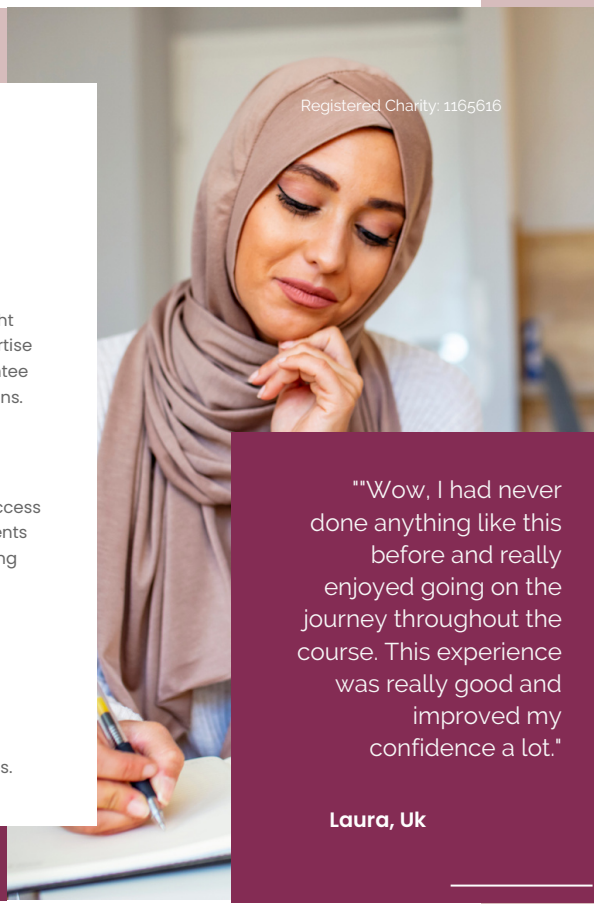
MENTORING
We match mentees with the right mentor, who can use their expertise and experience to help the mentee achieve her goals and aspirations.

VIRTUAL RESOURCES
We have carefully created a selection of useful resources which can be accessed anytime, anywhere, online or through our downloadable app.

WORK EXPERIENCE
We provide participants with access to career tasters, work placements and work experience, broadening career horizons.

SUPPORTIVE COMMUNITY
We are here to support participants for the long term. We will create a safe space in which you can learn and grow.

PSYCHOMETRICS
We offer questionnaires to help participants build greater self-awareness, understand their strengths and guide their futures.



Registered Charity: 1165616

""Wow, I had never done anything like this before and really enjoyed going on the journey throughout the course. This experience was really good and improved my confidence a lot."

Laura, Uk

We continue to increase our national
\and international footprint and partnerships

Our International Work

We invest in underdeveloped communities both locally and internationally, to help remove barriers to education and employment opportunities. Our goal is to collaborate and share the great work of the Inspiring Futures Academy internationally. Charity may start at home, but it should not end there. We work with partners and inspiring individuals to extend our programmes to disadvantaged women & girls worldwide. We have expanded our Inspiring Futures Academy International to groups of women and girls in Ireland and Kenya, with many more to come

South Africa

In South-Africa, our fully equipped technology classroom with a projector, Raspberry Pi computers linked to the education curriculum, an early childhood learning centre, creating a safe a secure centre for education and wellbeing. This project continues to support over 200 beneficiaries each year.

Ireland

We have worked with BNP Paribas and the National College of Ireland in Dublin to pilot the delivery of the Inspiring Futures Academy for women from disadvantaged and diverse backgrounds. Participation has included women from Eastern Europe, Ireland, the Middle East and Africa.

Kenya

We have invested in several grassroots projects in Kenya, including self-sustaining school business farms and water sanitation. This has led to job creation, improved health and nutrition, and school participation for women and girls. We have invested in technologies, mobile data, equipment and resources to secure women's participation in our programmes.

Partnerships (UK and International)

Through our multi-agency partnership approach, we are closing the gaps in services through providing critical outreach interventions and support to women and girls as they transition to new lives.

Government Organisations

We partner with government organisations who play leading roles in the security and economic prosperity of the UK. For example, we work with the Department for Work and Pensions and the Home Office.

Police

Working together we can help to create safe and strong communities. We partner with territorial police forces in the UK, such as the Humberside Police.

Education Institutions

We work with education instituations such as schools, colleges and universities. For example, we are currently partnered with Queen Mary University and National College of Ireland.

Charity Organisations

We proudly partner with other charity organisations to achieve common goals. For example, we have nurtured a long-withstanding partnership with Team Kenya, allowing us to take our programmes far afield.

UK

National

- The Home Office
- Department for Work and Pensions (DWP)
- Catch 22
- De Paul
- Anna Freud

Regional

- NE Lincolnshire Council
- Victim Support
- Humberside Police
- Queen Mary University London
- Adidi Troubled Families
- Emerge
- Graft
- London Borough of Harrow
- West Heath School
- Walthemstow School

Africa

Kenya

- Team Kenya (Ndhiwa)
- Hope for Teenage Mothers (Nairobi)

South Africa

- Woza Moya (Kwa-Zulu Natal)

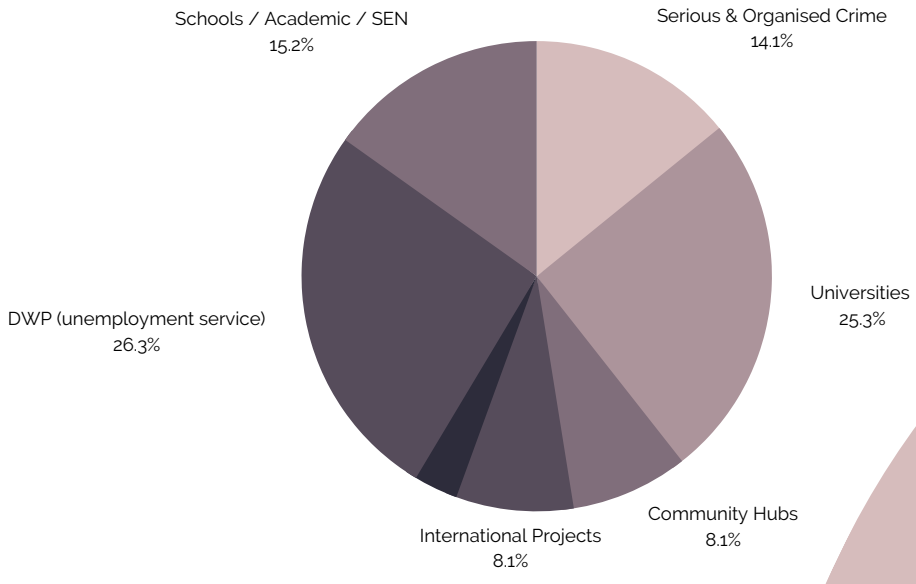
Nigeria

- St Abigail's School (Lagos)

Europe

Ireland

- National College of Ireland (Dublin)

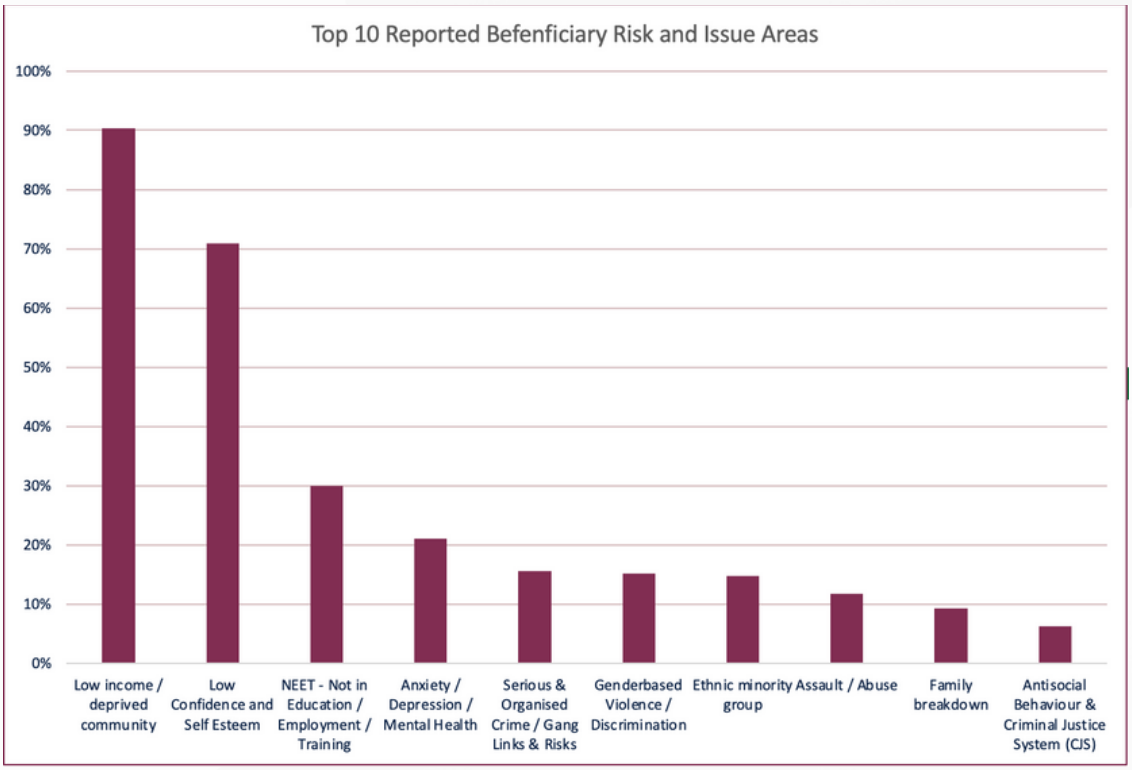


Beneficiary Complex Needs (data)

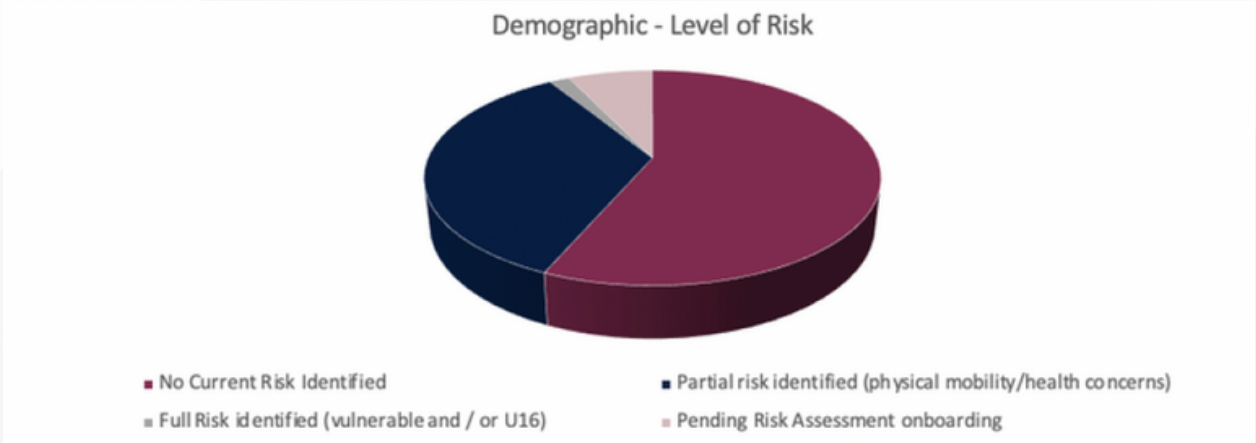
Note: The below stats are only based on what we know about each beneficiary referred to our Inspiring Futures Academy and what has chosen to be disclosed at this point in their personal journey with us. Whilst accurate as we know it, disclosure takes time and so all identified issues impacting our beneficiaries are currently under-reported on. This therefore makes the chart highly dynamic, particularly as we build more reporting data into our systems for deeper interpretation of community based issues.

Importantly, it highlights:
(1) the complex nature of needs in our community and
(2) issues of comorbidity and other inter-related issues and challenges.

Often, services focus on alleviating one barrier to empowerment. There is a need for institutions to understand that women and girls can face multifaceted, interconnective issues, and to not discriminate through applying a strict criterion, but instead understand the complex, transient nature of disadvantages and work to create lasting solutions for the individual. We continue to adopt a a comprehensive approach rooted in the experience of women and girls; particularly focusing on their particular social, psychological, and developmental needs.



Levels of Risk



Summary of Activities and Impact

1) To date we have supported **6,574** women and girls, which far exceeds our overall beneficiary impact target. Despite the pandemic, we saw **a 247% increase in referrals to the Academy** this year. This keeps us firmly on track to achieve our ambitious goal of positively impacting the lives of 100,000 women and girls by 2035.

2) Of the referrals, our risk assessments have identified that **24% have reported at least 3 adverse experiences**, and 10% more than 5. Research shows Adverse Childhood Experiences, is further exacerbated for women and girls who are more adversely affected by culture, societal and home dysfunction. ACEs are strongly correlated with inter-related and even comorbidity issues, creating long term implications for future relationships, personal health, life choices/experiences and also a repeated cycle of the revolving door and repeated cycles of unhealthy decisions. Our new curriculum embraces healthy relationships and lifestyles, as well as building a connected community is having a positive impact on our participants wellbeing and life choices.

3) We designed and **launched our first International Inspiring Futures Academy**, with participants attending from regions across the UK, Ireland and Kenya. In total we had **250 referrals** and applications, the largest single intake for an Academy programme so far. The programme consisted of advanced and specialist mentoring, online learning, virtual workshops, peer learning groups and vital work experiences. We developed 4 levels 2 our curriculum, enhancing the experience and learning of

4) We **expanded our multi-agency partnerships to 11 regions** grew regionally, nationally and internationally, which included: the Home Office Serious and Organised Crime and Police networks; social services; the Department for Work and Pensions; schools and universities; and local community based charities. We received a grant from the DWP Liverpool to roll out a pilot programme for 60 beneficiaries: we exceeded the success criteria through extending our IFA to 72 benefciiaries in total.

5) Delivering services is built on the premise that every beneficiary has the technology to access the Academy remotely. On top of the 56 laptops and computers already distributed to beneficiaries and charity partners, our **digital inclusion project** has added additional **10 new Tablets were distributed** to our partner project in Kenya to support participation in the UK-led Academy programme with **3 months of data funded.**

6) Partnering with Students in Mind as part of a 'prevent' campaign, we co-designed and launched our pilot **student wellbeing programme** with Tower College in Liverpool. We developed a range of online resources via the learning APP, helping to place support at the finger-tips of students and teachers. This programme is looking at the 'school as a system' with interventions to create cultural change across all stakeholders including parents. The intention will be to roll this programme out to further schools and universities post pilot.

7) We launched our first **Inspiring Wellbeing Virtual Retreat** to help fundraise and friendraise for the charity. 7 Different speakers presented on nutrition; mindfulness; Yoga;

8) Our **international projects** in developing communities continue to grow, with 1222 beneficiaries year on year positively impacted by the 50 new desks, refurbished classrooms, teacher resources, technologies, school business farms, water systems, ICT centre and Early Childhood Development centre in Kenya and South Africa. The school business farms, led by 3 trained female farmers, are now producing vital food sources which are being sold to reinvest in the schools and also used to feed students.

9) Our V**irtual Learning Centre has 369 learners and instructors**, with new learning programmes containing 1506 assignments, 50 course completions with 162 in progress, 40 courses, 35 videos and over 1049 designed materials, toolkits and resources. Learners have earned a total of 411 badges. By going fully agile and investing in digital resources, we estimate a reduction of 519 commuting hours (decrease of -7.32Mgco2 on the environment), and over £50k's worth of training delivery savings so far.

Beneficiary Journey Travelled

The Inspiring Leadership Compass™

Our programmes are thoughtfully designed around the Inspiring Leadership Compass, a holistic model for success.

MQ: Morals and Values - Being in alignment with who you are, what's important to you and what you stand for.

PQ: Purpose and Meaning - Finding your passion and creating inspiring goals in order to live a fulfilling life.

HQ: Health and Wellbeing - Adopting an holistic approach to your mental, physical, and emotional health to improve your quality of life.

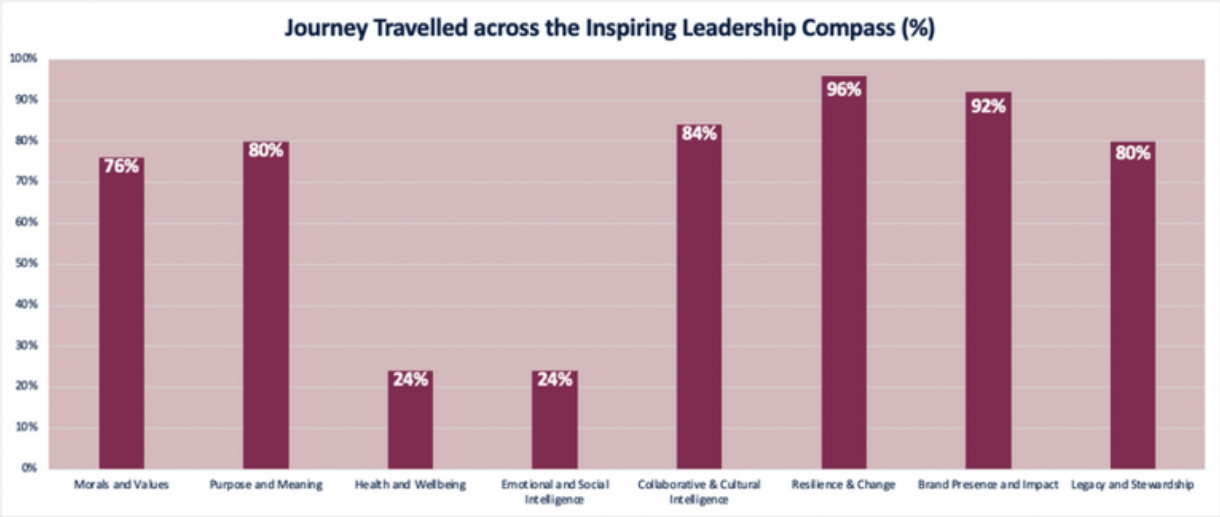
EQ: Emotions and Relationships - Accepting and regulating your emotions and creating meaningful and trusting relationships.

CQ: Cultural Intelligence - Understanding the world around you to think well, both logically and creatively in order to make wise and confident decisions.

RQ: Resilience - Bravely overcoming challenges and living through adversity.

BQ: Personal Brand - Having the confidence to present yourself as you would like to be seen by others.

LQ: Legacy - Sharing your gifts with others to create a lasting impact in the world.



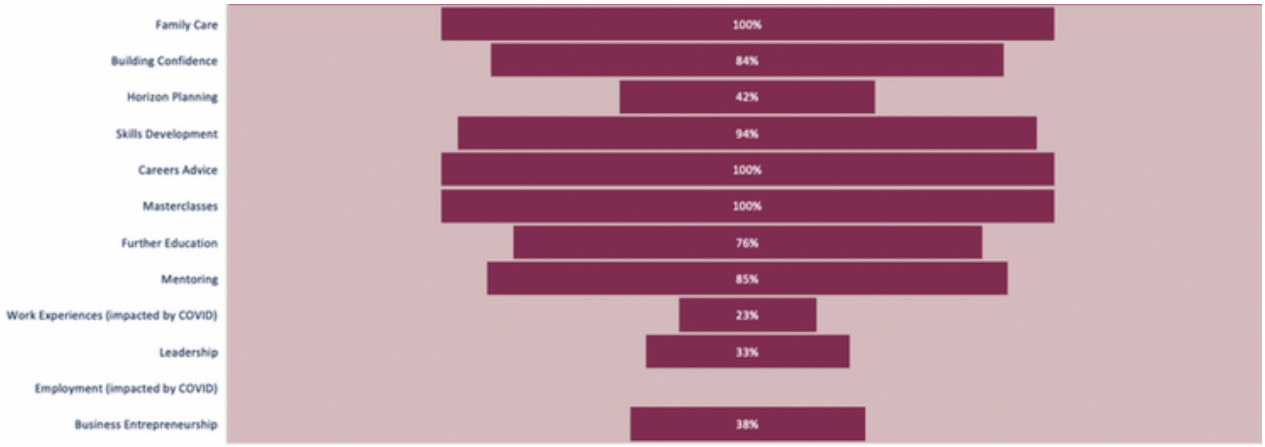
Note

This indicates beneficiary progress at Level 1, which focuses on personal development and growth. The Inspiring Futures Academy is based on a statistically proven model for driving performance and potential, and is underpinned by a range of tools and activities, including journalling and certification to support progress through the programmes.

Meeting the Needs

Identified Goals and Needs Met by Interventions

As beneficiaries apply / get referred in to the charity, they identify specific areas of that they are interested in developing to support their professional development and growth. The below graph shows how close we are at closing the gaps across all areas of services delivery. Horizon Planning is a new concept brought into the development process. Clearly specific areas such as Work Experiences and Employment opportunities have been negatively impacted by the global pandemic.



Improvements to Services

- **Demand for our services increased** steadily over the course of the year, and we responded in turn by increasing the availability of our advisors and recruiting more digital volunteers.
- As all on-site training and fundraising events were cancelled as a result of the pandemic, the team have fully adjusted to delivering **services remotely** and have continued to minimise service interruption and maximise high quality services, efficiencies and scale..
- Increased demand has resulted in the need for telephone support and we launched our own referral/application general helpline manned during normal office hours (8am - 6pm GMT).
- We **increased the number of workshops** and regularity of delivery to help provide vital inspiration and support throughout the pandemic. This will increase even further as we move into next year.
- We **extended services to more partners**, in particular schools and universities to address the impact of the pandemic on mental health and wellbeing.
- We recruited **trainers as volunteers** to remove the pressure from business leaders to deliver services due to their own personal challenges through the pandemic.
- Our migration to and configuration of a **new Customer Relationship Management System (CRM) and Learning Management system** (LMS) with downloadable APP has enhanced our data management and services. Ongoing configuration to support automations and workflows are being built in to the systems.
- Our **rebrand of the Inspiring Leadership Trust** continued, with the development of our new website with online applications making referrals simpler, new brochures and collateral and social media sites.
- Our private **LinkedIn Community** has over **400 members** and **over 4,000 followers to our Instagram page.**

Governance and Operating Model

The Trustee Board has been working with International law firm Hogan Lovells to create a new charity entity (CLG) as part of our preparation for future growth. It will also become a Foundation of Inspiring Leadership International Ltd, cementing the ongoing commitment of our Founder to supporting the charity through providing continued Funding, Resources, Assets, Technology and IP.

Our constitution requires at least three trustees but there is no maximum number. The trustee board has the authority to appoint any person who is able to and willing to be a trustee, with key trustees having a specific job description and person specification. There is no application process and interview with at least two members of the trustee panel as part of the recruitment process. Final review and recommendations presented at the board of directors meeting for agreement and to formalise the appointment. Reference checks are carried out and for key trustees we also conduct DBS checks as required. Each trustee has identified a period of time of post; three years at which point they may resign or be re-elected for a period of up to a maximum of three terms.

Our new Trustee Board, Chaired by Danny Payne CMG, have been specifically recruited to support the charity with its growth agenda, particularly as we now emerge from the global restrictions of the pandemic. The Board meets 4 times per year plus holds our Annual General meeting. We have established a new Audit Risk and Assurance Committee, Chaired by Trustee Victoria Cope providing comprehensiveness, reliability and integrity of assurances. The Committee acts in a scrutiny and advisory capacity for the Trustee Board and it has no executive authority.

Prior to confirmed appointments, trustees receive a comprehensive induction pack which includes the Constitution with Terms of Reference and 3-year strategy. Also, the Charity's Safeguarding, GDPR, Code of Conduct for Trustees and Conflict of Interest Policies and information about their role and responsibilities. We continue to review our target beneficiaries annually based on the level of regionally penetration, partnerships and external factors that impact service delivery. During the year we also conducted a Safeguarding Audit, resulting in our policies and procedures being updated and additional Designated Safeguarding Officer training being implemented across the team.

Internal Controls

The Board has overall responsibility for establishing and maintaining the Charity's system of internal control and for reviewing its effectiveness. The Trustees recognise that no system of internal control can provide absolute assurance against financial misstatement or loss or eliminate all risk. The system of internal control is designed to manage risk and to provide reasonable assurance that key business objectives and expected outcomes will be achieved. The Board confirms that there is an ongoing process for identifying, evaluating and managing the significant risks faced by the Charity. This approach has operated throughout the year under review up to and including the date of approval of the annual report and accounts.

Risk Management

The trustee board recognises its responsibility is to have an appropriate risk framework and controls in place to identify monitor and mitigate any risks to the charitable objectives. The risk register is reviewed at least once per year by the trustee board, proposing actions to be taken to reduce the level of exposure or mitigate the risks. In the course of the risk review, the Board considered:

- Major Risks to which ILT is exposed
- The impact and probability associated with the risks
- Existing internal controls and accountability
- Mitigating actions to reduce each risk to the accepted level
- The impact and contingencies associated with a unprecedented changed climate (global pandemic and economic impact)

This is recorded on the ILT risk register and are monitored at each Board meeting.

The key risks identified:

- Safeguarding and wellbeing of all stakeholders (Beneficiaries, Volunteers and staff)
- Cyber-security resulting in the loss, theft or unauthorised use of personal data.
- Failure to comply with changing legislation and policies
- Inability to find new sources of funding and resources to support future growth
- Academy programmes fail to meet service delivery expectations, breaking confidence and trust
- Inability or failure to meet set outcomes agreed with funding bodies / donors
- Public scrutiny of ILT brand and services

None of the above risks caused loss or harm during the reporting year.

Management and staff

Responsibility for the day-to-day management of the Inspiring Leadership Trust is delegated to the Chief Executive, our Founder Leigh Bowman-Perks, within the strategic and accountability frameworks established by the trustees and she is supported by a small team of staff, freelancers and volunteers. At this time, the CEO role is voluntary and receives no remuneration.

We'd also like to thank our generous and loyal supporters and volunteers continue to make an extraordinary contribution. The amount it saves the charity is vital and their knowledge and expertise goes further than just financial savings. They also act increasingly as passionate and informed advocates, campaigning on our behalf and helping to recruit more supporters. The Inspiring Leadership Trust is committed to employment policies which follow best practice, based on equal opportunities for all employees, irrespective of sex, race, colour, religion, sexual orientation, age, employment status, disability or marital status.

We are also committed to providing our supporters with an excellent supporter experience that is open, transparent and personal. We comply with General Data Protection Regulations and always ensure we respect the privacy and contact preferences of all our donors. We believe that no one should ever feel pressured into giving and take steps to ensure that the vulnerable are protected.We want all supporters to have a positive experience with us and welcome feedback.

All employees and applicants are treated on merit, fairly, with respect and dignity, recognised as individuals and valued for the contribution they make, provided fair and equal training, development, reward and progression opportunities, and are accountable for the impact of their own behaviour and actions. During the year, regular communications are provided to our staff and volunteers, including updates on the Charity's progress. In addition, one of our values is to encourage our staff and volunteers to speak out and express their views and opinions. Staff and volunteer forums are used as well as regular all-staff updates across our main sites.

Financial Statements

The Inspiring Leadership Trust operates as a lean, agile organisation, mobilising industry leaders as a volunteer work force to provide their skills, knowledge and expertise. The strength of the charity is built on the ability to mobilise a network of talented business leaders who gift time, resources, expertise and assets to not only deliver the services for beneficiaries, but to also to strategic and operational workstreams helping to drive through and realise the charity objectives. This operating model means that our current cost per beneficiary per year is less than £150.

None of our life changing work would be possible without our staff, volunteers and supporters who are all committed to changing the lives of 100,000 women and girls by 2035. 90 volunteers offered their time and skills to help with mentoring, course design and to operationalise our strategy in the form of SLAM teams (Skilled, lean, agile and multi-disciplined) enabling us to focus 100% of our internal resources on service delivery. A total of 5 inspirational speakers designed and delivered our Inspiring Futures Academy workshops for free.

The charity has had a moderate financial year, with an increase from the previous year of 66% but still lower than pre-COVID. This is reflective of our postponed Annual Gala and awards ceremony and fundraising events. Also, we pursued limited funding from government grants for specific projects that link to future national rollout possibilities. Salaries for the core team are built in to grant applications as part of the cost of delivery of services for each beneficiary. Our overall aim is to reignite past successful fundraising activities and invest in a number of different fundraising practices including fundraising from individuals, trusts, foundations and companies and events.All our fundraising practices comply with the Charity Commission and UK law in every respect.

Restricted funding formed part of a DWP project grant to deliver the Inspiring Futures Academy for women and girls in the UK. The total commitment was £10.8k. The minimal deficit is reflective of an outstanding 'grant debt'
of 3.2k received after the financial year end. This was adequately covered by our existing funds without impacting our reserves.

Staff and Executive Pay

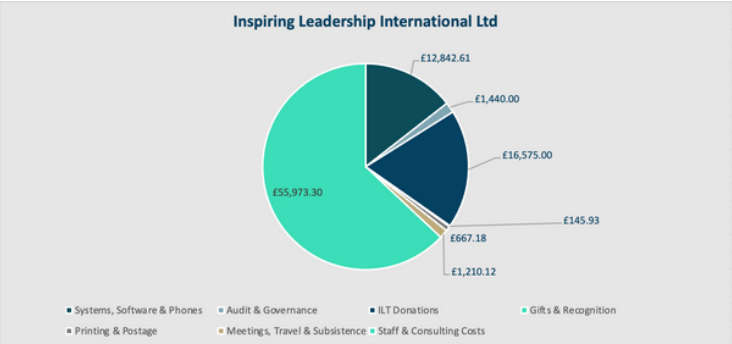
All trustees, including the CEO, give their time freely and no trustee received remuneration in the year. A small core team of staff, freelancers and secondees, which has been established in line with the volume of service delivery and pay is reviewed annually. The Charity's leadership and remaining teams are comprised of a number of committed business volunteers giving their time, resources and expertise to advance the objects of the Inspiring Leadership Trust. External solicitors have been sourced for providing pro-bono expertise on legal related issues. During the year we source external support to conduct audits and policy support.

Reserves Policy

The Trustees are aware of the requirement for charities to manage the level of reserves that they hold and to adopt a policy which determines the level of reserves which they believe would be appropriate to maintain. Consequently, Trustees have set an appropriate reserves policy relating to liquidity based on the relationship between readily realisable assets and the cash required to settle grant liabilities and sustain the Inspiring Leadership Trust's operations for an anticipated period, as explained below. Trustees have decided that after an allowance for future income expectations, the Inspiring Leadership Trust should at all times maintain cash and readily realisable assets sufficient to fund between not less than 3 of forecast cash outflow, with a goal of 6 months. Fluctuations in income are managed enabling larger donations in one year to be spent in a reasonable manner in subsequent years. In the event of the Inspiring Leadership Trust facing difficult financial circumstances, these reserves would allow us to both meet our responsibilities to grant holders and for operations to continue during a period of managed adjustment to these new circumstances. However, the charity core team are focusing on diversification through grant applications and new income streams to ensure the future security of the organisation. The Trustees review the Inspiring Leadership Trust reserves policy annually.

Gifted by Inspiring Leadership International (Our Founder)

In addition to the £16,575 unrestricted funds donated to the charity, our founder gifted extensive resources, technologies and assets to the charity (total value of £72k). This helped to establish a robust service proposition, digital inclusion, strategy and further prepared us for growth.



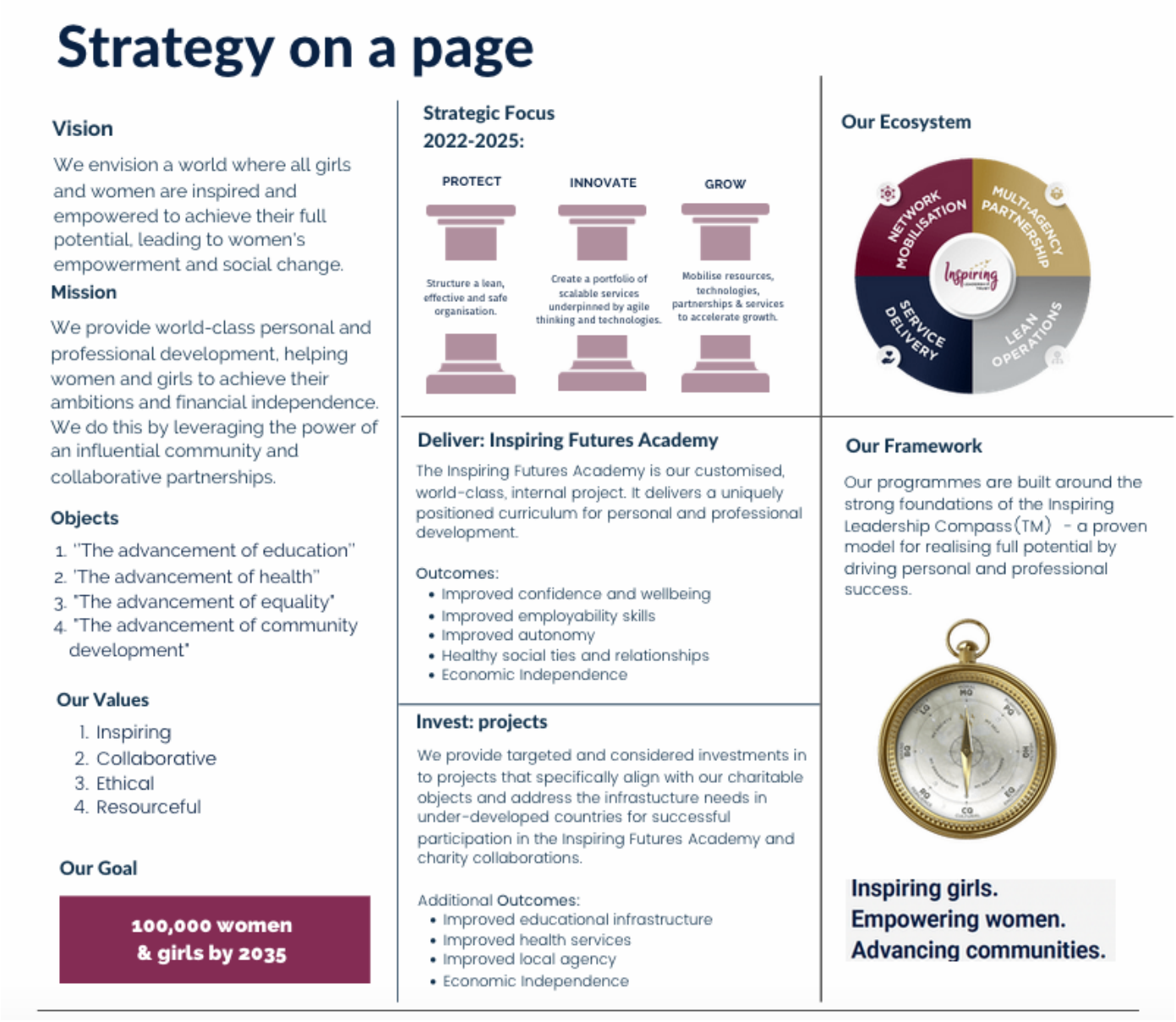
Going Concerns

The charity has met its obligations and operational liabilities from grant incomes and donations. Due to the current global health crises, the Board will continue to review these forecasts on a regular basis. Throughout this period, we have innovated and migrated to a completely virtual and digital service. As the financial year ended, the charity had started to launch its multi-regional campaign with the Home Office Serious and Organised Crime team. Due the volume of gifted technologies, resources and volunteering, the charity has not needed to apply for emergency funding, instead opting for a considered implementation. We are able to continue to operate at similar capacity to year end. The Charity will continue to review the cashflow in light of the extended pandemic restrictions and has opted to pause on international projects until there is improved stability and the impact on the landscape for international communities is better understood.

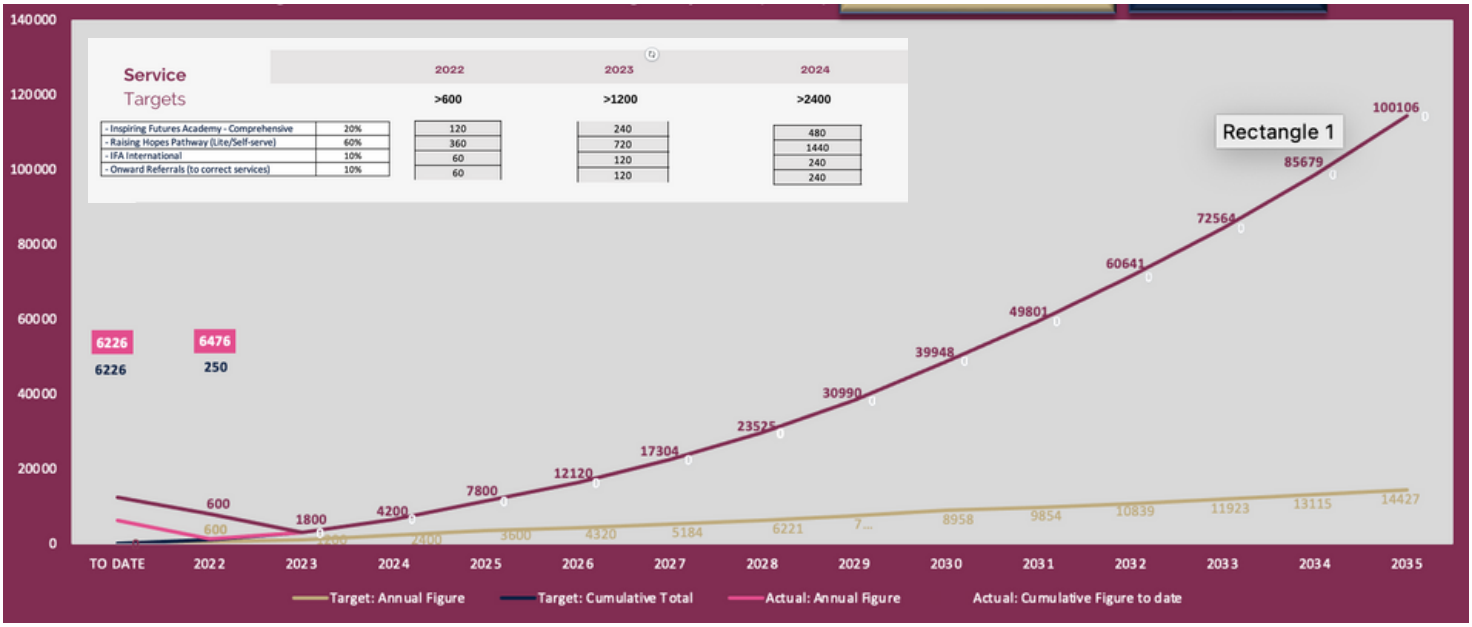
Distribution of Costs

The Charity is a Leader-Volunteer led organisation, enabling us to focus our invested funds specifically on the cost of service-delivery to beneficiaries, including key roles, safeguarding and infrastructure costs. External economic events resulted in postponement of our main fundraising opportunities. As this coincided with the rollout of our newly formed academies and technologies as a method for service-delivery, the decision was taken to pause on international project investments and focus on our core interventions with the intention for a 'lift and drop' the new model to new locations, expanding our footprint after piloting programmes in the UK (whilst opening up opportunties to attend programmes to international partners).

Our Future Priorities



GRAPH 1: To reach a goal of at least 100,000 women and girls by 2035 (BHAG)



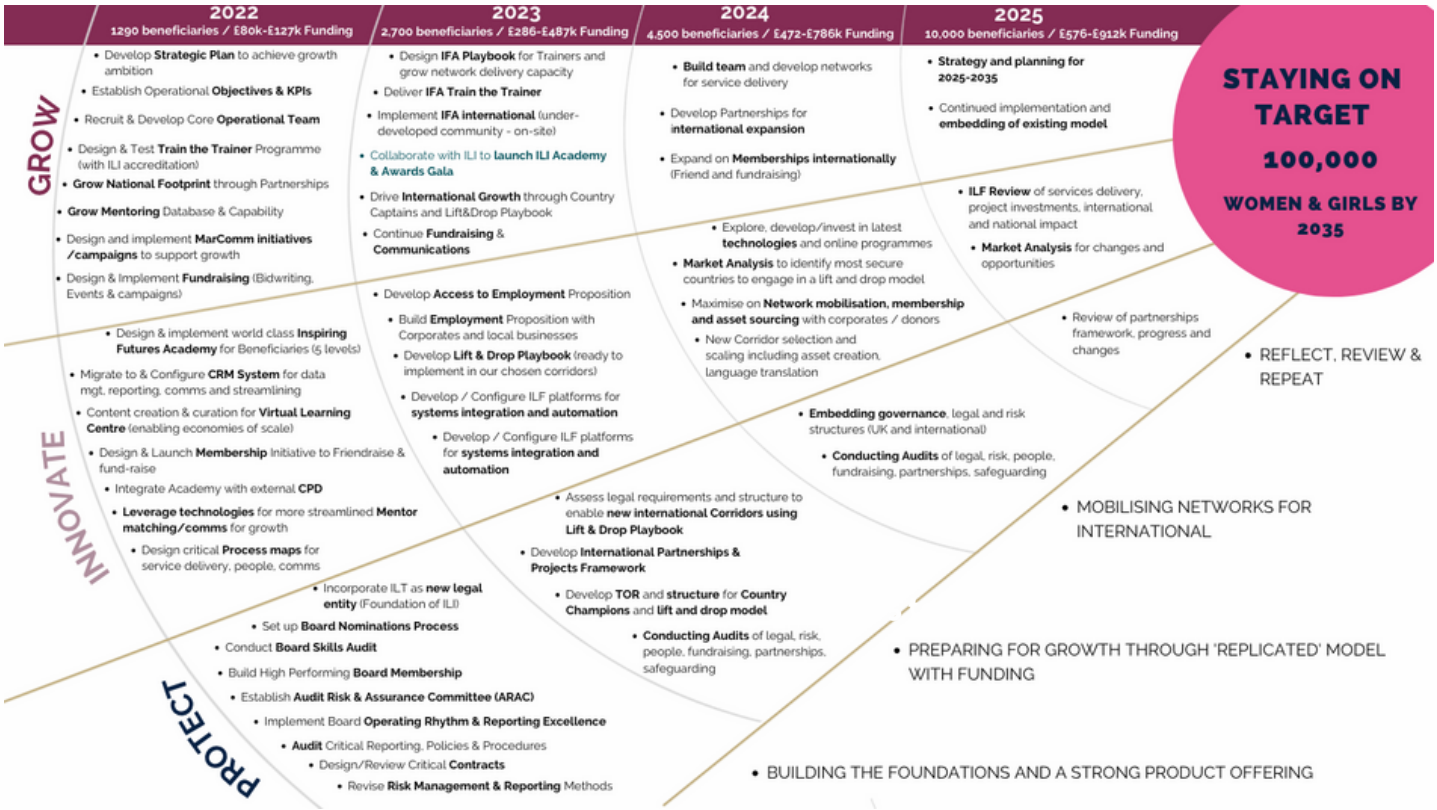
Our 4 Year Horizon Plan

We continue to reflect on the strategy and develop a model that supports our growth ambitions, helping more women and girls to thrive globally.

GROWTH AMBITIONS

Working with the Trustee Board, we have revisited our growth strategy to account for the impacts of the pandemic and financial crisis. We have maintained our target of 100,000 women and girls but extended the timeline to 2035. This aligns with our strategic pillars of 1) protecting the beneficiaries and charity 2) innovating in the early stages to build a high quality world class offering and 3) Grow the charity through partnerships and extending our footprint. Key areas include:

- We aim to support a minimum of 2,400 through the Inspiring Futures Academy, including workshops, the Virtual Learning Centre and on-line community hub.
- Our ambition is to train up and provide at least 20% of these beneficiaries with access to volunteer career and confidence coaches and mentors
- Increase the number of multi-agency partnerships in the UK to operate at broader, national levels and expand out international partnerships.
- Innovate and launch unique methods for fundraising to support our Give and Gain Ethos in partnership with Inspiring Leadership International for broader business networks, influence and access to the Inspiring Leadership Academy.
- Explore the digital proposition to enhance the services and experience in order to achieve economies of scale globally.



Objective 1: Expand our Reach to Support more women and girls across the UK and internationally to positively impact 100,000 women and girls by 2035

Our model is efficient and easily replicated to maximise impact for more women and girls. Our aim is to positively impact the lives of 1800 disadvantaged / vulnerable beneficiaries for 2023; increasing again to 2,400 beneficiaries by 2024; and 3,600 beneficiaries by 2025 (keeping us on track for 2035).

- **Goal 1 - Service Delivery:** Build a holistic, world-class Inspiring Futures Academy - linked to CPD, supported by comprehensive personal and peer-group growth, career development, mentoring aimed at different advancing levels. Include building an Inspiring Alumni Community for women and girls that become part of longer-term support for continued professional development and long-term support (to prevent regression).
- **Goal 2- Service Engagement:** Increase opportunities for access to services and support through enhanced referrals and onboarding methods and processes. Leverage diverse communications and interfaces for increased interest, accessibility, ease of engagement and scalability.
- **Goal 3 - Service Accessibility:** Make inspirational learning, career development and support accessible anytime, anywhere through an international digital inclusion strategy and leveraging online learning technologies and agile working methodologies. Expand the VLC to include digital book libraries and careers.
- **Goal 4 - Service Expansion:** Research, development, prioritisation and implementation of chosen critical interventions to support the needs of an expanding network of beneficiaries i.e. Train the Trainer Certification, Continued Professional Development (CPD), career advisory and employment opportunities, community on-site locations and delivery, educational programmes for students, specialist programmes e.g. STEM, Students, Business Entrepreneurship and Mother and Child, Call Centre.

Objective 2: Build Win:Win strategic multi-agency partnerships across UK and international including Education, Charities, Local Authorities and Government Organisations.

Complex lives creates complex needs, which requires tailored and integrated solutions. Collaboration and alignment with multi-agency partners is critical to achieving maximum impact for our beneficiaries. Through working together we can address gaps in existing services, pressures on budgets and also reduce the repeated cycle, where beneficiaries regress due to lack of support and outreach programmes.

- **Goal 1 - Compelling Proposition:** Develop the UK as the Centre of Excellence that enables international expansion and investment, ensuring alignment to our vision, goals and services.
- **Goal 2 - Replicate Model:** Build the playbook for expansion and growth. Establish a framework and criteria for identifying, evaluating and partnering with organisations. Create consistent and effective contracts, compliance, measurement and reporting processes.
- **Goal 3 - Partner Expansion:** Research and development for building on existing and new national and international multi-agency partnerships, maximising collaborative efforts that directly address the issues affecting social mobility, security and equality women and girls including Violence Against Women and Girls (VAWG), Trafficking, Serious and Organised Crime, Poverty, Mental Health and unemployment.
- **Goal 4- Operating Systems:** Develop systems and processes that enable effective and seamless communications and reporting between our services and our partners, ensuring ease of engagement, collaboration, case management and reporting.

Objective 3: Accelerate growth and mobilisation of our inspiring business community and corporate volunteers

Our Founder's unique connection to a senior global business network community places the charity in an optimum position to grow in a lean way, whilst at the same time building more ambassasors and supporters contributing to the cause.

- **Goal 1 - Corporate Partnerships:** Form strategic corporate partnerships to become a charity of chaoice and for fundraising and friendraising to ensure we have sufficient resources, assets and investment that align with our growth plans. This includes alignment with our digital inclusion strategy trough the provision of SMART assets, volunteer mobilisation, Retail micro-donations etc.
- **Goal 2 - Volunteer Mobilisation:** Leverage technologies, processes and structure to ensure the effective utilisation of resources, skills, assets and digital products and drive maximum operational delivery and ensuring the needs of beneficiaries are met e.g. IFA delivery partners, mentors, operational SLAM project volunteers, In-community IFA Champions to lift and drop the IFA Playbook.
- **Goal 3 - Unique Volunteer Proposition (UVP):** Develop a UVP that creates meaningful and purposeful inspiring leadership experiences for the business community to drive loyalty, engagement and the underlying ethos of 'everyone who gives, gains'.
- **Goal 4 - Scale Partnerships:** Engage with global leadership networks to build a more robust Inspiring Leadership community, scaling-up access to core sectors aligned with beneficiary aspirations and global networks aligned with international growth goals.

Objective 4: Structure the ILT as a lean, effective, influential and safe organisation.

With the ILF gaining huge support and traction in the work, which is being carried out, it is important that we respect those that have donated to the organisation in ensuring that the money is used for charitable purposes. This means we will manage our resources to ensure that the charity is always having the greatest impact.

- **Goal 1 - Robust Governance:** Ensure the charities governance, operations, policies, systems, procedures and management are secure and robust.
- **Goal 2 - Advanced Systems:** Develop an internal and external digital capability strategy that enables the effective relationship management, partner engagement and services delivery.
- **Goal 3 - Culture and Capabilities:** Establish a lean, high performing team comprised of optimum staff and volunteer mix to deliver world class services at low cost. Embed a culture of inspirational leadership and accountability for driving performance and growth.
- **·Goal 4 - Growth Opportunities:** Achieve a sustainable funding and tech model that can be adapted as the charity's delivery is scaled upwards

Approved and signed on behalf of the Trustees by

Leigh Bowman-Perks, Founder & CEO
Date: 7th December 2022

CHARITY COMMISSION FOR ENGLAND AND WALES

INSPIRING LEADERSHIP TRUST	1165616

Receipts and payments accounts

CC16a

For the period from	01/04/2021	To	31/03/2022

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations - Private	5,454	-	-	5,454	605
Donations - Business	21,472	-	-	21,472	-
Charitable Activities - Gala	794	-	-	794	-
Fundraising Events	764	-	-	764	556
Other - Books	-	-	-	-	-
Other	-	6,600	-	6,600	21,800
	-	-	-	-	-
	-	-	-	-	-
***Sub total** (Gross income for AR)*	28,484	6,600	-	35,084	22,961
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	28,484	6,600	-	35,084	22,961
A3 Payments					
Raising funds- Gala	-	-	-	-	720
Charitable activities	2,212	-	-	2,212	-
Salaries	1,370	27,509	-	28,879	18,297
Costs of service delivery	-	-	-	-	-
Service delivery training and events	1,433	-	-	1,433	1,181
Safeguarding DBS/training	1,043	-	-	1,043	2,600
Other	3,733	-	-	3,733	2,919
Bank charges	46	-	-	46	1
	-	-	-	-	-
Sub total	9,837	27,509	-	37,346	25,718
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	9,837	27,509	-	37,346	25,718
Net of receipts/(payments)	18,647	- 20,909	-	- 2,262	- 2,757
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	2,716	20,909	-	23,625	21,750
Cash funds this year end	21,363	-	-	21,363	18,993

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Natwest Current Account	21,075	-	-
	Paypal account	288	-	-
			-	-
	Total cash funds	21,363	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

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

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Leigh Bowman-Perks	13/01/2023

STREETS®
CHARTERED ACCOUNTANTS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INSPIRING LEADERSHIP TRUST

I report to the trustees on my examination of the accounts of the Inspiring Leadership Trust (the Trust) for the year ended 31 March 2022.

Responsibilities and basis of report
As the charity trustees of the Trust 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement
I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material aspect:

- Accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- The accounts do not accord with these records; or
- The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charites (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.

Mark Bradshaw

Streets LLP
Windsor House,
A1 Business Park,
Long Bennington,
Notts, NG23 5JR

Date: 16 January 2023