

Inspiring Leadership Foundation

Annual Report

2021 - 2022

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



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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

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 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"

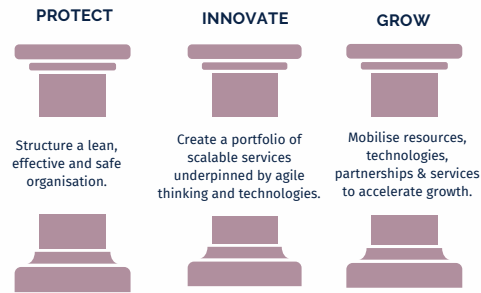
Our Values

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 infrastructure 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.

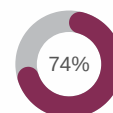


The women & girls we serve

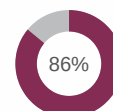
The women & girls we help come from disadvantaged backgrounds and experience barriers in achieving their full potential and financial independence. Our service welcomes all women, including trans women.

We particularly support women & girls who face:

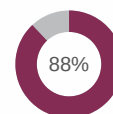
- Disadvantaged backgrounds
- Lacking basic employability skills
- Low confidence and self-esteem
- Unsupportive or abusive relationships
- Experience mental health issues



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.



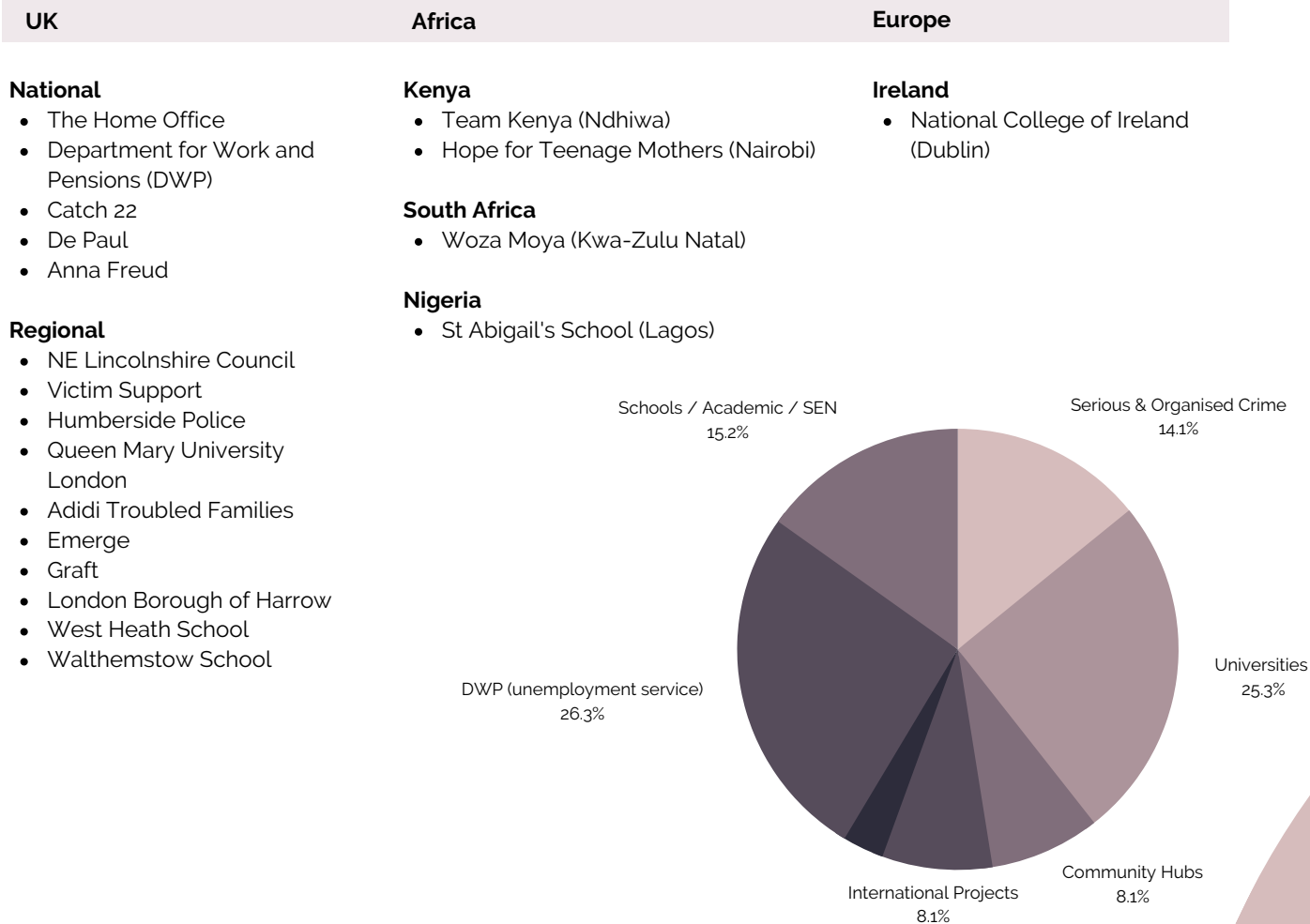
Education Institutions

We work with education institutions 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.



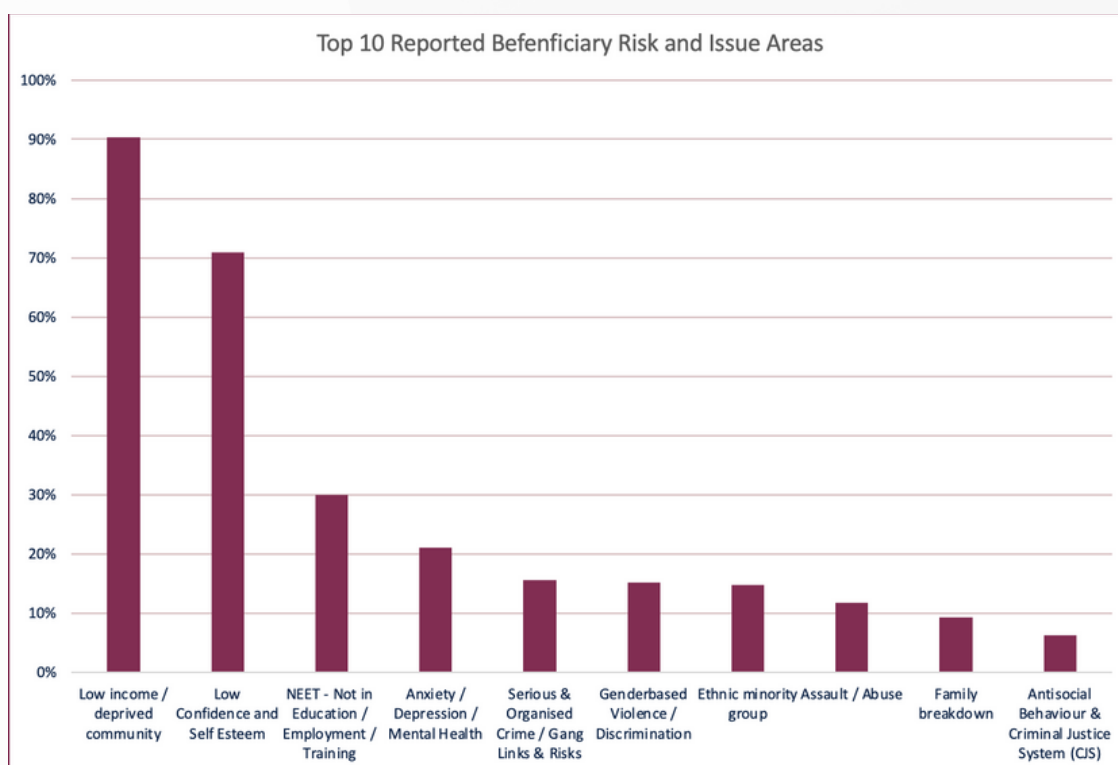
Beneficiary Complex Needs (data)

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.

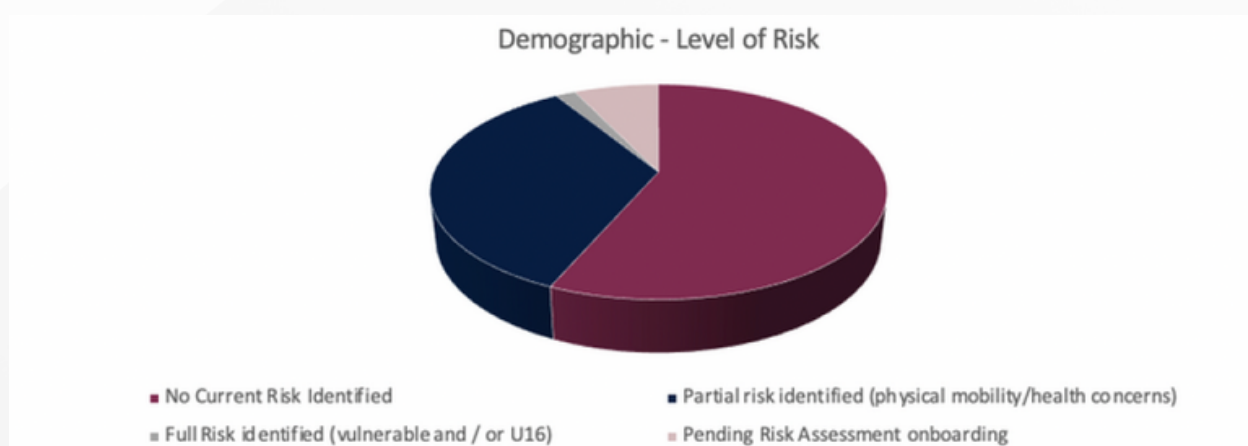
Importantly, it highlights:

- (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 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 beneficiaries 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 **Virtual 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.

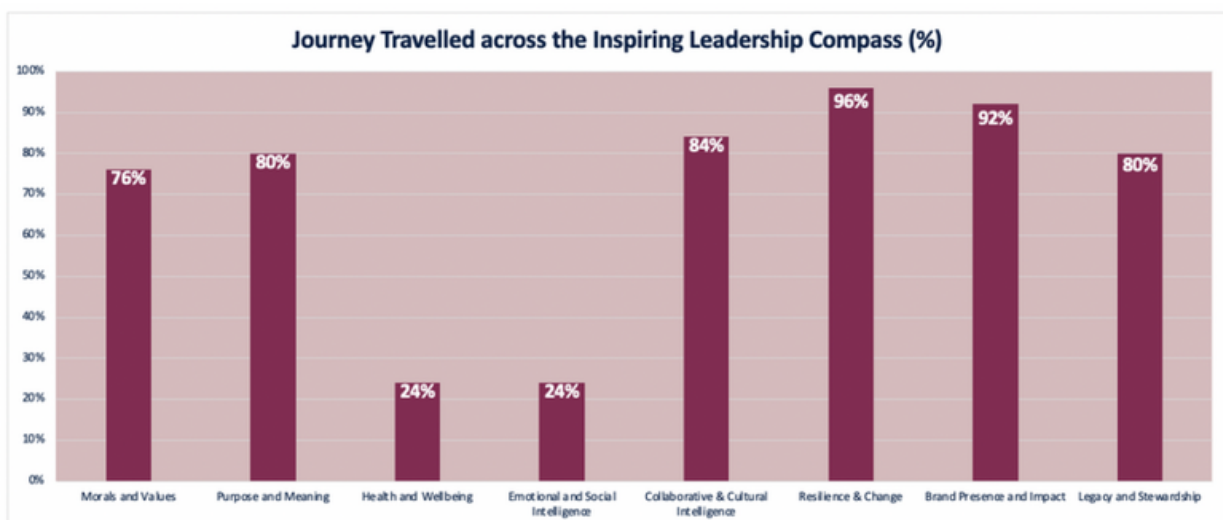
EQ: Emotions and Relationships - Accepting and regulating your emotions and creating meaningful and trusting relationships.

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.



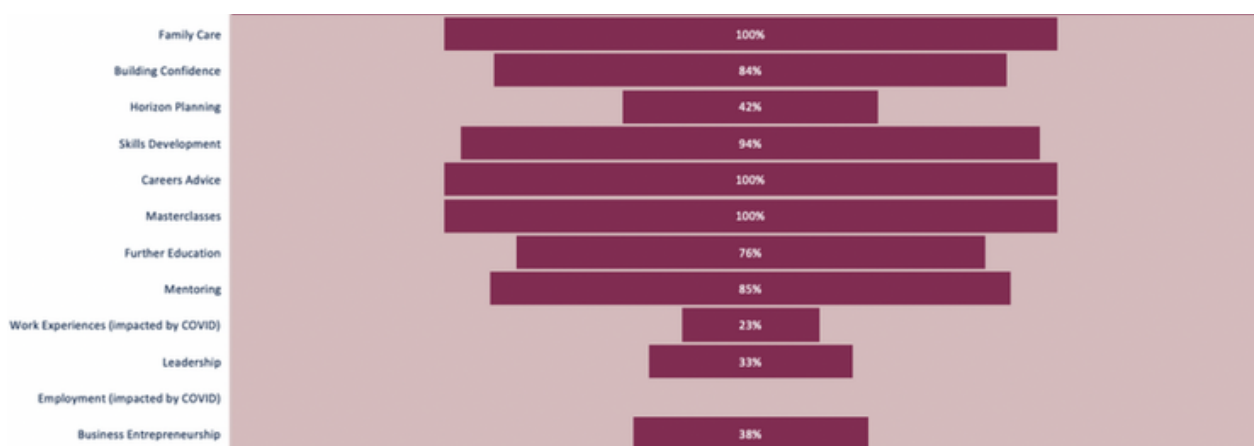
Note

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

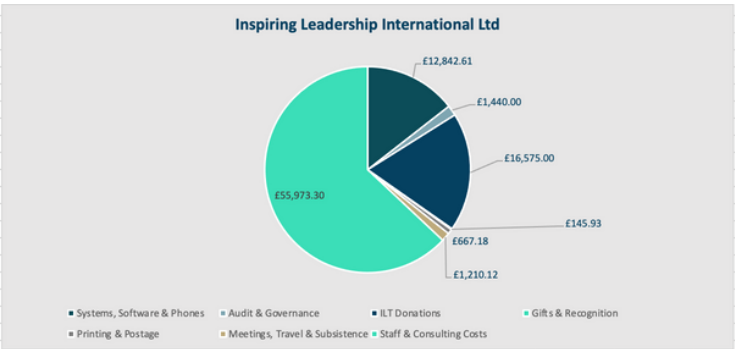
All trustees, including the CEO, give their time freely and no trustee received remuneration in the year. A small core team of staff, freelancers and secondees, which has been established in line with the volume of service delivery and pay is reviewed annually. The Charity's leadership and remaining 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 opportunities to attend programmes to international partners).

Our Future Priorities

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"

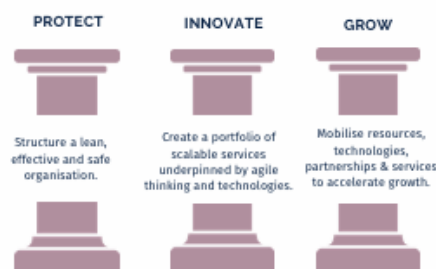
Our Values

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 infrastructure 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



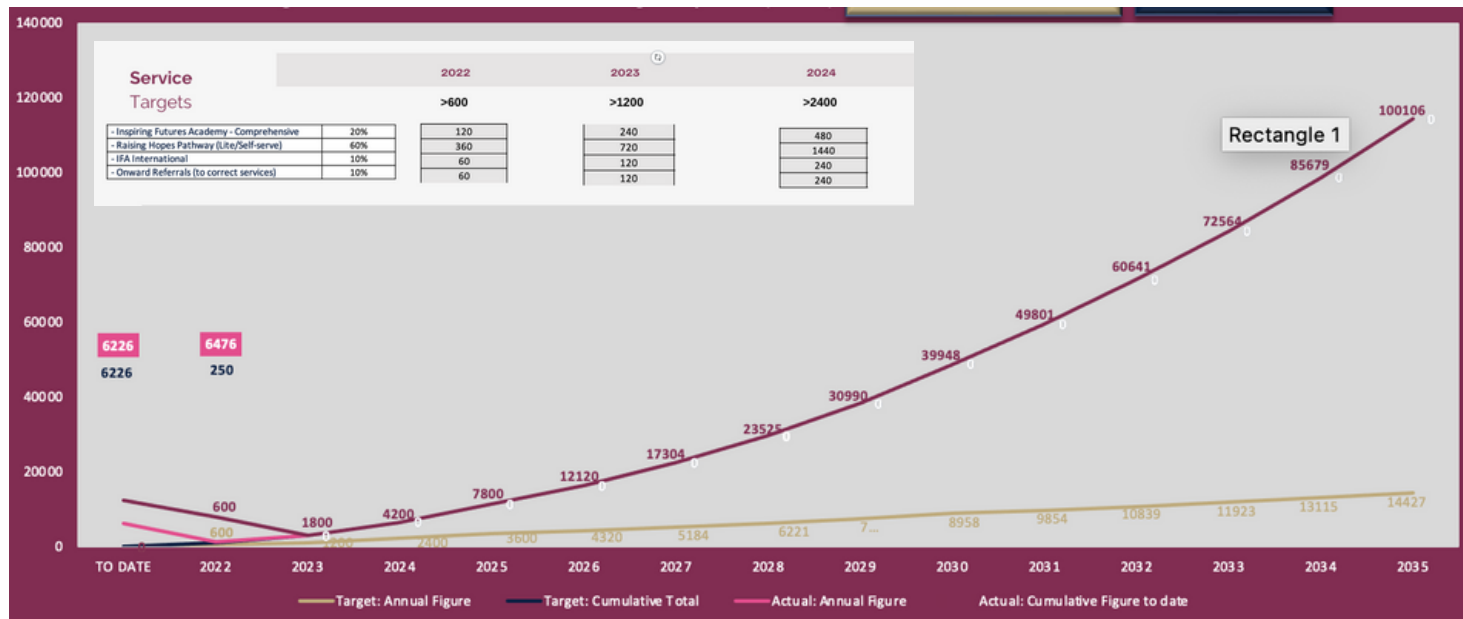
Our Framework

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.**

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



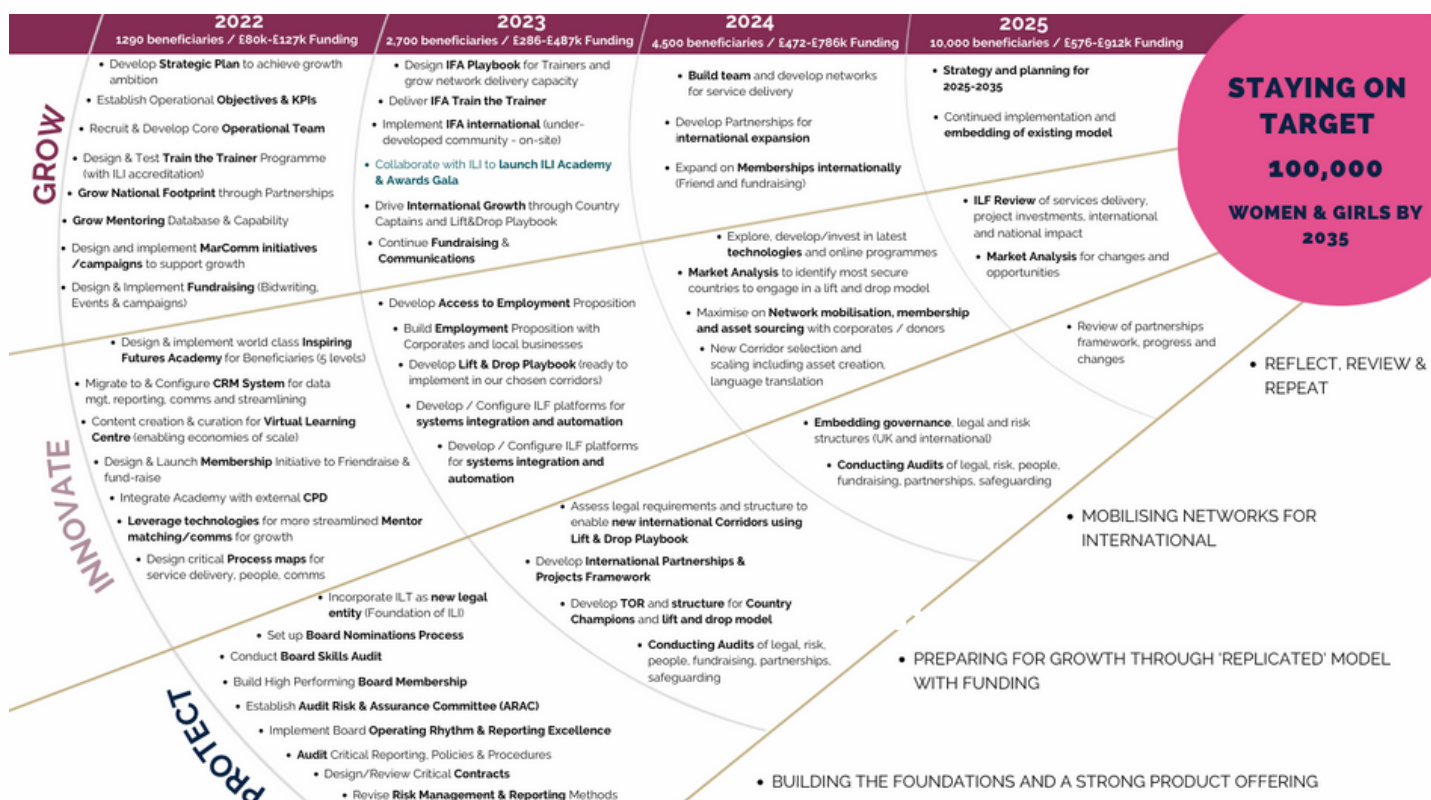
Our 4 Year Horizon Plan

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 ambassadors and supporters contributing to the cause.

- **Goal 1 - Corporate Partnerships:** Form strategic corporate partnerships to become a charity of choice 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 through 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
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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
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Net of receipts/(payments)	18,647	- 20,909	-	- 2,262	- 2,757
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A5 Transfers between funds


	-	-	-	-	-
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A6 Cash funds last year end

	2,716	20,909	-	23,625	21,750
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Cash funds this year end	21,363	-	-	21,363	18,993
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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
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	13/01/2023	

***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 Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Mark Bradshaw

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

Date: 16 January 2023

Windsor House, A1 Business Park at Long Bennington, Nottinghamshire NG32 5JR
▪ **Telephone** 01476 590838 / 0115 941 5445 ▪ **Fax** 01476 590795 ▪ **Email** info@streetsweb.co.uk
www.streetsweb.co.uk

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