

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.

Where am I going today?



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.

I was super nervous

Report of the Board of Inspiring Leadership Foundation Charity Trustee Directors



Danny Payne
Chair
Inspiring Leadership Foundation

Chair's Message

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, mental 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

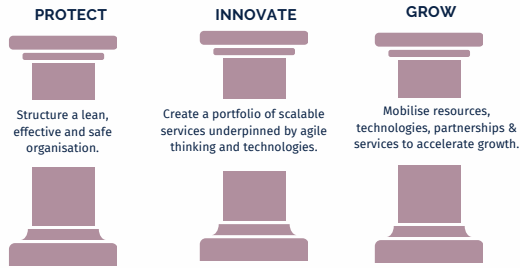
Our Strapline

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:



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 AmbassadorsSM, inspiring business leaders and subject matter experts.

Specialist Pathways:

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

LEADERS LEAVING LEGACIES

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

OUTCOMES FOR BENEFICIARIES

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



WIN-WIN COLLABORATIONS

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

RESOURCEFUL ORGANISATION DESIGN

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

Our Framework

Our programmes are built around the Inspiring Leadership Compass TM- 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

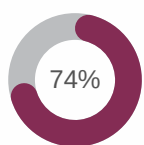
Who we help

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.

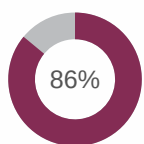
The women and girls we help often lack crucial protective factors that contribute to their well-being. Confidence and self-worth are often depleted, with a staggering 65% of our beneficiaries facing this challenge. They often experience a lack of autonomy and self-direction. Many of them have not had 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

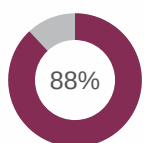
Internationally, in the developing world, we know that basic fundamental needs for health, security and education need to be met to ensure effective programme access and participation. We invest in critical projects through collaborations with charity partners to help access and meet the needs of more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

Registered Charity: 1165616



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 or 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.

"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.

Inspiring Futures Academy

Safer Birmingham
Safer Birmingham
Safer Communities, Safer Futures, Safer Partnerships

Centre for Inspiring Futures for Women

Join our safe space for women.
A project powered by the Inspiring Leadership Foundation

Date: Every Monday
Time: 9AM - 12PM

Our initiative is dedicated to tackling the critical challenges faced by women in our society. We strive to offer you a secure environment for rebuilding your lives, uplifting your spirits, and nurturing your aspirations.

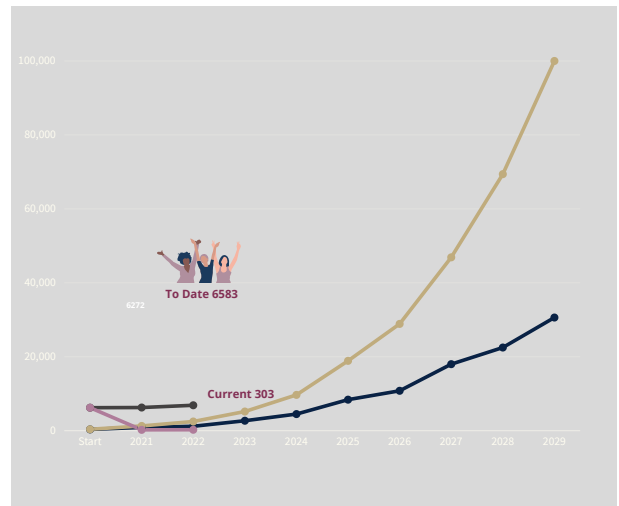
Baptist Church
New road
Bromsgrove
B60 2JD

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



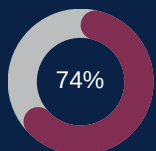
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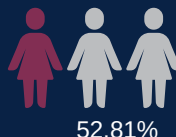
CLICK HERE



to access our
Impact Stories



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



of beneficiaries disclosed
joined significantly 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: 1165610

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.



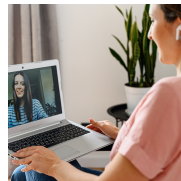
EMPLOYABILITY SKILLS

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



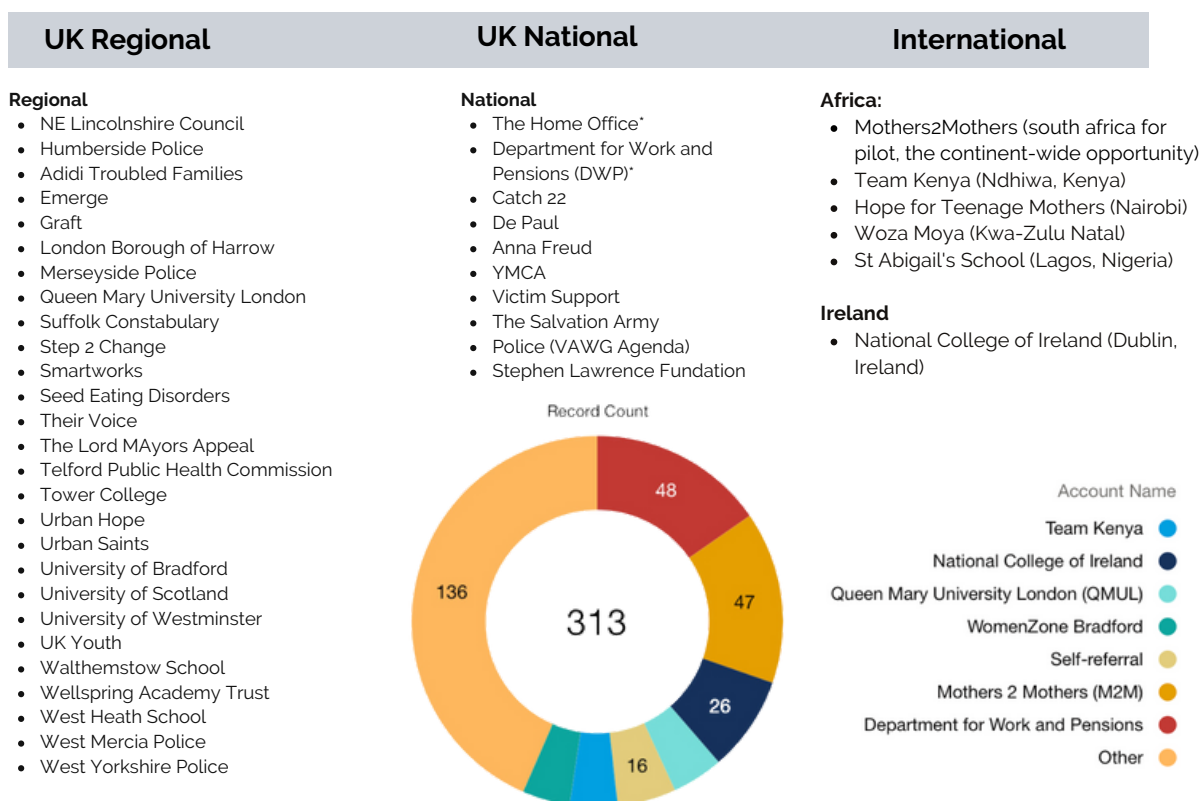
94% Reported improvement in their personal development and professional skills

*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



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 opportunities 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:

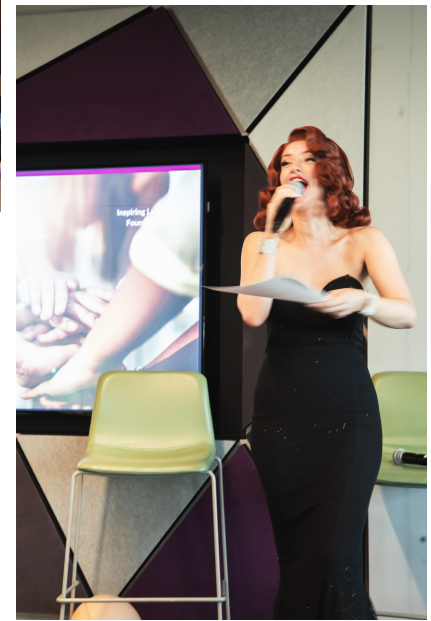
In the process of establishing a relationship with the online grocery store. Reviewing potential pledge options and looking forward to our future collaborations.



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 / charity 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 implemented 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)

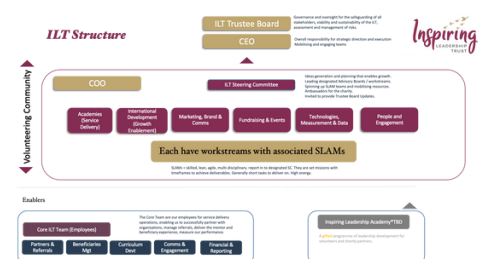
Technical Support: Outsourced to Spotlight Studios and gifted by Inspiring Leadership International

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 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 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.

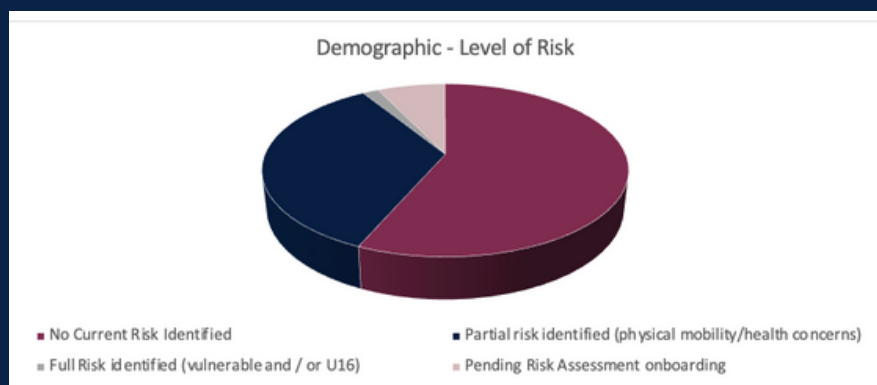
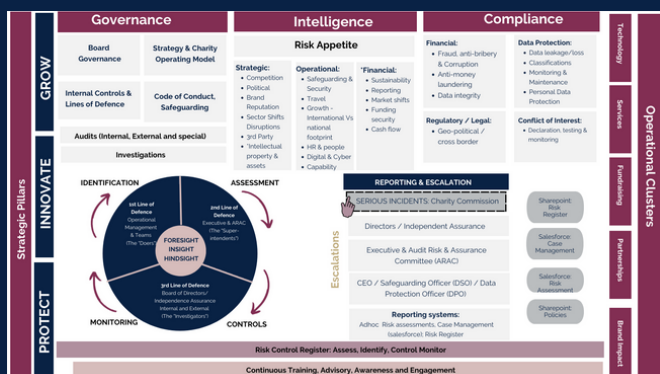
The key risks identified:

- 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 opportunities 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
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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
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Net of receipts/(payments)	7,529	-	-	7,529	- 2,262
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A5 Transfers between funds

	-	-	-	-	-
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A6 Cash funds last year end

	21,363	-	-	21,363	23,625
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Cash funds this year end

	28,892	-	-	28,892	21,363
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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	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		

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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