



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

Charity No: 14176030
Company No: 14176030

EMPOWERING PEOPLE TO DREAM BIG AND UNLOCK THEIR FULL POTENTIAL.

ANNUAL REPORT AND ACCOUNTS 2025





About ILF

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

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

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2025

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

Noven, Kenya



7,500+

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



650+

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

CPD CERTIFIED

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



7 AND COUNTING

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



100,000

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



£75,000

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



60%

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



200+

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

Chairman's Statement

For the year ended 30 November 2025



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

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

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

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

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

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

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

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

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

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

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



Inspiring Young People.



Empowering Women.



Advancing Communities. ⁴

CEO's REPORT November 2025



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

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

Inspiring Futures

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

Inspiring Women and Girls

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

Inspiring Hopes and Dreams

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

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

Key Achievements

Programme Development

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

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

Growth & Reach

- 8.3% growth in partnerships, including new relationships with L&G and Polyco Healthline, and ongoing discussions with Team Kenya and in the US.

- 17.6% increase in beneficiaries, expanding ILF's impact across the UK and internationally.
- 7,549 total beneficiaries, with over 60% progressing into launching businesses, musical careers, or published works through specialist pathways.

Strategic Programmes

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

Fundraising & Participation

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

Accreditation & Programme Excellence

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



Inspiring Young People.



Empowering Women.



Advancing Communities.

CEO'S REPORT

For the year ended 30 November 2025

**£106,000
INCOME IN
2025**

**136 HIDDEN
WORKERS
ENGAGED WITH
INSPIRING
HOPES &
DREAMS**



Governance & Organisational Strengthening

Governance

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

Technology

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

Volunteers & Community

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

EXECUTIVE SUMMARY

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

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

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

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

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

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



Inspiring Young People



Empowering Women.



Advancing Communities.

Trustee's Statement
For the year ended 30 November 2025

TRUSTEE'S ANNUAL REPORT

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

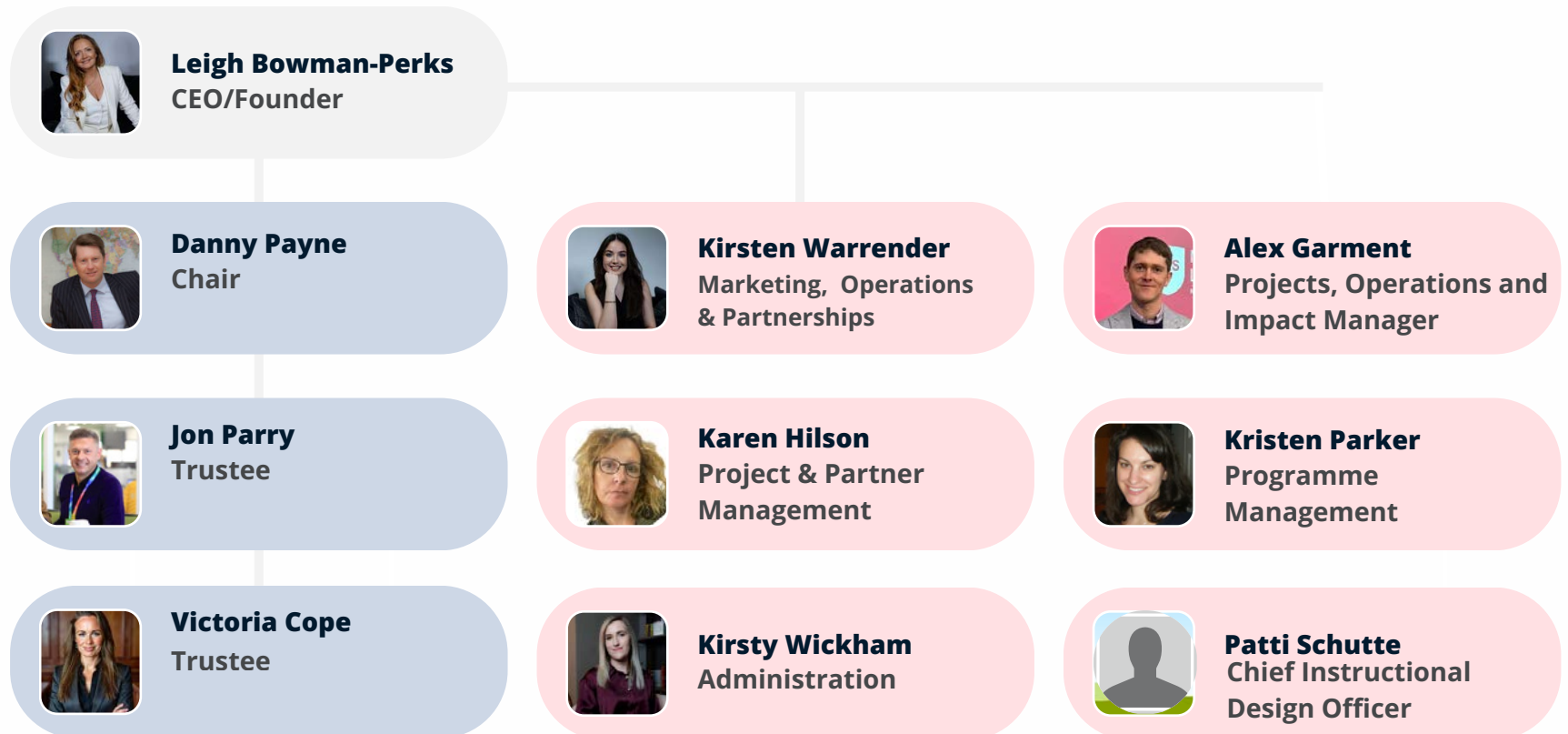
The financial statements have been prepared in line with the accounting policies detailed in the accompanying notes and are consistent with the Foundation's governing document, the Charities Act 2011, and the Charities SORP (Statement of Recommended Practice) for organisations preparing their accounts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

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



INSPIRING LEADERSHIP FOUNDATION

Organisational structure



A photograph of two women on a stage. The woman on the right, with blonde hair, is wearing a white dress and holding a microphone to her mouth. The woman on the left, with dark hair, is also smiling and looking towards the audience. In the background, a large screen displays a presentation slide with the word 'Inspiring' visible.

Board Structure

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

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

Vision

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

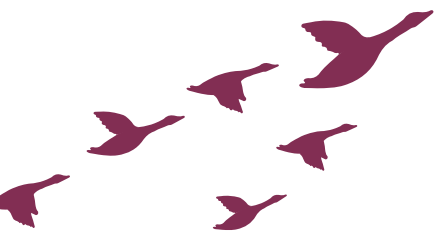
Mission

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

History

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

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



Objectives

The principal objects of the Foundation are to promote:

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

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



A) Programmes

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

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

**INSPIRING
FUTURES**

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

**INSPIRING
WOMEN**

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

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

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

**INSPIRING
HOPES AND DREAMS**

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



INSPIRING FUTURE LEADERS

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



Leadership Workshops

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



Student Mentorship

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



Train-the-Ambassador

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



Online Learning and Events

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



Work Experiences

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



Inspiring Leaders Annual Conference

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



INSPIRING WOMEN

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



Workshops

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



Mentorship

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



Inspiring Business Entrepreneurship

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



Resources

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



Work Opportunities

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



Write to Inspire

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

INSPIRING HOPES AND DREAMS

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

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



FOR HIDDEN WORKERS

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

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

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

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

In collaboration with:



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

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

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

Why it matters:

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

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





INSPIRING ENTREPRENEURSHIP

Total Interest: **17**

Total Participated: **13**

Number of Sessions run: **6**

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

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

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



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

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

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

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

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

WRITE TO INSPIRE



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

A) Services Continued - Headline Statistics

Total Number of Beneficiaries: **7,549**

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

Number of Active Beneficiaries:

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

Write to Inspire:

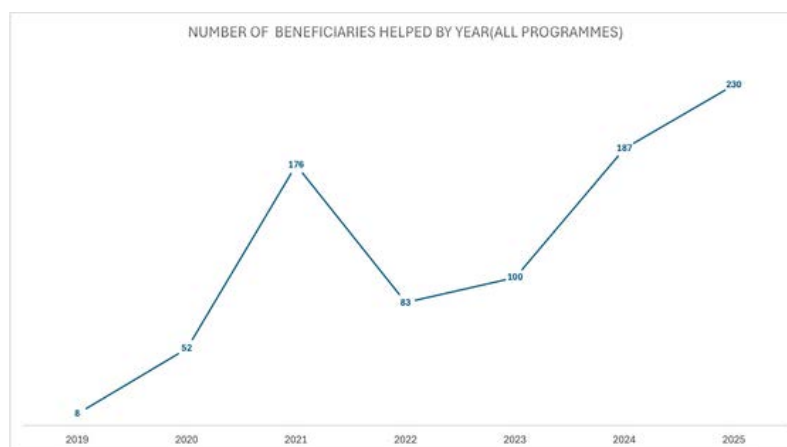
- Number of Individuals signed on: **12**
- Books to be published: **8**
 - **1 book successfully published already**
 - **7 committed to publishing and currently writing**
- 3 started the course but have dropped out

Inspiring Hopes and Dreams

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

Breakdown of Data:

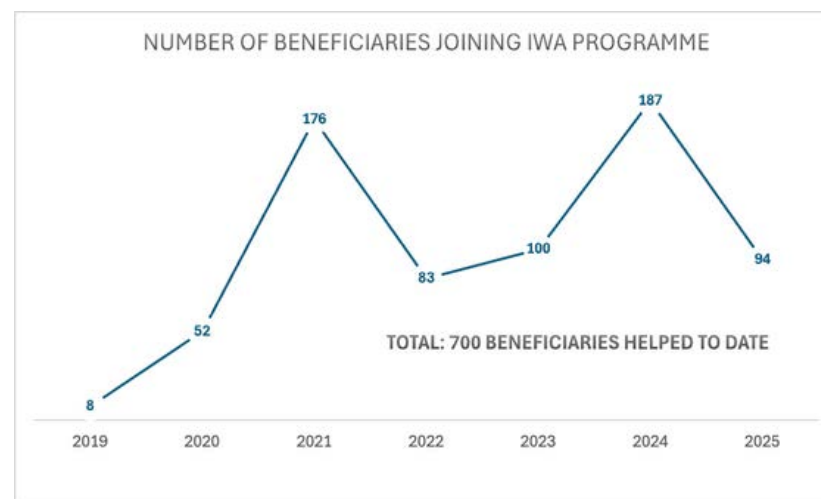
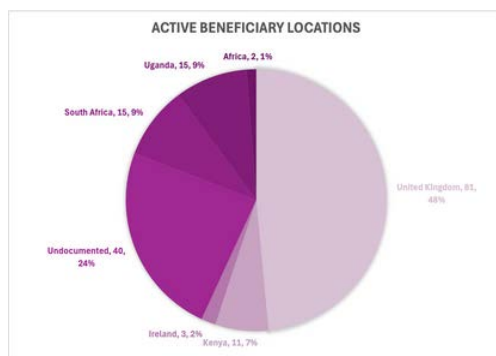
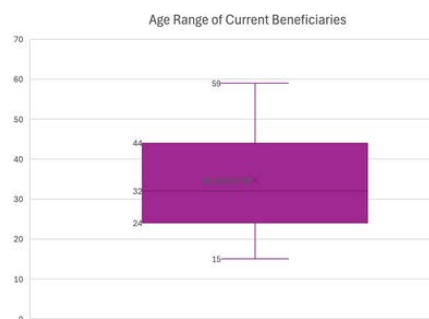
- Continuation Rate for Mentees: **67%**
- Job offer success rate: **2% (in line with national average)**
- Attended **6** Job fairs around the UK generating on average **25 applications**



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

A) Services Continued - IWA Programme Breakdown

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



Breakdown of Current Beneficiary Data as of Q4 2025:

Number of beneficiaries: 86

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

Number of mentors: 55

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

OUR IMPACT

Aimee

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

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

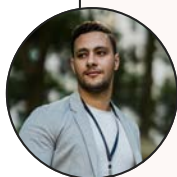
- Aimee, Inspiring Women's Academy, UK



Prakash

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

-Prakash, Inspiring Hopes & Dreams, UK



Emma

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

-Emma, Inspiring Women's Academy, UK



John

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



Abdula

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

-Abdula, Inspiring Hopes & Dreams, UK



HOME OFFICE TESTIMONIAL

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

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

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

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

SHANE ROBERTS

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





b) Partnerships

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

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

B) Partnerships - Multi-Agency Overview



GOVERNMENT ORGANISATIONS

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

EDUCATION

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

POLICE

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

CHARITIES

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

Clear, Hold, Build

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

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

Home Office

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

DWP Covenant

SEE CAREERS



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

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

Testimonial

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

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

B) Partnerships Continued - Key Partnerships



Adobe

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



Dove / Unilever

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

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

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

B) Partnerships Continued - Key Partnerships



Bellrock - A strategic Operational Partnership

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

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



Legal and General - A Visionary Anchor Partnership

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

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

B) Partnerships Continued - Impact Data

UK Regional

Regional

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

UK National

National

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

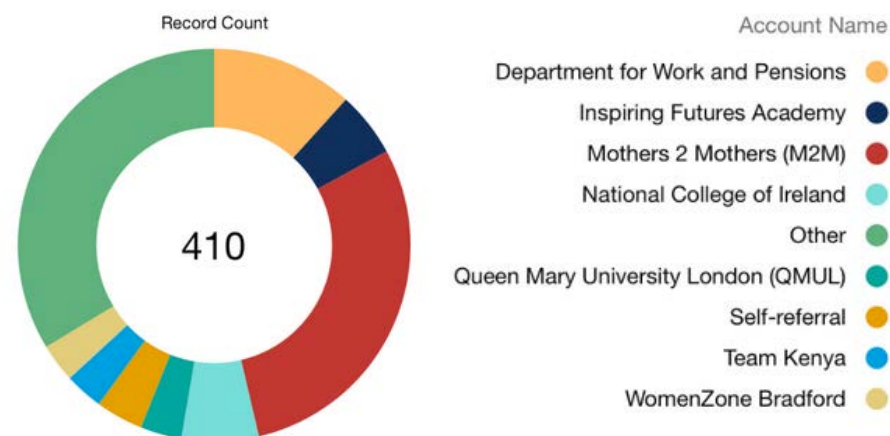
International

Africa:

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

Ireland

- National College of Ireland (Dublin, Ireland)



CLEAR, HOLD, BUILD -

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

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

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

Progress Summary Update

Lancashire – Fleetwood

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

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

Kingston

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

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

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

Camden

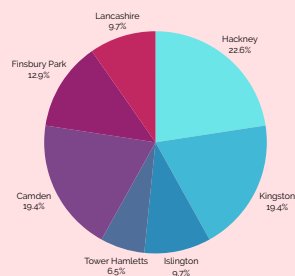
Emma Barker (Holborn Police, VAWG Central North) is exploring collaboration to support exploited girls. Emma Barker attended the Ride to Inspire 2025 Velodrome event with 60 of her MET colleagues and shared very positive feedback on the experience. ILF team are working together to develop a referral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

Hackney

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

Tower Hamlets

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



INTERNATIONAL IMPACT

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

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

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



Overall To Date:

UK (8 - Birmingham, Grimsby, Leeds, Liverpool, London, Worcester, Birmingham, Nottingham)

Ireland: 1 - Dublin

Africa: 4 - Uganda, South Africa, Kenya, Ghana, Milawi

Project Investments

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

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

What Next? Opportunities for International Growth

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

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

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

Ride to Inspire

Day 1 – London Velodrome Launch

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

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

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

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



Day 2 – Women Breaking Barriers at the National Space Centre

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

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

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

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



Day 3 – Grantham Finale

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

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



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

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

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

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

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

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



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

Join us as we pedal for change, create unforgettable experiences, and make a lasting impact on communities across the country.

Thanks to the incredible commitment of our cyclists, sponsors, supporters, and speakers, **Ride to Inspire 2025** raised **£30,999.21**, helping us deliver workshops, mentorship, and work opportunities that



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

**Independent examiner's
report on the accounts**

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name

INSPIRING LEADERSHIP FOUNDATION

**On accounts for the year
ended**

31/03/2025

**Charity no
(if any)**

1165616

Set out on pages

3 to 4

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2025.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

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

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

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

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

Signed:

Cheryl

Date:

30/01/2026

Name:

GERGUINA CALE, STREETS LLP

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

FCA

Address:

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

Section B**Disclosure**

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

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



CHARITY COMMISSION
FOR ENGLAND AND WALES

INSPIRING LEADERSHIP FOUNDATION

1165616

Receipts and payments accounts

CC16a

For the period
from

01/04/2024

To

31/03/2025

Section A Receipts and payments

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

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

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

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

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

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

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

Signature


Print Name
Leigh Bowman-Perks

Date of approval
30 Jan 26