

Trustees' Annual Report for the period

	Period start date			Period end date			
From	01	04	2020	To	31	03	2021

Section A Reference and administration details

Charity name

Reading Ladders

Other names charity is known by

Registered charity number (if any) 1172730

Charity's principal address

10 Talman Grove, Stanmore, Middlesex

Postcode

HA7 4UQ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Martin Miller	Treasurer		
2	Elaine Lancod			
3	Juliet Lewin			
4	Laura Bloomberg			
5	Sheree Oxenham	Chair		
6	Julia Cohen			
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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution adopted 24 th April 2017
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by Voluntary Operations Manager with approval by other trustees

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

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Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

To advance the education of young people with dyslexia and other literacy difficulties in North West London and the surrounding areas.

In planning our projects for the year, we kept in mind the charity commissions guidance on public benefit at our trustee meetings. Furthermore, reference was made to our agreed objectives to aid decision making.

The main projects were as follows:

Providing tuition with funding from The People's Postcode Lottery:

- During the lockdown, pupils received virtual tuition in groups or one to one. We decided to prioritise tutoring a smaller number of pupils – the ones that needed the support the most. This enabled us to ensure that our lessons were carefully designed and adapted so that pupils were engaged in the lesson, by participating in interactive tasks and fun games. The tuition benefited the pupils by developing their reading skills and helping them learn to explicitly learn reading strategies.
- Once it was safe to do so, we resumed face to face tuition in schools. We provided 18 – 20 pupils with specialist literacy tuition, taking place during the school day, once a week. As a consequence of the lockdown, several of our pupils had fallen further behind in their reading, especially since we had not been able to teach all of the pupils in the group. We were able to help them revise any phonic patterns they were insecure with together with explicitly learn reading strategies to develop their self-confidence and enhance their self-esteem. We were able to help them develop their confidence in reading, which enhanced their well-being.
- In February 2021, we delivered a webinar to tutors on how to teach literacy online, to raise funds for the charity.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grant making;
- policy programme related investment;
- contribution made by volunteers.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

The charity managed to adapt its services, to provide virtual tuition during the lockdowns. This was an achievement since we had to learn new ways of teaching literacy online, something we had never done before. Since some pupils had additional learning needs such as ASD and ADHD, this required careful planning and preparation, to make sure the pupils remained focused in the lessons.

Once face to face lessons resumed, six groups of pupils were provided with lessons on a Wednesday morning. Groups were taught by specialist tutors, who had a qualification in teaching children with dyslexia. The pupils loved playing the multi-sensory games and activities and developed an enjoyment in reading. In addition, they gained confidence in their reading ability and learnt reading strategies to use at school and at home. We had very positive feedback from the class teachers, the Deputy Head and Headteacher, who noticed that the pupils had significantly developed their confidence in reading and their mental well-being had improved.

The Reading Ladders webinar was very successful and we raised nearly £1,000 which will be put towards expanding our reserves. We received excellent feedback from the tutors and we were able to raise the profile of Reading Ladders.

Section E

Financial review

Brief statement of the charity's policy on reserves

It is the policy of the charity to maintain free reserves at a level which balances our objectives to develop and support services with our needs to remain financially stable. Reading Ladders intends to build sufficient reserves for between 5 – 6 months of operation.

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

As a fairly new charity, we are always aiming to expand our reserves as part of our growth strategy through fundraising activities. We were able to do this through delivering a webinar, which was well received.

Section F

Other optional information

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

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Full name(s)

MARTIN MILLER

Position (eg Secretary, Chair, etc)

TREASURER

Date

24/12/21