



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 6/4/2020
Period end date

Period start date To 5/4/2021

Charity name: Osprey Leadership Foundation

Charity registration number: 1176199

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<ol style="list-style-type: none">1. To advance the education of the public in the subject of nature and in particular but without limitation nature conservation.2. For the public benefit to promote the education (including social and physical training) of people engaged in or wishing to become engaged in nature conservation or any related trade or profession in such ways as the CIO thinks fit, including by:<ol style="list-style-type: none">1. Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education.2. Providing their education (including the study of music or other arts), to undertake travel in furtherance of that education or to prepare for entry to any occupation in nature conservation or a related trade or profession on leaving any educational establishment.3. To assist in such ways as the CIO thinks fit any charity whose charitable purposes are the same as or similar to those of the CIO.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>The key aims of the charity are to inspire and enable young conservation leaders along the osprey's flyway, to find their voice and deliver sustainable environmental change to the world around them.</p> <p>The Covid-19 pandemic required a change</p>

		<p>of approach, with the vast majority of work undertaken online.</p> <p>Work in the UK focussed on two key programmes, <i>Becoming a Conservation Leader</i>, and <i>Evolving Conservation Leaders</i>.</p> <p><i>Becoming a Conservation Leader</i> is a free twelve-week online programme that introduces young and early career conservationists to the concept of authentic leadership. It explores the traits of truly effective leaders, and how these skills are relevant to a career in conservation. Study materials in the form of podcasts, blogs and written exercises are added to the website on a weekly basis so that participants can read, listen, and complete the exercises at their own pace. A weekly online discussion is held throughout the programme.</p> <p>The first exclusively online version of the programme, for 17 people, was completed in April 2020. A further cohort of 22 people then undertook the programme between May-July 2020. Feedback was extremely positive with net promoter scores of 56.5 (excellent) and 82 (world class) respectively for the two cohorts.</p> <p>The <i>Evolving Conservation Leaders</i> programme was launched in January 2021. It provides mentoring, bespoke leadership training, workshops, peer-support, networking and work experiences opportunities for young conservationists who have completed <i>Becoming a Conservation Leader</i> and demonstrated clear aptitude and enthusiasm while doing so. An initial 17 people (16 from the UK and one from The Gambia) were invited to join the programme. Each participant was allocated a mentor from the OLF team. The first online workshop was undertaken on 4th March.</p> <p>A series of conservation and leadership blogs were posted on the OLF website https://www.ospreyolf.org/olacademy-blog/.</p> <p>The work in the UK was coordinated by Programme Manager, Becky Park, on a part-time basis.</p> <p>The <i>Osprey Clubs</i> scheme aims to inspire Gambian students about nature and conservation. Activities were severely limited by the Covid-19 pandemic, but 60 students from four schools participated in visits to Gunjur Quarry, one of the most important locations for wintering ospreys and a range</p>
--	--	--

		of other bird species in The Gambia. These visits were undertaken in December 2020 and January 2021 and were led by OLF's Gambian coordinator Junkung Jadama, along with Dembo Jatta, a member of the <i>Evolving Conservation Leaders</i> scheme and Naffie Sarr who subsequently completed <i>Becoming a Conservation Leader</i> . The work in Gambia was undertaken in partnership with the Rutland Osprey Project (Leicestershire and Rutland Wildlife Trust).
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We confirm the trustees have had regard to the Charity Commission's guidance on public benefit.

Additional information

You may choose to include further statements where relevant about:

	SORP reference	
Contribution made by volunteers	Para 1.38	Much of the work of the charity, including that of the founder is undertaken on a voluntary basis. A small team of volunteers assist with fundraising and delivery of programmes.

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>We believe that inspiring and enabling the conservation leaders of the future is essential to help combat the growing climate and biodiversity emergencies.</p> <p>OLF adapted to the Covid-19 pandemic by running our two main programmes exclusively online. This proved highly successful and increased both reach and accessibility. The <i>Becoming a Conservation Leader</i> programme attracted participants from Europe, Africa, Australasia and South America, making it truly global in its reach.</p> <p>Feedback from the two <i>Becoming a Conservation Leader</i> cohorts was extremely positive with net promoter scored of 56.5 and 82 (classified as excellent and world class respectively). The programme aims to show young people that anyone can be a leader, and have influence, regardless of their position in an organisation.</p> <p>Feedback included: <i>"I have found this course truly inspirational. It has given me the belief that I can be a leader and I can make a difference to the</i></p>

		<p><i>world.”</i></p> <p><i>“For someone at the early stages of their career in conservation, this course is incredibly valuable. It has provided me with a wealth of insight and knowledge from those who are working within this industry. To achieve a similar level of experience would require an awfully long time before I encountered every aspect of the course.”</i></p> <p><i>“The course is an amazing introduction to the array of concepts within leadership. It's awesome for bringing together like-minded people, yet with a diverse background, to discuss and share experiences relevant to the course, creating a thought-provoking environment. I love how the course is tailored to conservation, and it's so nice to see something addressing such an important role in conservation (leadership) which is so often neglected in terms of training etc.”</i></p> <p>We were excited to launch the <i>Evolving Conservation Leader</i> programme in January. It aims to develop a community of like-minded young conservationists, who are genuinely committed to delivering sustainable environmental change in relation to the biodiversity and climate emergencies. We believe that the programme will inspire and enable participants to find their voice, and to have a positive impact at a local, national and, potentially, international level in years to come.</p> <p>OLF's work in The Gambia was badly affected by the Covid-19 pandemic, but once restrictions were lifted, students from four rural schools participated in fieldtrips to Gunjur quarry, one of the best birdwatching sites on the Gambia coast, and a key location for wintering ospreys. Fieldtrips of this type are not normally possible at under-resourced rural schools in The Gambia. The aim is to inspire students about the natural world and, potentially, to spark an interest in nature conservation. As such, two of the young leaders who helped to run the fieldtrips are exceptional role models for participating students.</p> <p>Work was undertaken to produce a children's book, <i>Be an Osprey Expert</i>, to be given to all students participating in future fieldtrips.</p>
--	--	---

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	As a newly-established charity, OLF is still in the early stages of its development with limited finances at present. A comprehensive fundraising strategy will be developed to increase the capacity and reach of our work, based on a three year operational strategy that was approved by trustees in February 2021.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	N/A
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	A policy will be implemented by trustees in due course.
Details of fund materially in deficit	Para 1.24	None.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	At this early stage of the charity's development, much of our work is undertaken on a voluntary basis and thus can continue with limited financial resources. However, it is essential to generate additional income to both increase our capacity, and to provide long-term security and sustainability.

Additional information

The charity's principal sources of funds (including any fundraising)	Para 1.47	To date the principal source of funds have been donations from members of the public, supplemented by additional fundraising activities. A comprehensive fundraising strategy will be developed, and grant funding sought in order to increase the capacity of the charity.
A description of the principal risks facing the charity	Para 1.46	The principal risk at present relates to insufficient funding, and this will be addressed as detailed above.

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed , royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association , CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Potential trustees are recommended for consideration by either the charity founder or existing trustees.</p> <p>As detailed in the charity's constitution, every trustee must be appointed by a resolution passed at a properly convened meeting of the charity trustees.</p> <p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p>

Reference and Administrative details

Charity name	Osprey Leadership Foundation
Other name the charity uses	
Registered charity number	1176199
Charity's principal address	1 Carisbrooke Grove, Stamford, Lincolnshire, PE9 2GF

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	Barry Dore	Chair		
2	Paul Stammers	Treasurer		
3	Megan Allen			
4	Naomi Atkin			
5	Victoria Mander (Price)			
6	William Norton			
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		
N/A		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
N/A		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Name of chief executive or names of senior staff members

Tim Mackrill (charity founder)

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Other optional information

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)

B

Full name(s)

Barry Dore

Position (eg Secretary,
Chair, etc)

Chair

Date

1/2/22



CHARITY COMMISSION
FOR ENGLAND AND WALES

Osprey Leadership Foundation

1176199

Receipts and payments accounts

CC16a

For the period
from

Period start
6th April 2020

To

Period end
5th April 2021

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 from regular supporters	3,380	-	-	3,380	3,465
General donations	400	1,000	-	1,400	1,217
Commercial donations	1,250	-	-	1,250	-
Events and book sales	1,060	-	-	1,060	2,055
Everyclick donations	61	-	-	61	115
Amazon Core donations	45	-	-	45	-
LRWT	-	4,087	-	4,087	-
Visit to The Gambia	-	-	-	-	16,000
Sub total (Gross income for AR)	6,196	5,087	-	11,283	22,852
A2 Asset and investment sales					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	6,196	5,087	-	11,283	22,852
A3 Payments					
Wages/consultancy	5,925	-	-	5,925	9,900
Fundraising events	120	-	-	120	960
Online meetings for BCL/ECL	173	-	-	173	-
Admin	44	-	-	44	442
Website	165	-	-	165	201
Traning	-	-	-	-	185
Osprey clubs (The Gambia)	400	1,000	-	1,400	-
Visit to The Gambia	-	-	-	-	13,045
Sub total	6,827	1,000	-	7,827	24,733
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	6,827	1,000	-	7,827	24,733
Net of receipts/(payments)	- 631	4,087	-	3,456	- 1,881
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	6,426	-	-	6,426	-
Cash funds this year end	5,795	4,087	-	9,882	- 1,881

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	HSBC Community Account	5,795	4,087	-
		-	-	-
		-	-	-
	Total cash funds	5,795	4,087	-

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

OK

Unrestricted funds
to nearest £

OK

Restricted funds
to nearest £

OK

Endowment funds
to nearest £

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

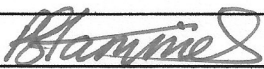
Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	

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

Signature

Print Name

Date of approval

	Paul Stammers	31/01/2022