



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 6/4/2021 Period start date
To 5/4/2022 Period end date

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	The key aims of the charity are to inspire and enable young conservation leaders along the Osprey's flyway (principally in the UK and The Gambia), to find their voice and deliver sustainable environmental change to the world around them.

		<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> (BCL) is a free twelve-week online programme, designed to be as inclusive as possible, 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>Three cohorts of BCL were run during the reporting period, the first from June-September 2021 (19 participants, including 2 from Africa), a second from November 2021 - February 2022 (16 participants, including 5 from Africa) and a third beginning in February 2022 (17 participants including 1 from Africa).</p> <p>Feedback was extremely positive with net promoter scores of 71 (excellent), 67 (great) and 43 (great) respectively for the three cohorts.</p> <p>The <i>Evolving Conservation Leaders</i> (ECL) launched in January 2021, 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> programme. The programme is advertised during the latter stages of the BCL programme and participants encouraged to apply for a place.</p> <p>Eleven people were accepted onto the ECL scheme during the reporting period, meaning that by April 2022 there were 28 members, including two from The Gambia. All were allocated mentors from the OLF trustee team and through a growing group of associate mentors, who work in the conservation sector, share OLF's values and support the scheme.</p> <p>The work in the UK was coordinated by Programme Manager, Becky Park, on a part-time basis.</p>
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		<p>The <i>Osprey Clubs</i> scheme aims to inspire Gambian students about nature and conservation. A total of 39 students from Tanji Life Lower Basic School and Darsilami school participated in field trips to Kartong Bird Observatory, where they learnt about bird ringing and observed a range of different bird species, including Ospreys.</p> <p>These visits were led by OLF's Gambian coordinator Junkung Jadama, along with Naffie Sarr a member of the Evolving Conservation Leaders scheme.</p> <p>A book, <i>Be an Osprey Expert (Gambia edition)</i> was published to support school field trips in The Gambia. The book provides a wealth of information on Ospreys and other wildlife that can be encountered in The Gambia, as well as information on bird migration and a range of activities for children to complete. Every student will be given a copy of the book to take home and keep. The first batch of books were printed and sent to The Gambia during March 2022.</p>
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. This includes a group of associate mentors who support the ECL scheme. These associate mentors work in the conservation sector and are chosen because they share the values of OLF.

Achievements and Performance

	SORP reference	
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<p>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.</p>	<p>Para 1.20</p>	<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>We make our programmes as inclusive and accessible as possible by providing them free and online. The <i>Becoming a Conservation Leader</i> programme attracted participants from Europe and Africa, as well as South America, making it truly global in its reach.</p> <p>Feedback from the three <i>Becoming a Conservation Leader</i> cohorts run during the reporting period was extremely positive, with net promoter scores of 71, 67 and 43, as detailed above. 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:</p> <p><i>"It has been an incredibly valuable course for me and has provided me with an opportunity for structured reflection of my own role and behaviour as a leader of a small team, and as a community member. It has also inspired me to think bigger, and I feel has given me the tools to build this into my working time, whilst still delivering the objectives of my role successfully."</i></p> <p><i>"Excellent course, I gained so much more than I'd hoped to at the outset. The content is fantastic, and presented in really nice and accessible ways, with flexibility to complete it at any time that suits us, which I really value. Everything in the course can be directly applied to our lives, with real positive impacts for ourselves and those we interact with. All the course leaders are absolutely brilliant, and I'm extremely grateful to you all for putting together and running this course - thank you!!"</i></p> <p><i>"It was really engaging, sometimes eye-opening, relevant for the conservation sector but also transferable skills for other sectors. I felt like being part of a community when we had the Wednesday discussions or zoom chats. Loved the material covered and I would recommend it to anyone on the same trajectory as myself."</i></p> <p>The <i>Evolving Conservation Leaders</i> scheme aims to develop a community of like-minded young conservationists, who are genuinely committed to delivering sustainable environmental change to help combat the</p>
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		<p>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. The number of participants grew to 28 during the reporting period. Each member was allocated a mentor, and invited to participate in networking sessions every six weeks on Zoom to encourage networking and peer support.</p> <p>It was proposed that two members of the ECL group should be appointed as Trustees in order to represent the group and the young people OLF work to support. A recruitment process was initiated in this regard.</p> <p>Although OLF's work in The Gambia continued to be hampered by the Covid-19 pandemic, students from two rural schools participated in field trips as part of the Osprey clubs scheme. 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. A new book, <i>Be an Osprey Expert (Gambia edition)</i> was published to support these fieldtrips, as detailed above.</p>
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Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	As a small and relatively new charity, OLF is still in the early stages of its development with limited finances at present. A comprehensive fundraising strategy is being 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>Specific efforts were made during this reporting period to recruit two new trustees to represent the ECL group, as detailed above.</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			
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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

Dr 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)		
Full name(s)	Barry Dore	
Position (eg Secretary, Chair, etc)	Chair	

Date	30/1/23
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Receipts and payments accounts

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For the period from	Period start 6th April 2021	To	Period end 5th April 2022
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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	5,400	-	-	5,400	3,380
General donations	829	78	-	907	400
Commercial donations	1,250	-	-	1,250	1,250
Events and book/painting sales	2,158	-	-	2,158	1,060
Everyclick donations	-	-	-	-	61
Amazon Core donations	47	-	-	47	45
LRWT	-	-	-	-	4,087
Sub total (Gross income for AR)	9,684	78	-	9,762	10,283
A2 Asset and investment sales					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	9,684	78	-	9,762	10,283
A3 Payments					
Wages/consultancy	6,188	-	-	6,188	5,925
Fundraising events	-	-	-	-	120
Online meetings for BCL/ECL	271	-	-	271	173
Admin	118	-	-	118	44
Website/email accounts	377	-	-	377	165
Training	536	-	-	536	-
Osprey clubs (The Gambia)	604	-	-	604	400
Children's book for Osprey clubs	-	1,448	-	1,448	-
Sub total	8,092	1,448	-	9,540	6,827
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	8,092	1,448	-	9,540	6,827
Net of receipts/(payments)	1,592	- 1,370	-	222	3,456
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	5,795	4,087	-	9,882	6,426
Cash funds this year end	7,387	2,717	-	10,104	9,882

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

Categories	Details	Unrestricted to nearest £	Restricted to nearest £	Endowme to nearest £
B1 Cash funds	HSBC Community Account	7,387		-
	HSBC Bmm Account	-	2,717	-
	Total cash funds	7,387	2,717	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted to nearest £	Restricted to nearest £	Endowme to nearest £
B2 Other monetary assets	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
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

Paul Stammers
Treasurer

Date of
approval

31/01/2023