



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## Trustees' Annual Report for the period

From 6/4/2022      Period start date  
To 5/4/2023      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"><li>1. To advance the education of the public in the subject of nature and in particular but without limitation nature conservation.</li><li>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"><li>1. Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education.</li><li>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.</li></ol></li><li>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.</li></ol>
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 online programme, designed to be as inclusive as possible. It introduces young and early career conservationists to the concept of authentic leadership, and explored 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 OLF 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 February-May 2022 (16 participants, including five from Africa); a second from September - December 2022 (14 participants); and a third cohort of 16 participants, including one person from Africa, which began in April 2023. The first two programmes ran for twelve weeks, but the programme was subsequently condensed into six weeks for the third cohort, which proved highly successful.</p> <p>Feedback was extremely positive with net promoter scores of 71 (excellent), 43 (great) and 67 (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>Thirteen people were accepted onto the ECL scheme during the reporting period, meaning that by April 2023 there were 41 members, including two from The Gambia. All were allocated mentors from the OLF trustee team and through a growing group of 14 associate mentors, who work in the conservation sector, share OLF's values and support the scheme.</p>
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		<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. A total of 97 students from Tanji Life Lower Basic School, Tanji Life school, Darsilami school and St Martin's school, Kartong, participated in field trips to Tanji beach, Gunjur quarry and Kartong Bird Observatory, where they 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. All of the students received a free copy of <i>Be an Osprey Expert (Gambia edition)</i>, a book which 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.</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	<p>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 14 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.</p>

## 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>We make our programmes as inclusive and accessible as possible. The <i>Becoming a Conservation Leader</i> programme attracted participants from Europe and Africa, making it truly international 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, 43 and 67, as detailed above. The programme aims to show young people that anyone can be a leader, and have influence, regardless of the stage of their career or position in an organisation.</p> <p>Feedback included:</p> <p><i>"I've gained a lot from this course, not only learning about leadership but being involved with a new community of people who have a passion for conservation. I've found the content to be very personal, targeted and applicable to all areas of my life not just my conservation career. I've learned a lot by reflecting on my own leadership traits, those of others who have inspired me and by hearing about ideas from those in the group. It's been a real motivational boost being involved in this course and I think it could do the same for others which is why I will be recommending it. The fact that it is free to the user is also amazing, particularly given the quality of the content and all round experience, and something really important for career conservationist who are unlikely to be able to fund their own training. Thank you!"</i></p> <p><i>"Every week, I have learnt something brand new. Whether that's a new way of thinking, an important tool or more about myself - I have come away from every session thinking more deeply about myself, the people I surround myself with and my potential as a leader.</i></p> <p><i>I've really enjoyed the mixture of podcasts, written pieces and tasks, as well as the Facebook group!</i></p> <p><i>I think that I will be able to utilise the skills I have learnt on this course from now and will keep utilising them throughout my career.</i></p>

		<p><i>Thank you :)”</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 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 41 during the reporting period. Each member was allocated a mentor, and invited to participate in online networking sessions every six weeks to encourage networking and peer support.</p> <p>Mentoring is a key element of the ECL programme, and all mentees were asked to give feedback on their mentoring experience to date. This was extremely positive with a Net Promoter Score of 64. Key feedback included:</p> <ul style="list-style-type: none"> <li>• All participants found the support from their mentor to be valuable and to have had an impact on them professionally or personally even if only in a small way.</li> <li>• Overall feeling is that those who planned regular meetings every 6-8 weeks found mentoring to be most effective.</li> <li>• A number of participants had been supported through a job application and been successful or similarly applied to go on to further study.</li> <li>• General sense of gratitude with all participants asking for their thanks and appreciation to be passed on.</li> </ul> <p>Dembo Jatta, a member of the ECL programme from Kartong in The Gambia, visited the UK on a internship during Spetember and October 2022. This provided Dembo with a valuable insight into conservation in the UK, and contributed towards his BSc in Global Challenges at the African Leadership University in Rwanda. It was pleasing that Dembo was able to join the ECL meet-up at Rutland Water in September and meet other participants in person.</p> <p>Students from four rural schools in The Gambia 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</p>
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		<p>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 given to all students who participated in the 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.
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> <p>During this reporting period two new trustees were recruited to represent the ECL group.</p>

## Reference and Administrative details

Charity name	Osprey Leadership Foundation
Other name the charity uses	
Registered charity number	1176199
Charity's principal address	16 Audit Hall Lane, Empingham, Rutland, LE15 8PH



## 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			
6	William Norton			
7	Laura Shakespeare		28/4/22	
8	Olivia Cooper		28/4/22	
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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**

Dr Tim Mackrill (charity founder)

## **Exemptions from disclosure**

Reason for non-disclosure of key personnel details

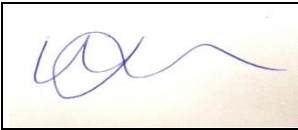
N/A

## **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)	Naomi Atkin	
Position (eg Secretary, Chair, etc)	Acting Chair	
Date	23/1/24	



# Receipts and payments accounts

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For the period  
from

Period start  
6th April 2022

To

Period end  
5th April 2023

## Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations from regular supporters	4,852	-	-	4,852	5,400
General donations	2,659	2,000	-	4,659	907
Commercial donations			-	-	1,250
Events and book/painting sales	1,405	-	-	1,405	2,158
Amazon Core donations	61	-	-	61	47
Gift aid	2,550	-	-	2,550	
			-	-	
<b>Sub total (Gross income for AR)</b>	<b>11,526</b>	<b>2,000</b>	<b>-</b>	<b>13,526</b>	<b>9,762</b>
<b>A2 Asset and investment sales</b>					
	-	-	-	-	
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>11,526</b>	<b>2,000</b>	<b>-</b>	<b>13,526</b>	<b>9,762</b>
<b>A3 Payments</b>					
Consultancy	10,560	-	-	10,560	6,188
Fundraising events	32	-	-	32	-
Online meetings/webinars for OLF programmes	732	-	-	732	271
Admin	227	-	-	227	118
Website/email accounts	525	-	-	525	377
Training			-	-	536
Evolving Conservation Leaders	798		-	798	
Osprey Clubs (The Gambia)		800		800	604
Internship		1,737		1,737	
Children's book for Osprey clubs				-	1,448
				-	
			-		
<b>Sub total</b>	<b>12,875</b>	<b>2,537</b>	<b>-</b>	<b>15,411</b>	<b>9,542</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>12,875</b>	<b>2,537</b>	<b>-</b>	<b>15,411</b>	<b>9,542</b>

<i>Net of receipts/(payments)</i>	- 1,349	- 537	-	- 1,885	220
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	7,387	2,717	-	10,104	9,882
<i>Cash funds this year end</i>	6,038	2,180	-	8,219	10,102

## 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 £
<b>B1 Cash funds</b>	HSBC Community Account	5,774.68		-
	HSBC Bmm Account	-	2,452.14	-
		-	-	-
	<b>Total cash funds</b>	5,775	2,452	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B3 Investment assets</b>			-	-
			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>			-	-
			-	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>			-	
			-	
			-	

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

Signature



Print Name

Paul Stammers

Treasurer

Date of approval

23/01/2024