



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 6/4/2023 Period start date
To 5/4/2024 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 online programme, designed to be as inclusive as possible. It introduces young and early career conservationists to the concept of authentic leadership, and 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 OLF website on a weekly basis so that participants can read, listen, and complete the exercises at their own pace. Three online discussions are held during the programme, which runs for six weeks.</p> <p>Four cohorts of BCL were run during the reporting period: the first from April-May 2023, (21 participants); a second from June-July 2023 (18 participants); a third from November-December 2023 (21 participants); and a fourth from January-March 2024 (13 participants).</p> <p>Feedback was extremely positive with net promoter scores of 67, 60, 100 and 100 respectively.</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>An annual charge of £120 for membership of ECL was introduced in January 2024 to contribute towards the costs of running the programme. Members were encouraged to ask their employer to cover this cost. If this was not possible, and the person was unable to pay themselves, they were still permitted to participate. A 50% discount was also offered to students. 34 people signed up for ECL following this change, six of which received the student discount and six places were awarded free of charge, including to three members based in The Gambia.</p>
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		<p>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>In addition to this work with early career conservationists, OLF also took over the running of a youth group, based at Rutland Water Nature Reserve, formerly called Osprey Ambassadors, and now rebranded as Osprey Leaders. This group provides an opportunity for like-minded young people aged 6-16 to meet up, along with their families, to view the nesting Ospreys at Rutland Water and to undertake a range of other nature-based activities. The monthly sessions were well attended, with an average of 12-15 young people attending.</p> <p>The work in the UK was coordinated by Programme Manager, Becky Park, on a part-time basis.</p> <p>This year a new partnership was established with the Gunjur Project, based in Gunjur in The Gambia to establish a new peer-to-peer environmental education project. Staff from the Gunjur Project trained young leaders to run both classroom- and field-based sessions for other young people, based around Ospreys and other migratory birds. The pilot programme was a success and will be repeated in 2024/25.</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 22 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	
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 67, 60, 100 and 100, 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 have found the course really inspiring, and has made me determined to become the best conservation leader I can be! The course teachers are also just lovely people and very knowledgeable, so the live sessions have been really enjoyable to attend."</i></p> <p><i>"I think the course is really worthwhile. The content was very well put together and delivered, providing new perspectives and insights on leadership. It has helped me to have the courage to believe that I can be a leader in my day-to-day life and so I would highly recommend Becoming a Conservation Leader to any aspiring conservationist."</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</p>

		<p>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>An annual subscription was introduced to provide long-term sustainability to the programme, and the uptake was encouraging.</p> <p>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, with regular meetings between mentor and mentee every 6-8 weeks encouraged. As in previous years a number of participants were supported through a job application and been successful or similarly applied to go on to further study.</p> <p>Peer support has also proved extremely valuable, with the regular networking sessions allowing participants to share their experiences, good and bad, in a safe and trusted environment. Feedback from these sessions has included:</p> <p><i>"Hearing about other people's leadership reflections was really useful and has helped me gain perspective and feel more supported in some recent leadership issues that I've struggled with."</i></p> <p><i>"ECL has been invaluable to me in providing ongoing support within my career, with particular benefits of being able to confide, learn and support others in similar career fields but from totally different organisations/companies/backgrounds. I think it creates a unique and very useful environment of having people who can provide fresh perspectives while still understanding."</i></p> <p><i>"The most rewarding thing for me has been connecting with others from different organisations and hearing about different work experiences. It is a safe space to share concerns about your career, and a great space to learn from others."</i></p> <p>The Osprey Leaders programme in Rutland, provides an opportunity for young people with an interest in nature to get together with like-minded others and their families. We actively encourage members to show acts</p>
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		<p>of leadership at school and in their communities. It was pleasing therefore that a number of members earned their 'senior leader' badge by giving talks about Ospreys in school assemblies or to community groups. This helps them to build confidence and inspire others.</p> <p>The new peer-to-peer education programme, developed in partnership with the Gunjur Project in The Gambia provides a unique opportunity for young people from rural areas to learn about Ospreys and other migratory birds, and the importance of protecting them. The fact these sessions are delivered by other young Gambians is extremely significant and impactful. The success of the pilot programme means that further sessions will be organised. The book, <i>Be an Osprey Expert (Gambia edition)</i>, was given to all students who participated in the programme, and this will continue.</p>
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Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Although the charity remains very small, it was pleasing that income was significantly greater than the previous financial year. Further fundraising work will be undertaken to increase the capacity of the charity.
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	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 (now retired)		
2	Paul Stammers	Treasurer (now retired)	Until 23/1/24	
3	Megan Allen			
4	Naomi Atkin	Acting Chair from 23/1/24 and Chair from 10/5/24		
5	Victoria Mander			
6	William Norton			
7	Laura Shakespeare			
8	Olivia Cooper			
9	Steve Davis		23/1/24 onwards	
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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)	Naomi Atkin	
Position (eg Secretary, Chair, etc)	Chair	
Date	3/2/25	

Receipts and payments accounts


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For the period from	Period start 6th April 2023	To	Period end 5th April 2024
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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	4,861	-	-	4,861	4,852
General donations	11,429	3,000	-	14,429	4,659
Commercial donations		1,000	-	1,000	
Events and book/painting sales	1,555	-	-	1,555	1,405
Amazon Core donations	44	-	-	44	61
Bank interest	65			65	
Gift aid		-	-	-	2,550
OLF programmes	1,440		-	1,440	
Sub total (Gross income for AR)	19,394	4,000	-	23,394	13,526
A2 Asset and investment sales					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	19,394	4,000	-	23,394	13,526
A3 Payments					
Consultancy	10,913	799	-	11,712	10,560
Fundraising events	144	-	-	144	32
Online meetings/webinars for OLF programmes	373	-	-	373	732
Admin	291	-	-	291	227
Website/email accounts	681	-	-	681	525
Training	490		-	490	
Evolving Conservation Leaders	2,268		-	2,268	798
Education work (The Gambia)		423		423	800
Internship				-	1,738
Osprey Leaders		201		201	
				-	
Sub total	15,160	1,423	-	16,583	15,412
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	15,160	1,423	-	16,583	15,412
Net of receipts/(payments)	4,235	2,577	-	6,812	- 1,886
A5 Transfers between funds					
	-	-	-	-	-
A6 Cash funds last year end	5,775	2,452	-	8,227	9,882
Cash funds this year end	10,009	5,029	-	15,038	7,996

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

Categories	Details	Unrestricted to nearest £	Restricted to nearest £	Endowmen to nearest £
B1 Cash funds	HSBC Community Account	9945	968	-
	HSBC Bmm Account	65	4061	-
		-	-	-
	Total cash funds	10,009	5,029	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted to nearest £	Restricted to nearest £	Endowmen 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 Naomi Atkin (Chair)	Date of approval 03/02/2025