



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 6/4/2024 Period start date
To 5/4/2025 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 currently focusses on three key programmes, <i>Becoming a Conservation Leader</i> and <i>Evolving Conservation Leaders</i> for early career conservationists, and <i>Osprey Leaders</i> for younger people.</p> <p><i>Becoming a Conservation Leader</i> (BCL) is an 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 2024, (25 participants); a second from September-October 2024 (23 participants); a third from November-December 2024 (24 participants); and a fourth from February - April 2025 (16 participants).</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>A heavily subsidised annual charge of £120 is made for membership of ECL, to contribute towards the costs of running the programme. Members are encouraged to ask their employer to cover this cost. If this is not possible, and the person is unable to pay themselves, they are still permitted to participate to ensure we are as inclusive as possible. A 50% discount is offered to students. 40 members were signed up at the end of the reporting period, including to three people based in The Gambia, who all participate free of charge.</p> <p>All were allocated mentors from the OLF trustee team and through a group of associate mentors, who work in the</p>
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		<p>conservation sector, share OLF's values and support the scheme.</p> <p>The <i>Osprey Leaders</i> programme provides an opportunity for like-minded young people aged 8-16 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, and 28 children registered overall.</p> <p>The work in the UK was coordinated by Head of Programmes, Becky Park, on a part-time basis.</p> <p>In addition, OLF has formed a successful partnership with the Gunjur Project in The Gambia to run a peer-to-peer environmental education project called <i>Ospreys in The Gambia</i>. Staff from the Gunjur Project trained young leaders to run both classroom- and field-based sessions for other young people from the local community, based around Ospreys and other migratory birds.</p> <p>OLF also organised a <i>Young Conservationists Hub</i> at Global Birdfair, held in Rutland during July 2024. This involved a series of panel discussions, talks and workshops by young people focussing on various issues in conservation and natural history over the three days of the event.</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 24 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 four <i>Becoming a Conservation Leader</i> cohorts was overwhelmingly positive. 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, and this is reflected in the feedback received, including this testimonial received in December 2024:</p> <p><i>"At first glance a 'leadership course' is not something that would have piqued my interest, I did not see myself as a leader and nor did I think an online course in it was something that would benefit me. How naive I was. I found this course to be nothing short of empowering, and maybe in a few years I will reflect that it was life changing. I found myself wishing I could absorb every single word I read or heard; it was one golden nugget of wisdom after another. I've come away with quotes and ideas not only to lead by, but to live by.</i></p> <p><i>In no way I've experienced before, it has shown me that it is perfectly within my power to be brave, to act, and to be led by what I believe in. On top of that, it has connected me to other young people who have the same worries, feelings and experiences, which has been thoroughly cathartic.</i></p> <p><i>I look forward to using everything I've learnt from this course, I feel I have accumulated a careers worth of leadership knowledge in 5 short weeks and am so very grateful to have this insight at the beginning of my career. I can't recommend it enough to any other young person who wants to make a difference for nature. Don't be dissuaded, as I was, by any preconception you may</i></p>

	<p><i>have about what leadership is, I am certain this course has something to offer 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.</p> <p>Each member is 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.</p> <p>Feedback from a recent member demonstrates the impact ECL has:</p> <p><i>"Being part of the Evolving Conservation Leadership programme with OLF has been transformative for me in my early career in conservation. I learned valuable leadership skills which gave me the confidence to grow in my role as a manager. ECL also gave me the opportunity to be mentored, which gave me the push I needed to apply for a promotion in my role, which was successful. The ECL community is a wonderful group of young, passionate conservationists, and I greatly enjoyed the meet ups and trips we took together. I would recommend ECL to anyone wanting to gain essential leadership skills and be part of a conservation community that motivates you to excel in your career."</i></p> <p>The Osprey Leaders programme in Rutland, provides an opportunity for young people with an interest in nature to get</p>
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		<p>together with like-minded others and their families. We actively encourage members to show acts 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 book, <i>Be an Osprey Expert (Gambia edition)</i>, was given to all students who participated in the programme, and this will continue.</p> <p>The <i>Young Conservationists Hub</i> that OLF organised at Global Birdfair provided a platform and voice to young people at this international event, and feedback received was extremely positive.</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	Naomi Atkin	Chair		
2	Paul Stammers			
3	Megan Allen			
4	Victoria Mander			
5	Laura Shakespeare			
6	Olivia Cooper			
7	Steve Davis			
8	William Norton		Retired as trustee 19/9/24	
9				
10				
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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

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	9/1/26	



Receipts and payments accounts

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For the period from	Period start 6th April 2024	To	Period end 5th April 2025
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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	18,418	-	-	18,418	4,861
General donations	1,829	3,000	-	4,829	14,429
Commercial donations	460	-	-	460	1,000
Events and book/painting sales	986	-	-	986	1,555
Amazon Core donations	-	-	-	-	44
Bank interest	101	-	-	101	65
Gift aid	-	-	-	-	-
OLF programmes	2,000	-	-	2,000	1,440
Sub total (Gross income for AR)	23,795	3,000	-	26,795	23,394
A2 Asset and investment sales					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	23,795	3,000	-	26,795	23,394
A3 Payments					
Consultancy	17,760	-	-	17,760	11,712
Fundraising events/book sales	685	-	-	685	144
Online meetings/webinars for OLF programmes	-	-	-	-	373
Admin	1,149	-	-	1,149	291
Website/email accounts	840	-	-	840	681
Training	30	-	-	30	490
Evolving Conservation Leaders	52	-	-	52	2268
Education work (The Gambia)	-	1,991	-	1,991	423
Internship	-	1,616	-	1,616	-
Osprey Leaders	33	-	-	33	201
Young Conservations Hub - GB	2,544	-	-	2,544	-
	-	-	-	-	-
Sub total	23,093	3,607	-	26,700	16,583
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	23,093	3,607	-	26,700	16,583
Net of receipts/(payments)	702	- 607	-	95	6,811
A5 Transfers between funds					
	-	-	-	-	-
A6 Cash funds last year end	10,009	5,029	-	15,038	9,882
Cash funds this year end	10,711	4,422	-	15,133	16,693

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	10610	238	-
	HSBC Bmm Account	101	4184	-
		-	-	-
	Total cash funds	10,711	4,422	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted to nearest £	Restricted to nearest £	Endowmen 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

Naomi Atkin
Chair of Trustees

Date of
approval

09/01/2026

Agreement to provide communications support for Global Birdfair 2024

This is to confirm that the Osprey Leadership Foundation will pay Megan Allen a total of £810 (based on £20 per hour) for communications work in support of the Young Conservationists Hub at Global Birdfair on 12th, 13th and 14th July.

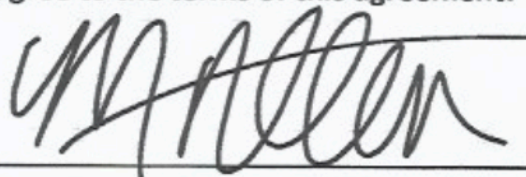
As an OLF Trustee you will be paid in agreement with clause 6.2.c. of the constitution which permits payments to Trustees for specialist services such as this.

This role will involve creating content before, during and after the event to raise the profile of the Young Conservationists Hub as well as material that can be used in future years.

Payments will be made on a monthly basis from June to September upon production of the required materials, which Becky Park and Tim Mackrill will discuss with you.

If we do not feel that the materials meet the required standard, we will inform you of this. We also reserve the right to end this agreement early.

I hereby agree to the terms of this agreement:



Megan Allen

Date 13/05/2024



Tim Mackrill (Founder)

Date 13/5/2024

Alexandra Wilby MAAT
Freedom Farm
Back Lane
Belton in Rutland
LE15 9JS

24th November 2025

I have reviewed the accounts of The Osprey Leadership Foundation for year end April 2025 and can confirm they are an accurate record.

Alex Wilby