

PROUD PROFESSIONAL PARENTS (THE P3 NETWORK)

England & Wales · Charity number 1178137

Details

Other names THE P3 NETWORK

Status Registered

Legal form CIO

Registered 2018-04-27

Register [View on the Charity Commission register](#)

Contact

Address 17 Richmond Road
London
E8 3BF

Phone 07917133707

Website www.thep3network.com

Activities

Objects: THE FOLLOWING OBJECTS ARE FOR THE BENEFIT OF THE LESBIAN, GAY, BISEXUAL AND TRANSGENDER PLUS (LGBT+) COMMUNITY AND UNDER-REPRESENTED PARENTS, PROSPECTIVE PARENTS AND THEIR FAMILIES:(1) THE ADVANCEMENT OF EDUCATION BY PROVIDING TRAINING, RESEARCH AND OTHER SUPPORT SERVICES TO THEM AND TO SOCIETY;(2) THE PROMOTION OF HEALTH BY PROVIDING TRAINING, RESEARCH AND OTHER SUPPORT SERVICES TO THEM AND TO SOCIETY; AND(3) THE PROMOTION OF EQUALITY AND DIVERSITY BY RECOGNISING AND ENCOURAGING THE CONTRIBUTIONS LGBT + AND UNDER-REPRESENTED PARENTS, PROSPECTIVE PARENTS AND THEIR FAMILIES MAKE TO SOCIETY AND THE ELIMINATION OF DISCRIMINATION WHEREVER AND HOWEVER OCCURRING.

Activities: We represent non-traditional and under- represented families (both LGBT and non-). As of Dec19, P3 supported individuals across the UK and professionals in over 80 UK multinationals, government and regulatory agencies. We support throughout the life cycle: from options to creating a family, to discussions with employers on inclusive leave policies, return to work mentoring, and school engagement

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£0	£0	-	-
2024-03-31	£0	£2,145	-	-
2023-03-31	£6	£0	-	-
2022-03-31	£2,700	£0	-	-
2021-03-31	£1,000	£0	-	-

Trustees

Name	Role	Appointed
RICHARD WESTOBY		2017-11-14
TUVIA BOROK		2017-11-14

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From **01/04/2024** Period start date To **31/03/2025** Period end date

Charity name: **Proud Professional Parents (The P3 Network)**

Charity registration number: **1178137**

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To represent non-traditional and under-represented families (both LGBT and non-). The support is offered throughout the life cycle of a family - from options to creating a family, to discussions with employers on inclusive leave policies, return to work mentoring, and school engagement.
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	Panel discussions, facilitating training, company policy reviews and commentary, preparing of information sheets.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Yes, regard has been had to the guidance issued by the Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A

Contribution made by volunteers	Para 1.38	No cash contribution or any items akin to cash. Only volunteer time. Every member that helps drive the work of the charity does so by way of volunteering.
Other		N/A

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	Yet again there has been no charity activity this year. Volunteer numbers declined and the time available of existing volunteers has likewise declined. Limited engagement with existing organisations we used to support has highlighted that they are comfortable supporting themselves. They have more active membership of people who are LGBTQ+ and have become parents or have access to other information available from mainstream or other charity sources. The trustees have been considering closing the charity.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	See above given no activity. The value and impact of the charity has substantially declined. There is no need for it at this time and with the decline in organisations investing in DEI (given the US S'woke' press and shareholder pressure) there is no expected further activity.
Performance of fundraising activities against objectives set	Para 1.41	No fundraising activity. The charity only had a number expenses for its various email/website/hosting/domain charges. Multi-year subscriptions were overdue to be paid for previous years and for new extensions.

Investment performance against objectives	Para 1.41	N/A
Other		Trustees will note that historic years had no expenses. These were deferred and the multi-year provision of website/domain/hosting/email for the operation of multiple years became due for payment. Costs averaged £400 per year were paid.

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Sound with funds in surplus of any financial requirements/obligations.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
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	None.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	None this period - normally would be speaker fees.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	Activity has not restarted after last year. Shareholder and media revolt of investment in DEI programming ('woke culture' criticism) is putting pressure on organisations to invest in DEI programming and a number of organisations are limiting their investment in external alliances/partnerships/funding. Coupled with the fact that LGBTQ+ parenting numbers have substantially increased since the charity was first organised it's need is far less critical.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Association
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	Trustees appointed for two or three year term by the board, with support of the leadership committee.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Existing training materials are available that were prepared and provided by law firms (on a pro bono basis) for trustees.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity looks to partner with other diversity charities to ensure maximum impact for the community.
Relationship with any related parties	Para 1.51	None.
Other		

Reference and Administrative details

Charity name	PROUD PROFESSIONAL PARENTS
Other name the charity uses	THE P3 NETWORK
Registered charity number	1178137

Charity's principal address	17 Richmond Road, London E8 3BF

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	T Borok	Chief Exec		
2	R Westoby	Trustee		
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4				
5				
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Corporate trustees – names of the directors at the date the report was approved

Director name		
None		

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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	None.
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)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

T Borok (CEO); M Newton (COO)

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)	TUVIA BOROK	
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Full name(s)	Tuvia Borok	
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Position (eg Secretary, Chair, etc)	CEO and Trustee	
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Date	March 2026
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Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From **01/04/2023** Period start date To **31/03/2024** Period end date

Charity name: Proud Professional Parents (The P3 Network)

Charity registration number: 1178137

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To represent non-traditional and under-represented families (both LGBT and non-). The support is offered throughout the life cycle of a family - from options to creating a family, to discussions with employers on inclusive leave policies, return to work mentoring, and school engagement.
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	Panel discussions, facilitating training, company policy reviews and commentary, preparing of information sheets.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Yes, regard has been had to the guidance issued by the Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A

Contribution made by volunteers	Para 1.38	No cash contribution or any items akin to cash. Only volunteer time. Every member that helps drive the work of the charity does so by way of volunteering.
Other		N/A

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	There has been no charity activity this year. Volunteer numbers declined and the time available of existing volunteers has likewise declined. Limited engagement with existing organisations we used to support has highlighted that they are comfortable supporting themselves. They have more active membership of people who are LGBTQ+ and have become parents or have access to other information available from mainstream or other charity sources.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	See above given no activity. The value and impact of the charity has substantially declined. There is no need for it at this time and with the decline in organisations investing in DEI (given the US Supreme Court case and the 'woke' press and shareholder pressure) there is no expected further activity.
Performance of fundraising activities against objectives set	Para 1.41	No fundraising activity. The charity only had a number expenses for its various email/website/hosting/domain charges. Multi-year subscriptions were overdue to be paid for previous years and for new extensions.

Investment performance against objectives	Para 1.41	N/A
Other		Trustees will note that historic years had no expenses. These were deferred and the multi-year provision of website/domain/hosting/email for the operation of multiple years became due for payment. Costs averaged £400 per year were paid.

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Sound with funds in surplus of any financial requirements/obligations.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
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	None.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	None this period - normally would be speaker fees.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	Activity has ceased this year. Shareholder and media revolt of investment in DEI programming ('woke culture' criticism) is putting pressure on organisations to invest in DEI programming and a number of organisations are limiting their investment in external alliances/partnerships/funding. Coupled with the fact that LGBTQ+ parenting numbers have substantially increased since the charity was first organised it's need is far less critical.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Association
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	Trustees appointed for two or three year term by the board, with support of the leadership committee.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Existing training materials are available that were prepared and provided by law firms (on a pro bono basis) for trustees.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity looks to partner with other diversity charities to ensure maximum impact for the community.
Relationship with any related parties	Para 1.51	None.
Other		

Reference and Administrative details

Charity name	PROUD PROFESSIONAL PARENTS
Other name the charity uses	THE P3 NETWORK
Registered charity number	1178137

Charity's principal address	17 Richmond Road, London E8 3BF

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	T Borok	Chief Exec		
2	R Westoby	Trustee		
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Corporate trustees – names of the directors at the date the report was approved

Director name		
None		

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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	None.
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)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

T Borok (CEO); M Newton (COO)

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Other optional information

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Declarations

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

Signed on behalf of the charity's trustees

Signature(s)	TUVIA BOROK	
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Full name(s)	Tuvia Borok	
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Position (eg Secretary, Chair, etc)	CEO and Trustee	
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Date	Jan 2025
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PROUD PROFESSIONAL PARENTS (THE P3 NETWORK)

England & Wales - Charity number 1178137

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From **01/04/2022** Period start date To **31/03/2023** Period end date

Charity name: Proud Professional Parents (The P3 Network)

Charity registration number: 1178137

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To represent non-traditional and under-represented families (both LGBT and non-). The support is offered throughout the life cycle of a family - from options to creating a family, to discussions with employers on inclusive leave policies, return to work mentoring, and school engagement.
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	Panel discussions, facilitating training, company policy reviews and commentary, preparing of information sheets.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Yes, regard has been had to the guidance issued by the Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A

Contribution made by volunteers	Para 1.38	No cash contribution or any items akin to cash. Only volunteer time. Every member that helps drive the work of the charity does so by way of volunteering.
Other		N/A

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	Activity has substantially declined. Many of the organisations that the charity used to support (banks, law firms, other city firms) have developed more informed LGBTQ+ networks which can now leverage information from their own employees given the rise in LGBTQ+ parenting. During this period we have also seen a decline in availability of volunteer time impacting the 'marketing' of the services and engagement with organisations.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	The objectives are becoming less met as the decline in support required (addressed in previous periods) has now continued to decline. As the mainstream and organisational discussion around LGBTQ+ families continues to become more common, and organisations are able to better self-serve, the needs to meet the objectives are becoming less necessary.
Performance of fundraising activities against objectives set	Para 1.41	Met as charity has more than enough funds to manage any outgoings.

Investment performance against objectives	Para 1.41	N/A
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Sound with funds in surplus of any financial requirements/obligations.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
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	None.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Speaker fees.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	As the topic of LGBT+ families is becoming more mainstream and common, more organisations have their own people internally to discuss their journey and so there are less needs for our specialised advice and speaking engagements. This risk was raised in previous years and is only becoming more prominent.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Association
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	Trustees appointed for two or three year term by the board, with support of the leadership committee.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Existing training materials are available that were prepared and provided by law firms (on a pro bono basis) for trustees.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity looks to partner with other diversity charities to ensure maximum impact for the community.
Relationship with any related parties	Para 1.51	None.
Other		

Reference and Administrative details

Charity name	PROUD PROFESSIONAL PARENTS
Other name the charity uses	THE P3 NETWORK
Registered charity number	1178137

Charity's principal address	17 Richmond Road, London E8 3BF

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	T Borok	Chief Exec		
2	R Westoby	Trustee		
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Corporate trustees – names of the directors at the date the report was approved

Director name		
None		

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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	None.
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)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

T Borok (CEO); M Newton (COO)

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)	TUVIA BOROK	
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Full name(s)	Tuvia Borok	
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Position (eg Secretary, Chair, etc)	CEO and Trustee	
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Date	Jan 2024
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Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/04/2021 Period start date To 31/03/2022 Period end

date Charity name: Proud Professional Parents (The P3 Network)

Charity registration number: 1178137

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To represent non-traditional and under-represented families (both LGBT and non-). The support is offered throughout the life cycle of a family - from options to creating a family, to discussions with employers on inclusive leave policies, return to work mentoring, and school engagement.
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	Panel discussions, facilitating training, company policy reviews and commentary, preparing of information sheets.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Yes, regard has been had to the guidance issued by the Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A

Contribution made by volunteers	Para 1.38	No cash contribution or any items akin to cash. Only volunteer time. Every member that helps drive the work of the charity does so by way of volunteering.
Other		N/A

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	The charity has led with some ground-breaking first of its kind support for the community. This has included (i) the production of a video campaign to tackle the stigma of parenting with HIV; (ii) the production of publicly available resources for those who are HIV+ and looking to start a family; (iii) training for GPs and publication in medical journals on options for those living with HIV (with all of the above endorsed by the NHS and the British HIV Association); and (iv) the first of its kind discussion for women addressing the stigma of miscarriage and infertility. The charity has also increased the number of organisations to whose staff it provides support, quite substantially.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	While this is met and the charity has achieved the objective of furthering the support required for the community this financial period saw a reduced volume of activity given the discussion around LGBT+ families is becoming more common and therefore we have helped achieve success given we are less required.
Performance of fundraising activities against objectives set	Para 1.41	Met as charity has more than enough funds to manage any outgoings.

Investment performance against objectives	Para 1.41	N/A
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Sound with funds in surplus of any financial requirements/obligations.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
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	None.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Speaker fees.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	As the topic of LGBT+ families is becoming more mainstream and common, more organisations have their own people internally to discuss their journey and so there are less needs for our specialised advice and speaking engagements.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Association
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	Trustees appointed for two or three year term by the board, with support of the leadership committee.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Existing training materials are available that were prepared and provided by law firms (on a pro bono basis) for trustees.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity looks to partner with other diversity charities to ensure maximum impact for the community.
Relationship with any related parties	Para 1.51	None.
Other		

Reference and Administrative details

Charity name	PROUD PROFESSIONAL PARENTS
Other name the charity uses	THE P3 NETWORK
Registered charity number	1178137

Charity's principal address	17 Richmond Road, London E8 3BF

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)
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Corporate trustees - names of the directors at the date the report was approved

Director name		
None		

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	None.
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)

Names and addresses of advisers (Optional information)

Type
of
adviser

Name

Address

Legal	Jones Day LLP	21 Tudor Street, London EC4Y 0DJ

Name of chief executive or names of senior staff members (Optional information)

T Borok (CEO); M Newton (COO)

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Other optional information

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Declarations

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

Signed on behalf of the charity's

trustees Signature(s) TUVIA BOROK

Full name(s) Tuvia Borok

Position (eg Secretary, Chair, etc)

CEO and Trustee

Date 6 Feb 2020

	PROUD PROFESSIONAL PARENTS (P3 NE)		Charity No	1178137
			Company No	
	Annual accounts for the period			
	Period start date		To	Period end date
	1/4/19			31/3/20

Section A Statement of financial activities (including summary income and expenditure account)

Recommended categories by activity		ance	Unrestrict ed funds	Restrict ed income funds	Endowme nt funds	To fun
			£	£	£	£
Income (Note 3)			F01	F02	F03	F04
Income and endowments from:						
Donations and legacies	S01		1,651	-	-	1,6
Charitable activities	S02		-	-	-	
Other trading activities	S03		-	-	-	
Investments	S04		-	-	-	
Separate material item of income	S05		-	-	-	
Other	S06		-	-	-	
Total	S07		1,651	-	-	1,6
Expenditure (Notes 6)						
Expenditure on:						
Raising funds	S08		-	-	-	
Charitable activities	S09		-	-	-	
Separate material expense item	S10					
Other	S11		-	-	-	
Total	S12		-	-	-	
Net income/(expenditure) before tax for the reporting period		S13	1,651	-	-	1,6

Tax payable		S14	-	-	-	
Net income/(expenditure) after tax before investment gains/(losses)		S15	1,651	-	-	1,6
Net gains/(losses) on investments		S16	-	-	-	
Net income/(expenditure)		S17	1,651	-	-	1,6
Extraordinary items		S18	-	-	-	
Transfers between funds		S19	-	-	-	
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use		S20	-	-	-	
Other gains/(losses)		S21	-	-	-	
Net movement in funds		S22	1,651	-	-	1,6
Reconciliation of funds:						
Total funds brought forward		S23	-	-	-	
Total funds carried forward		S24	1,651	-	-	1,6

1

		Charity Name		Charity No	
				Company No	
Section B Balance sheet					
		Unrestrict ed funds	Restrict ed income funds	Endowme nt funds	Tota
Guidance N					
		£	£	£	£
Fixed assets		F01	F02	F03	F04
Intangible assets (Note 15)	B01	-	-	-	
Tangible assets (Note 14)	B02	-	-	-	
Heritage assets (Note 16)	B03	-	-	-	
Investments (Note 17)	B04	-	-	-	
Total fixed assets	B05	-	-	-	
Current assets					
Stocks (Note 18)	B06	-	-	-	
Debtors (Note 19)	B07	-	-	-	
Investments (Note 17.4)	B08	-	-	-	

Cash at bank and in hand (Note 24)	B09	7,356	-	-	
Total current assets	B10	7,356	-	-	
Creditors: amounts falling due within one year (Note 20)	B11	-	-	-	
Net current assets/(liabilities)	B12	7,356	-	-	
Total assets less current liabilities	B13	7,356	-	-	
Creditors: amounts falling due after one year (Note 20)	B14	-	-	-	
Provisions for liabilities	B15	-	-	-	
Total net assets or liabilities	B16	7,356	-	-	
Funds of the Charity					
Endowment funds (Note 27)	B17	-			
Restricted income funds (Note 27)	B18		-		
Unrestricted funds	B19			-	
Revaluation reserve	B20				
Fair value reserve	B21				
Total funds	B22	-	-	-	
The company was entitled to exemption from audit under s477 of the Companies Act 2006.					
The members have not required the company to obtain an audit in accordance with the Companies Act 2006.					
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.					
These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with FRS102 S					
Signed by one or two trustees/directors on behalf of all the trustees/ directors			Print Name		
TUVIA BOROK			T Borok		

Charity Commission Annual Return 2022

PROUD PROFESSIONAL PARENTS (THE P3 NETWORK)

Charity registration number: 1178137

Most of the information you give in this form will become publicly available on the Register of Charities. Any field that the Charity Commission will not display will be clearly marked.

This document is a record of the information provided in the Annual Return 2022.

Financial period

Financial period start date

01/04/2021

Financial period end date

31/03/2022

Income and spending

Income £

£2,700

Spending £

£0

Fundraising - professional fundraiser

Did your charity raise funds from the public?

No

Government contracts

During the financial period for this annual return, did the charity receive income from contracts (other than grant agreements) with central government or local authorities?

No

Government grants

During the financial period for this annual return, did the charity receive income from grants from central government or local authorities?

No

Income from outside the UK

Did your charity receive income from outside the UK ?

No

Spending outside England & Wales

Did your charity operate outside England and Wales?

No

Trading subsidiaries

Did the charity have any subsidiaries?

No

Trustee payments

Did any of the trustees receive any remuneration, payments or benefits from the charity other than refunds of legitimate trustee expenses?

No

Did any of the trustees resign and then take up employment with the charity?

No

Employees' salaries

Did any of your charity's staff receive total employee benefits of £60,000 or more?

Select No if your charity does not have any staff , or does not pay any staff.

No

For your highest paid member of staff only, what was the total value of their employee benefits?

(For example if your highest paid member of staff received £35,000 enter 35000). If you do not have any staff or did not pay any staff, enter 0 (zero)

£0

Volunteers

How many UK volunteers, excluding trustees, did the charity have during the financial period?

2

Financial controls

Did your charity review its internal financial controls?

Yes

Privacy statement

Any information you give us will be held securely and processed only in accordance with the rule on data protection. We will not disclose your personal details to anyone unconnected to the Charity Commission unless:

- you have consented to their release; or**
- we are legally obliged to disclose them; or**
- we regard disclosure as either (a) necessary so that we can properly carry out our statutory functions or (b) necessary in the public interest.**

We may share and disclose information about you with relevant public authorities, regulatory bodies and agencies, outside the Charity Commission but only if:

- we can lawfully do so; and**
- we decide that disclosure is necessary for national security, crime detection, prevention, and law enforcement, or other issues in the public interest**

Information we collect about you

We will use this information:

To enable us to carry out our statutory functions and duties;

This will include the following actions:

- (a) update, consolidate, and improve the accuracy of our records;**
- (b) undertake crime detection and prevention and law enforcement and assist the third parties specified above to investigate or prevent crime and carry out law enforcement;**
- (c) data analysis, testing, research, statistical and survey purposes**

Information we receive from other sources.

Information we receive from other sources

We may combine this information with information you give to us and information we collect about you.

We may use this information and the combined information for the purposes set out above (depending on the types of information we receive).

We will ensure that any such disclosure and use is proportionate; considers your right to respect for your private life; and is done fairly and lawfully in accordance with the data protection principles of the Data Protection Act.

The Data Protection Act 1998 regulates the use of 'personal data', which is essentially any information, however stored, about identifiable living individuals.

As a 'data controller' under the Act, the Charity Commission must comply with it. Any changes we may make to our privacy statement in the future will be set out in the replacement version of this form.

Please check back frequently to see any updates or changes to our privacy policy.

Declaration

Your role at the charity (select one):

☒ Employee

Given names

Michael

Family name

Newton

**Telephone
number**

07891491544

Email

MNewton@cvent.com

Date submitted

01/02/2023

It is a criminal offence under section 60 of the Charities Act 2011 for anyone to knowingly or recklessly provide false or misleading information to the commission; this includes suppressing, concealing or destroying documents.

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/04/2020 **Period start date** **To** 31/03/2021 **Period end date**

Charity name: Proud Professional Parents (The P3 Network)

Charity registration number: 1178137

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To represent non-traditional and under-represented families (both LGBT and non-). The support is offered throughout the life cycle of a family - from options to creating a family, to discussions with employers on inclusive leave policies, return to work mentoring, and school engagement.
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	Panel discussions, facilitating training, company policy reviews and commentary, preparing of information sheets.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Yes, regard has been had to the guidance issued by the Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A

Contribution made by volunteers	Para 1.38	No cash contribution or any items akin to cash. Only volunteer time. Every member that helps drive the work of the charity does so by way of volunteering.
Other		

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	The charity has led with some groundbreaking first of its kind support for the community. This has included (i) the production of a video campaign to tackle the stigma of parenting with HIV; (ii) the production of publicly available resources for those who are HIV+ and looking to start a family; (iii) training for GPs and publication in medical journals on options for those living with HIV (with all of the above endorsed by the NHS and the British HIV Association); and (iv) the first of its kind discussion for women addressing the stigma of miscarriage and infertility. The charity has also increased the number of organisations to whose staff it provides support, quite substantially.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	While this is met and the charity has achieved the objective of furthering the support required for the community this financial period saw a reduced volume of activity given the discussion around LGBT+ families is becoming more common and therefore we have helped achieve success given we are less required.
Performance of fundraising activities against objectives set	Para 1.41	Met as charity has more than enough funds to manage any outgoings.
Investment performance against objectives	Para 1.41	n/a

Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Sound with funds in surplus of any financial requirements/obligations.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
Amount of reserves held	Para 1.22	n/a
Reasons for holding zero reserves	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
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	none

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Speaker fees
Investment policy and objectives including any social investment policy adopted	Para 1.46	n/a
A description of the principal risks facing the charity	Para 1.46	As the topic of LGBT+ families is becoming more mainstream and common, more organisations have their own people internally to discuss their journey and so there are less needs for our specialised advice and speaking engagements.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Association
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	Trustees appointed for two or three year term by the board, with support of the leadership committee.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Existing training materials are available that were prepared and provided by law firms (on a pro bono basis) for trustees
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity looks to partner with other diversity charities to ensure maximum impact for the community.
Relationship with any related parties	Para 1.51	None.
Other		

Reference and Administrative details

Charity name	PROUD PROFESSIONAL PARENTS
Other name the charity uses	THE P3 NETWORK
Registered charity number	1178137

Charity's principal address	17 Richmond Road, London E8 3BF

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	T BOROK	Chief Exec		
2	R WESTOBY	Trustee		
3				
4				
5				
6				
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		

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	NONE
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)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Legal	Jones Day LLP	Legal Jones Day LLP 21 Tudor Street, London EC4Y 0DJ

Name of chief executive or names of senior staff members (Optional information)

T Borok (CEO); M Newton (COO)

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)

MICHAEL NEWTON

Full name(s)

Michael Newton

**Position (eg
Secretary, Chair, etc)**

COO

Date

31/01/2022