



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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