

**PAPAYA (Parents Against Phone  
Addiction in Young Adolescents)  
Receipts and Payments Accounts  
1 September 2025**

## **PAPAYA (Parents Against Phone Addiction in Young Adolescents)**

### **Reference and administrative details**

**For the year ended 1 September 2025**

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<b>Charity number</b>	1183194										
<b>Registered office and operational address</b>	15 Hope Square Bristol BS8 4LX										
<b>Trustees</b>	<p>The trustees who served during the year and up to the date of this report were as follows:</p> <table><tr><td>Alice Bond</td><td>Chair</td></tr><tr><td>Professor Joanna Crow</td><td></td></tr><tr><td>Rajesh Gunvant Gandhi</td><td>(appointed 17 February 2025)</td></tr><tr><td>Joseph Ryrie</td><td>(appointed 21 March 2025)</td></tr><tr><td>Joe Watson</td><td></td></tr></table>	Alice Bond	Chair	Professor Joanna Crow		Rajesh Gunvant Gandhi	(appointed 17 February 2025)	Joseph Ryrie	(appointed 21 March 2025)	Joe Watson	
Alice Bond	Chair										
Professor Joanna Crow											
Rajesh Gunvant Gandhi	(appointed 17 February 2025)										
Joseph Ryrie	(appointed 21 March 2025)										
Joe Watson											
<b>Chief executive officer</b>	Dr Susie Davies										
<b>Bankers</b>	HSBC UK Bank plc 1 Centenary Square Birmingham B1 1HQ										
<b>Independent examiners</b>	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD										



# End of Year Charity Commission Report 2025

## **1. PAPAYA**

**REGISTERED CHARITY NO 1183194**

15 Hope Square,  
Clifton,  
Bristol,  
BS8 4LX

### **Trustees and Governance**

Papaya is governed by a Board of Trustees who are responsible for overseeing the strategic direction, legal compliance, and effective management of the charity. The trustees ensure that Papaya operates in accordance with its governing document, fulfils its charitable objectives, and maintains high standards of governance, safeguarding, and financial oversight.

Chair of Trustees: Alice Bond

Trustees: Raj Gandhi, Joe Ryrie, Joe Watson, and Joe Crow

The Board meets regularly throughout the year to review performance, monitor risk, approve policies, and ensure the charity continues to provide measurable public benefit. Trustees bring a wide range of experience across education, digital wellbeing, safeguarding, governance, and community engagement, ensuring robust oversight and strong leadership.

### **Bank Details**

PAPAYA HSBC 21630253 40-14-09

## **2. Structure, Governance and Management**

### **How Trustees Are Appointed**

Papaya is governed by a Board of Trustees who are appointed in accordance with the charity's governing document. New trustees are selected based on the skills and experience required to support the charity's strategic aims, with due regard for diversity, safeguarding responsibilities and Charity Commission guidelines. Prospective trustees are interviewed by the Chair and at least one additional trustee, after which formal approval is made by the full Board. All trustees complete conflict of interest declarations upon appointment and annually thereafter, and must agree to comply with the charity's Trustee Code of Conduct, Conflicts of Interest Policy, and Serious Incident Reporting Policy.

### **Policies & Procedures for Induction and Training**

Papaya has a structured induction process for all new trustees and staff, ensuring they fully understand the charity's work, legal obligations, and operational procedures. Induction includes: safeguarding training, review of the charity's core policies (including the Serious Incident Reporting Policy, Risk Management Policy, Trustee Expenses Policy, Conflicts of Interest Policy, Social Media Policy, Bullying and Harassment Policy, and External Speaker Engagement Policy), and guidance on financial oversight and Charity Commission reporting. Staff who work in schools complete mandatory training delivered by the CEO, including child safeguarding, professional conduct, and workshop delivery standards. All staff working in educational settings undergo Enhanced DBS checks. Full reference checks are obtained for all staff prior to engagement.

### **Management Structure**

The charity operates under a clear governance and management structure. The Board of Trustees is responsible for strategic oversight, compliance, and ensuring the charity meets its objectives effectively and safely. Day-to-day operations are delegated to the CEO, who manages programme delivery, staff supervision, risk assessment, training, and safeguarding practices. The CEO reports to the Board at regular trustee meetings, providing updates on performance, risks, safeguarding incidents, policy compliance, and programme outcomes. Operational decisions are supported by policies covering staff conduct, external speakers, social media use, safeguarding, and risk management.

### **Risk Management Approach**

Papaya maintains a proactive and systematic approach to identifying and managing risks. The Board reviews a comprehensive Risk Register quarterly, assessing operational, financial, reputational, and safeguarding risks. Risks are graded according to severity and likelihood, and mitigation measures are documented and monitored. The charity has formal policies and procedures in place—including the Internal Risk Management Policy, Serious Incident Reporting Policy, Safeguarding Procedures, and Cyber/Data Protection controls—to ensure that risks are recognised and addressed promptly. Staff working in schools are trained in risk awareness, safeguarding responses, and incident escalation, ensuring compliance with best practice and Charity Commission expectations.



### **3. Objectives and Activities**

#### **Charitable Purposes as Stated in the Governing Document**

Papaya exists to advance the education, wellbeing, and personal development of children and young people through creative, educational, and supportive programmes delivered primarily in school settings. The charity's purposes include providing high-quality workshops and learning experiences, promoting emotional resilience, supporting positive mental health, and enabling young people to develop essential life skills. All activities carried out by the charity are directly aligned with these charitable aims and are delivered in accordance with the principles of safeguarding, inclusion, equality, and public benefit.

#### **Key Activities Carried Out During the Year**

During the year, Papaya delivered a range of educational workshops, school-based programmes, and youth-focused activities designed to support young people's learning and wellbeing. These included structured creative workshops, resilience-building sessions, personal development activities, and targeted support for vulnerable pupils. Staff delivering these sessions received appropriate training from the CEO and operated under robust safeguarding, social media, risk management, and conduct policies.

The charity also undertook community engagement work, developed new educational resources, strengthened partnerships with schools, and provided continuous professional development to staff and volunteers. All staff working in schools held Enhanced DBS checks (with Barred Lists, where eligible), and references were obtained for every employee. The management team ensured full compliance with Papaya's internal policies, including Serious Incident Reporting, Bullying and Harassment, Conflicts of Interest, External Speaker Engagement, and Trustee Expenses procedures.

#### **Public Benefit Statement**

The trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit. All programmes delivered by Papaya are designed to provide clear public benefit by supporting the education, wellbeing, and personal development of children and young people, particularly those who may be vulnerable or at risk of disadvantage. The charity ensures that its activities are accessible, inclusive, and responsive to community needs, and that its resources are used effectively to maximise impact. The trustees regularly review the charity's activities and outcomes to ensure that Papaya continues to deliver meaningful, measurable, and legally compliant public benefit throughout the year.

# PAPAYA

## Schools Workshops and Parent Talks

### KS2 Workshop 'Me and My Screen'

Our interactive Me and My Screen workshop helps KS2 students critically evaluate their technology use and its impact on themselves and society. Designed to engage young people, it can be delivered to up to four classes of 30 students each. The workshop has received excellent feedback from both staff and students.

### KS2 Parent Talk 'Let's Talk About Our Kids and Their Tech'

This session, Let's Talk About Our Kids & Their Tech, offers parents and carers clear, research-backed insights and practical strategies for managing children's mental health and tech use. It covers the impact of smartphones and social media, helping families set healthy boundaries and make informed choices. The session is non-judgmental, open for honest discussion, and for adults only.

### KS1 Parent Talk 'The Power of Play, How to Set Your Children up for Success in the Digital Age'

This new talk explores the importance of play in childhood development and the impact that excessive screen use can have on children's experiences, growth, and wellbeing. It offers practical solutions for parents and carers on how to encourage more play at home and create a healthy balance with technology for the whole family.



### Engaging and Impactful Presentations

"Thank you so much for your brilliant talk last night – you were outstanding: knowledgeable, detailed, balanced, and clear, combining hard evidence with a wealth of advice, guidance, and ideas. The parents who attended were incredibly impressed and extremely grateful."

– Neill Lunnon, Headmaster, Tower House School for Boys, East Sheen, London

### Inspiring Young People

"I spoke to the Year 5 and 6 teachers about the workshop and they thought it was brilliant – really engaging for the pupils, who continued discussing it later in the day. Thank you so much for delivering such a fantastic experience."

– Craig Barnes, Cathedral Schools Trust

### Evidence-Based, Student-Focused Delivery

"Dr Davies delivered an excellent presentation that appealed to students while incorporating scientific evidence – a perfect blend of understanding them and understanding the research. The tips the students generated showed how inspired they were to take more control of their digital habits. The talk to parents was also incredibly well received, opening their eyes to the challenges of social media and digital addiction. Following her talk, one Year 9 student even deleted TikTok – a true testament to Dr Davies' impact."

– Dianna Bruce, Deputy Head (Pastoral) and Designated Safeguarding Lead, Manchester High School

## 4. Achievements and Performance

### What We Achieved

Between September 2024 and September 2025, we delivered 135 days of workshops, reaching over 16,200 children, and hosted 130 parent talks, engaging more than 7,000 parents. An impressive 93% of children reported wanting to reduce their screen time as a result of attending one of our workshops. We were delighted to welcome our COO, Sally Harding, to the team in March. She has already made a significant impact on our activities and has further strengthened our organisational ethos.

We have significantly expanded our workshop reach. School workshops are now available in Bristol, Buckinghamshire, Edinburgh, Hampshire, Hertfordshire, London, Oxfordshire, Somerset, Surrey, West Midlands, West Sussex, and Worcestershire. We are currently delivering up to 30 days of workshops per month, reaching approximately 3,600 children every month.

In-person parent talks are now available in Bristol, Buckinghamshire, Derbyshire, Essex, Hampshire, Hertfordshire, Leicestershire, London, Merseyside, Scotland, Somerset, Surrey, West Midlands, West Sussex, and Worcestershire, with online sessions available nationwide across the UK.

### Key Outcome and Statistics

From September 2024 to September 2025, we spoke to over 16,200 children and more than 7,000 parents and carers. An impressive 93% of students reported that they wanted to reduce their screen time as a result of attending one of our workshops.

135 Days of Workshops

16,200 Students

130 Parent Talks

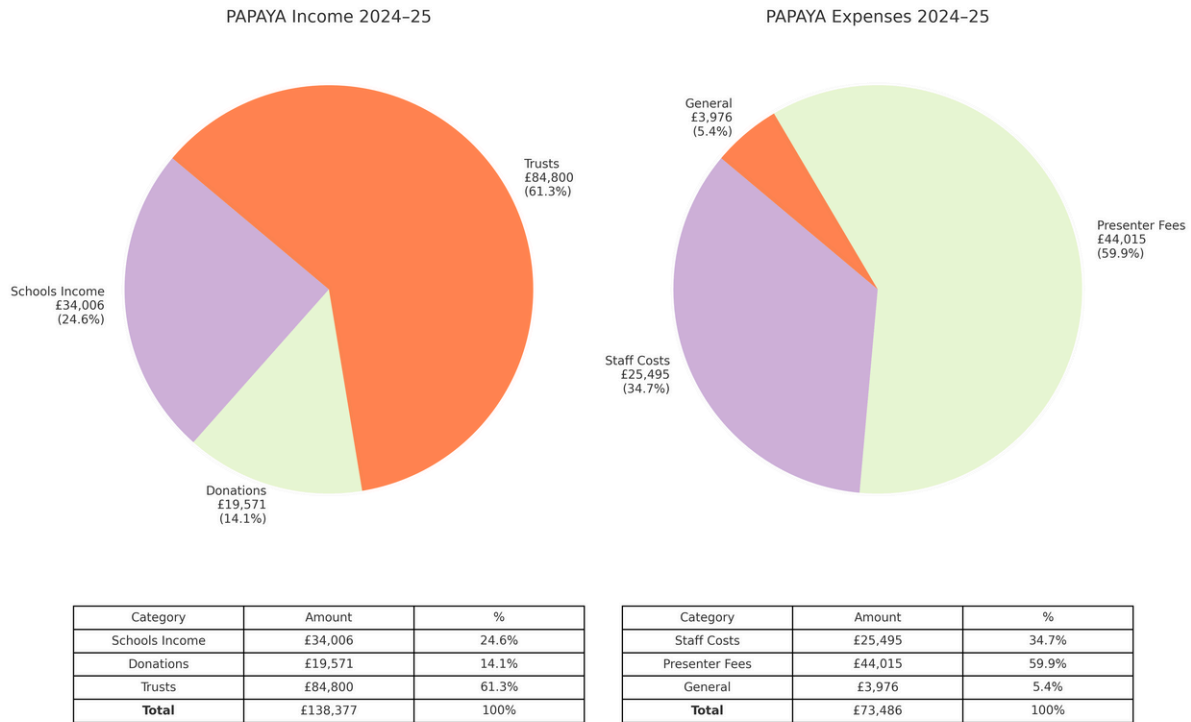
7,000 Parents and Carers





## 5. Financial Review

### PAPAYA Income and Expenses 2024-25



### Financial Transparency

Our total income for the 2024-2025 financial year was £138,377.14, representing an increase of £134,599.20 from £3,777.94 in 2023-2024 - a remarkable 3,561% growth. Cash reserves on 1st September 2025 were £66, 621. This significant rise in income not only reflects the growing public and community support for the issue we represent but also demonstrates our considerable success in scaling our operations, expanding our reach, and strengthening our fundraising efforts. Please note that the salaries for the CEO and COO cover only seven months of the financial year. Our main source of Income is from Trusts and we are very grateful for the generous donations from The Prism Gift Fund, The Kristina Martin Charitable Trust, Bradbeers Charitable Trust and the Wallmead Charitable Trust to help us develop and continue our work.

### Reserves Policy

Papaya recognises the importance of maintaining appropriate financial reserves to ensure stability, continuity of services, and protection against unforeseen financial challenges. This Reserves Policy sets out the level of reserves the charity aims to hold, why these reserves are needed, and how they will be monitored and managed.

### Investment Policy

Papaya is committed to responsible financial management and to ensuring that the charity's funds are used solely to further its charitable objectives. The charity does not engage in financial investment activity and does not hold any investment products, shares, managed funds, or long-term financial instruments. This policy outlines the charity's position regarding investments and the principles that guide our financial stewardship.





## **6. Plans for the Future**

In the coming year, Papaya aims to expand its impact by increasing the number of school workshops delivered to 30 per month during term time, broadening the reach and depth of its parent talks, and strengthening community engagement. A key priority is to deepen partnerships with local charities and organisations, including Bristol City Football Club, Hampshire Cricket Club, and Smartphone Free Childhood, enabling Papaya to reach more families, educators, and young people across different regions.

We also plan to roll out our new educational programmes, including the KS1 talk “The Power of Play: How to Set Your Child Up for Success in the Digital Age” and the KS3 talk “The Healthy Selfie: How to Help Your Teenager Thrive in the Digital Age.” These new sessions are designed to support schools in building digital resilience, promoting wellbeing, and fostering healthy habits in children and young people.

In addition, Papaya will continue to strengthen governance by implementing regular trustee training, reviewing all organisational policies annually, and enhancing data protection and digital security procedures. Financial sustainability will remain a core priority, including maintaining our target of holding four months of unrestricted reserves and seeking further grant funding to ensure long-term stability. The trustees remain committed to delivering clear public benefit and ensuring Papaya grows responsibly and effectively.

## **7. Funds & Accounting Notes**

Papaya operates a straightforward financial structure with no subsidiaries, investment portfolios, endowment funds, or complex financial instruments. Income and expenditure are recognised on a receipts and payment basis.

Unrestricted cash funds represent Papaya’s general operating income and are used to support the core delivery of workshops, staff training, safeguarding compliance, and organisational development. Restricted cash funds, where received, are managed separately and spent strictly in accordance with the conditions set by donors or funders.

The trustees monitor cash flow closely throughout the year and ensure that financial decisions align with the charity’s reserves policy, which requires maintaining a minimum of four months’ operational expenditure in unrestricted cash reserves to safeguard Papaya’s continued delivery and stability.

## **PAPAYA (Parents Against Phone Addiction in Young Adolescents)**

### **Report of the trustees**

**For the year ended 1 September 2025**

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#### **Independent examiners**

Godfrey Wilson Limited were appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 18 November 2025 and signed on their behalf by

*Alice Bond*

Alice Bond - Chair

## **Independent examiner's report**

### **To the trustees of**

#### **PAPAYA (Parents Against Phone Addiction in Young Adolescents)**

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I report to the trustees on my examination of the accounts of PAPAYA (Parents Against Phone Addiction in Young Adolescents) (the charity) for the year ended 1 September 2025, which are set out on pages 11 to 12.

#### **Respective responsibilities of trustees and examiner**

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

#### **Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the charity as required by section 130 of the Act;  
or
- (2) the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

*Dougal Howard*

Date: 18 November 2025

**Dougal Howard ACA**

**Member of the ICAEW**

For and on behalf of:

**Godfrey Wilson Limited**

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

## PAPAYA (Parents Against Phone Addiction in Young Adolescents)

### Receipts and payments account

For the year ended 1 September 2025

	Restricted £	Unrestricted £	2025 Total £	2024 Total £
<b>Receipts</b>				
Grants	50,000	34,800	<b>84,800</b>	-
Workshops and seminars	-	34,006	<b>34,006</b>	2,780
Donations and legacies	-	19,571	<b>19,571</b>	998
<b>Total receipts</b>	<b>50,000</b>	<b>88,377</b>	<b>138,377</b>	<b>3,778</b>
<b>Payments</b>				
Staff Costs	25,495	-	<b>25,495</b>	-
Presenter fees	-	44,015	<b>44,015</b>	948
General expenses				
Administrator	-	1,440	<b>1,440</b>	1,109
Other running costs	-	2,536	<b>2,536</b>	1,159
<b>Total payments</b>	<b>25,495</b>	<b>47,991</b>	<b>73,486</b>	<b>3,216</b>
<b>Net receipts</b>	<b>24,505</b>	<b>40,386</b>	<b>64,891</b>	<b>562</b>
<b>Cash funds at 2 September 2024</b>	<b>-</b>	<b>1,730</b>	<b>1,730</b>	<b>1,168</b>
<b>Cash funds at 1 September 2025</b>	<b>24,505</b>	<b>42,116</b>	<b>66,621</b>	<b>1,730</b>

## PAPAYA (Parents Against Phone Addiction in Young Adolescents)

### Statement of assets and liabilities

As at 1 September 2025

	2025 £	2024 £
<b>Cash funds</b>		
Cash at bank and in hand	<u>66,621</u>	<u>1,730</u>
<b>Total cash funds</b>	<u><u>66,621</u></u>	<u><u>1,730</u></u>
<b>Cash funds</b>		
Restricted funds - staff salaries	24,505	-
Unrestricted funds		
General funds	<u>42,116</u>	<u>1,730</u>
<b>Total cash funds</b>	<u><u>66,621</u></u>	<u><u>1,730</u></u>

Approved by the trustees on 18 November 2025 and signed on their behalf by

*Alice Bond*

Alice Bond - Chair