

ParaPride

Pride in Everybody

Trustees' Annual Report for the period 21 May 2023
to 20 May 2024

Charity name: ParaPride

Charity registration number: 1186485

We would like to sincerely thank all of our volunteers, partners and supporters for helping us to serve LGBTQ+ and disabled communities over the past year.

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Objectives and Activities

Summary of the purposes of the charity as set out in its governing document

ParaPride is an empowerment charity advocating visibility, education, and awareness of the voices and experiences of LGBTQ+ disabled people.

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.

Our first aim is to host and support activities for our beneficiaries and partners that increase visibility and enable storytelling. Our second aim is to create education and raise awareness amongst our allies and non-allies that improves inclusion and normalisation, as well as reducing discrimination and exclusion against our beneficiary communities.

Our charitable objectives are as follows:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled people and to bring the communities we serve together;
- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

ParaPride looks for a wide range of opportunities to achieve these objectives, including producing inclusive events (both virtual and in-person). We promote information, resources, and awareness training for better consideration of the obstacles faced by these intersectional communities.

We are continuing to evolve as an organisation in how we further our charitable objects and serve LGBTQ+ and disabled communities in the most effective way. This includes an ongoing focus on our organisational infrastructure, governance, processes, and policies. ParaPride is a volunteer led and run organisation, with strong links to the communities we represent.

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In setting our programme each year, we have regard to the guidance issued by the Charity Commission on public benefit – in this case particularly for the benefit of LGBTQ+ and disabled communities. The Board of Trustees ensures that the programme of work that we undertake is in line with our charitable objects and aims.

Policy on grant-making

We are not currently a grant-making organisation with respect to granting external organisations with funding for various projects, but it is possible that we may commission research to support our objectives and aims in the future.

Policy on social investment including program related investment

We invest in planning and running activities that align with our strategic objectives. This will include events, training, speaking, marketing and communications, advocacy, storytelling, corporate education, volunteer coordination and in future, research.

Contribution made by volunteers

Volunteers may support any aspect of our activities, although historically this has been focused on supporting us at events and through fundraising activities. This year, we have also been supported by volunteers who helped us with Board governance, financial management and digital communications, strategic and succession planning, building our organisational structure and tone of voice work to help us communicate with our various stakeholders.

We currently have six volunteers who help with the main outward activities of the charity, including events. Our Board of Trustees had between four and six members during this period.

Achievements and Performance

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.

This year, we continued to focus primarily on our first two objectives:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled person and to bring the communities we serve together;

We have also been planning to deliver our second two objectives which the Board has determined will require further work to deliver:

- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

During this financial year, we continued to work in partnership with other organisations, recognising that collaboration is one of our key values. This was a particularly busy year for ParaPride as our reputation grew and the quality of our work was recognised. As a result, we engaged in many different partnerships, projects, and other opportunities.

All these activities contribute to our charitable objectives, particularly to educate and raise awareness about the lives of people within the LGBTQ+ communities, as well to improve the lives of those within the communities we represent.

Internally, we continued to develop our management and governance structures. With a strong and consistent Board of Trustees, we held Board meetings every six weeks and Trustees volunteered to lead on various aspects of our work. We continued to apply for external funding opportunities, recognising the challenging external environment during this time for community organisations.

Our external work is proudly undertaken in partnership with a wide range of stakeholders, to whom we would like to express our sincere thanks for their collaboration and support of

ParaPride. Below is a more detailed report on the key activities that ParaPride undertook in this financial year.

Additional Information

Achievements against objectives set

Internal activities delivered in this period included:

Key activities for the period 21 May 2023 to 20 May 2024 have included:

- Continued to engage with LGBTQ+ disabled communities, to improve the lives of individuals and raise awareness of the challenges and opportunities that they face
- Developed our volunteer pool, particularly for social media activities, to raise awareness of our work and develop new projects
- Created new content and visuals for ParaPride
- Launched our new website with an in-person event at London Metropolitan University
- Developed our corporate engagement work by speaking on panels for employees organised by a diverse range of companies
- Developed and deliver training sessions about the lives of LGBTQ+ and disabled people, in partnership with multiple partners
- Held our annual in-person event during LGBTQ+ History Month, with an accessible and safe space for our communities, including community networking and performances from a wide range of artists
- Explored the possibility of having an annual Intersectionality awareness partnership with other charities
- Further explored ParaPride's initiative to identify venues that meet the needs of the diverse communities we represent
- Recruited new Trustees with a revised role description and clear expectations for participation and contribution, based on a skills matrix analysis
- Formalised various policies to further enhance our ways of working and the management of the charity
- Secured various corporate partners, which we can provide lived experience support to in exchange for funding for the charity – this may be in the form of consulting, training, advisory services, tool development, speaking, and other activities and is aimed at achieving our objectives, but also raising money to create a sustainable source of income for the charity (via support for more employers, going forward)
- Held strategy and planning sessions to consider both short and long term goals
- Fundraising and donations
 - We had very strong donations and income from speaking engagements with corporate customers; we still require an enhanced sustainable funding plan for the future – this was worked on to some degree this year, but still requires future focus from the Board

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External activities delivered in this period included:

- ❖ Community Programme
 - Set clear value proposition for organisations helping us reach more beneficiaries
- ❖ Amplification and Support
 - Co-creation of content
 - Inclusive and accessible events
 - Representation in our content
- ❖ Event Programme
 - Planning and hosting ParaPride 2024
 - Planning and fundraising for ParaPride 2025
 - Collaborative activities were undertaken to explore the expansion of inclusive events for our community as well as a future programme focused on collaborating with venues and local government to make spaces more accessible

Detailed plans already set out for the next period

10/06/23. Volunteers Day Out at Tate Britain. The ParaPride team treated the volunteers to an afternoon-out to an exhibition and an opportunity to socialise.

22/06/23. Google Pride event hosted by ParaPride at Google's London offices in Tottenham Court Rd. Panel discussion with special guest speakers and a performance by the Wheel Elvis.

28/06/23. ParaPride attended the Mayor of London's Pride Reception.

01/07/2023. ParaPride was invited to Pride in London's Trans Stage in Soho Square, (curated by Mzz Kimberly, ParaPride Ambassador), and given the opportunity to appear on stage to give a brief speech about its work and to present one of the performances (Ebony Rose Dark).

02/07/23. Parallel Windsor Games 2023, ParaPride at the Windsor Great Park. Team ParaPride: Daniele Lul, Grace Rawlinson, Nacho Sanchez, Jeanne Capouillez, Esi Hardy. This was a great opportunity for people to sponsor the team to raise funds for ParaPride.

06/07/23. ParaPride Website Launch Event. Presenting the new website with web developers Lisa Constantinou and Jaiden Hunder to an audience from London Met University at The Rainbow Room.

14/07/2023. Participation in an International collaborative interview. Daniele Lul, ParaPride co-founder / Director was interviewed by Jonathan Mastellari, founder of I AM Intersectionalities and More, Bologna, Italy. The interview / discussion happened digitally, conducted in Italian. It was recorded and it can be found on the I Am Intersectionalities and More YouTube channel. Corporate Engagements (internal events exclusive to company employees).

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20/07/23. AVIVA virtual panel event. Daniele Lul was a guest speaker.

25/07/23. Pladis in-person panel event. The speakers were Daniele Lul with Asifa La Hore.

17/10/2023. ENEL virtual event. Katie Hudson was the speaker

07/11/2023. National Housing Federation virtual event with Daniele Lul as the speaker.

05/12/23. Evoke Group virtual event with Daniele Lul as the speaker.

11/12/23 - Zurich Insurance virtual event, Katie Hudson as speaker.

06/12/23 - EDF Energy virtual event, Katie Hudson as speaker.

9/12/23. ParaPride's Digital Production / Film Project. Creating content for social media and Youtube. Video interviews of ParaPride Ambassadors, Mark Henderson, Mzz Kimberley, and Chay Brown, Director of Operations and Healthcare at TransActual. Filming location: Doughty Street Chambers, London.

13/12/23. Inclusion London workshop. ParaPride hosted a 3 hour in-person training workshop for Inclusion London. LGBTQ+ Awareness, Allyship, Action! Gender Diverse Identities. Venue: Trust For London. ParaPride Trainer: David Hull Watters.

01/02/2024. Launch of ParaPride's quarterly Newsletter, (issue 1), containing information about the charity, to include the current and upcoming projects, activities, and a summary of ParaPride's top achievements and milestones reached in 2023.

24th February 2024. ParaPride's annual LGBTQ+ History Month event at Hoxton Hall. A celebration of our powerful LGBTQ+ Disabled community. Hosted by Son of a Tutu with top acts to include Drag Syndrome, Crip Ladywood, Rick Dove, Eileen Eiffel. Speech by special guest Honourable Mayor of Hackney, Caroline Woodley. Panel discussion with guest-speakers Roxy Murray, Alex Vasquez, Asifa Lahore: the impacts of our Intersectional identities. Community Networking area with partner organisations Black Thrive, LGBT Consortium, Switchboard LGBTQIA+, Positive East, Stonewall Housing, Schools Out / LGBT+ History Month, 17-24-30 National HCAW.

22 March 2024. The Stonewall London Workplace Conference, ParaPride attended as stall holder in the exhibitions area engaging with up 300 conference attendees.

25 April 2024. St Francis Xavier Catholic 6th Form College
<https://www.sfx.ac.uk/> In-person event in March 2023. Discussion topic based panel with guest speakers as part of LGBT+ History Month UK).

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April 2024. G-A-Y Marathon Fundraiser. Jeremy Joseph, G-A-Y owner, runs the London Marathon to fundraise for a few selected LGBTQ+ charities. ParaPride received a generous £10,000 donation. Their overall goal was £77,000, which this took them through 'One million' raised for charities over 14 London Marathons.

May 2024. Beginning of the Website Content translation BSL project. Working with Deaf Community Inclusion Consultant and Project Manager. The project included: Going through the website, making suggestions as to where BSL clips would work best and for which bits of information; searching for qualified Deaf BSL translators to translate the videos; suggest ways for getting such video clips done with quality; and developing the ParaPride sign.

Marketing Programme

This year, our marketing focus was heavily on further redeveloping our new website, including adding even more accessibility features through partnerships with some technology vendors (ensuring, for example, that BSL translation is available throughout our website), as well as adding more information about our partners and adding donation features on the website. Our new website was officially launched in July 2023.

We also worked together with Gillian Anderson's drinks brand G-Spot in the lead up to London Pride, to collaborate on a fundraising campaign.

ParaPride continues to be a well-established organisation with strong financial management and governance frameworks. We have worked hard to demonstrate this externally, as well as continuously gathering feedback from a variety of stakeholders about areas in which we can strengthen the charity.

Details of activities undertaken in this period

ParaPride continued to work hard to meet the needs of the LGBTQ+ and disabled communities through a variety of complementary activities. We continued to shine a spotlight on the lives of these intersectional communities, as well as providing opportunities to raise awareness and promote broader consideration of the challenges that they face in their lives.

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Performance of fundraising activities against objectives set

In the period covered by this report, from May 2023 to May 2024, we raised a total of **£27,674.46** from the following supporters:

Unrestricted Funds	
Donations (Member & Partner)	£8,602.71
Donations (Benevity)	£1,287.50
Donations (The Elephant Room)	£200.00
Donations (LGBT Foundation)	£937.50
Donations (G-A-Y Foundation)	£10,000.00
Donations (EventBrite)	£261.75
Corporate Donors – Lucy and Yak	£1,000.00
Speaking Fees	£2,885.00
Total Unrestricted Funds	£25,174.46
Restricted Funds	
Donations (London Borough Hackney)	£2,500.00
Total Restricted Funds	£2,500.00
Total All	£27,674.46

We also wrote off £1,577.84 of previous expenses related to a previous Board member who did not file their expenses compliantly.

This fundraising was sufficient to cover our expenses in relation to our events and other activities targeted as the primary focus on this period.

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Financial Review

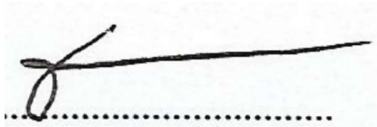
Accounts 21st May 2023 to 20th May 2024

Interim Treasurer: Katie Hudson

The Board has collectively examined the financial records of ParaPride and prepared these accounts from the information and explanations supplied by them. In the Board's opinion, ParaPride has maintained proper accounting records and these accounts are in accord with those records.

These accounts were approved by the Board on 17th March 2025.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katie Hudson	Tristan Bush
<i>Date</i>	17/03/2025	17/03/2025
<i>Signature</i>		

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ParaPride

Receipts and Payments Account from 21st May 2023 to 20th May 2024

Receipts

Donations	£24,789.46
Speaking	£2,885.00
Total Receipts	£27,674.46

Payments

Event venue hire & catering	£900.00
Event facilitators/performers	£3,817.59
Event services (Eventbrite, Zettle)	£0.00
Access services (BSL, induction loops, portaloos, captioning)	£657.20
Event consumables (badges, banners, t-shirts, decorations, raffle)	£219.07
Volunteer expenses, training, supervision	£1,580.58
Tech/digital resources (SMS, website, Zoom, social)	£335.57
Promotions (advertising, videos)	£0.00
One off expenses	£178.16
Sessional workers	£800.00
Operational (legal, insurance, transaction fees)	£1,186.88
Total Payments	£9,675.05

Net receipts (payments) for the period	£17,999.41
Balance of funds at 21st May 2023	£2,879.72
Balance of funds at 20th May 2024	£20,879.13

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Assets and Liabilities at 20th May 2024

Assets

Metro bank account	£22,456.97
Total Assets	£22,456.97

Liabilities

Liabilities from this period	£0.00
Total Liabilities	£0.00

Breakdown of funds

Donations (Member & Partner)	£8,602.71
Donations (Benevity)	£1,287.50
Donations (The Elephant Room)	£200.00
Donations (LGBT Foundation)	£937.50
Donations (G-A-Y Foundation)	£10,000.00
Donations (EventBrite)	£261.75
Donations (London Borough of Hackney)	£2,500.00
Speaking Fees	£2,885.00
Total funds collected by ParaPride in this period	£27,674.46

Statement explaining the policy for holding reserves stating why they are held

The charity had reserves of £18,513.85 at the end of this period.

Our reserves policy is to hold 3 months' unrestricted fund expenditure on charitable activities by the financial year ending 20 May 2024. In calculating our reserves, we exclude funds tied up in buildings, vehicles, and equipment, as the charity does not currently hold any of these assets.

Amount of reserves held

In reviewing its reserve requirement, the trustees have decided that the charity needs to hold a small amount of reserves (£200) to cover emergency or unforeseen situations such as issues that may come up at our events. However, the main reason for holding reserves is to ensure that the charity has enough resources to fund programmes it is supporting. For planned programmes the charity may take around 3 months (between Board meetings) to make funding decisions and it is policy never to commit funds that it does not have. Therefore, to prevent disruption to programmes, it is felt that around 3 months reserves of unrestricted expenditure (£3,000) needs to be held, going forward.

Reasons for holding zero reserves

The amount of reserves held (£18,513.85) was therefore in line with our earlier objective of holding approximately £3,200 (three months expenses + £200 emergency funds), in line with the Trustees' view of required reserves.

Restricted funds are not included in the trustees' view of reserve needs because these restricted funds are held by the charity for as long as is necessary to organise the relevant programmes. Normally these funds are spent within 6 or 12 months of receipt (depending on the grant maker's requirements).

Details of fund materially in deficit

At the end of this period, the Board has agreed that we have no funds owed to any parties.

Explanation of any uncertainties about the charity continuing as a going concern

The main focus for the charity continuing as a going concern is related to sourcing sustainable funding. We have sourced a wide range of donations in this period, but this required significant work and input from members of the leadership team throughout the year with respect to each individual amount given. Going forward, we will be looking to continue building funding strategies that secure larger amounts up front so that we can move forward with our strategies with confidence and spend less overall time on fundraising.

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The Trustees have agreed sourcing larger pots of alternative funding will become a key focus of our strategic objectives in the next financial period to ensure that the charity's finances become more stable and predictable.

Independent Examiner's report

As our income is now above the threshold that requires independent examination, we have also had our accounts examined by an independent examiner. Please find her report below.

CHARITY COMMISSION FOR ENGLAND AND WALES		Independent examiner's report on the accounts	
Section A Independent Examiner's Report			
Report to the trustees/ members of	Charity Name PARAPRIDE		
On accounts for the year ended	20 th MAY 2024	Charity no (if any)	1186485
Set out on pages	(remember to include the page numbers of additional sheets)		
	I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 20/05/2024		
Responsibilities and basis of report	As the charity trustees of the Trust, 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 Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed 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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect: • accounting records were not kept in accordance with section 130 of the Act or • the accounts do not accord with the accounting records		
	I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached. * Please delete the words in the brackets if they do not apply.		

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Signed:		Date:	24/2/2024
Name:	AMANDA TUGGE CTA (retired)		
Relevant professional qualification(s) or body (if any):	CHARTERED TAX ADVISOR retired		
Address:	1 CLIFTON ST BELCHTON BN1 3PA		

IER 1 October 2018

Additional Information

The charity's principal sources of funds (including any fundraising)

Donations	£24,789.46
Speaking Income	£2,885.00

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

The charity had no realised or unrealised gains or losses on investments during this period.

In future, if the charity does make investments, programme related investments are made in furtherance of the charity's objectives and any investment return is secondary to the charitable purposes supported by the investment. Such investments are included at their cost. Any loss or impairment from such investments will be charted as part of charitable activities within the statement of financial activities.

A description of the principal risks facing the charity

All significant activities undertaken are subject to a risk review as part of the initial activity assessment and implementation. Major risks are identified and ranked in terms of their potential impact and likelihood.

Major risks, for this purpose, are those that may have a significant effect on:

- Operational performance, including risks to our personnel, volunteers, and participants;
- Financial sustainability, including stability and security of income;
- Achievement of our aims and objectives; or
- Meeting the expectations of our beneficiaries or supporters.

The Trustees review these risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance. The following framework is central to ensuring adequate risk assurance:

- Regular monitoring of major risk and development of action plans;
- Embedding risk identification and assessment within operating procedures;
- A clear structure of delegated authority and control;
- Review of key systems and procedures through internal audit arrangements;
- Income and profit targets for our trading and fundraising activities;
- Maintaining reserves in line with set policies; and
- Regular summary reports on risk management to the Trustee Board.

We have paid particular attention during this year to establishing the above mentioned governance framework, through the appointment of a Trustee Board with experience on the non-executive leadership team of other charities and community organisations.

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

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

1. Eligibility for trusteeship

- a. Every Trustee must be a natural person.
- b. No individual may be appointed as a Trustee:
 - a. if he or she is under the age of 16 years; or
 - b. if he or she would automatically cease to hold office under the provisions of sub-Clause 12(1)(e).
- c. No one is entitled to act as a Trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the Trustees decide, his or her acceptance of the office of Trustee.

2. Number of Trustees

- a. There must at all times be at least three Trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the Board of Trustees, or appoint a new Trustee.
- b. The maximum number of Trustees is 8, and the Trustees may not appoint any Trustee if as a result the number of Trustees would exceed this number.

3. Appointment of Trustees

- a. Apart from the first Trustees, every Trustee must be appointed for a term of at least one year by a resolution passed at a properly convened meeting of the Trustees.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Policies and procedures adopted for the induction and training of trustees

1. Information for New Trustees

The Trustees will make available to each new Trustee, on or before his or her first appointment:

- a. a copy of the current version of this constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Additionally, policies created that all Trustees must receive a copy of and agree to before appointment as a Trustee is confirmed include:

- Board Trustees Code of Conduct
- Trustees Declaration of Interests
- Trustee and Volunteer Expenses Policy
- Anti-Harassment and Bullying Policy
- Health and Safety Policy
- Volunteer Grievance Procedures
- Safeguarding Adults at Risk Policy and Procedure with COVID 19 Addendum
- Equality & Diversity Policy
- Data Protection Policy

The charity's organisational structure and any wider network with which the charity works

In the period of this report, the charity continued to have one long-standing member of the Board of Trustees throughout this period and since its incorporation as a CIO in November 2019:

- Dr Andrew Cooper - appointed for 2 years

At the end of this reporting period, only Dr Andrew Cooper remained from the original Board members.

The following Trustees were appointed on 6 April 2021:

- Katherine Hudson – appointed for 3 years
- Esi Hardy – appointed for 3 years
- Charlie Cooper Henniker – appointed for 3 years
- Samuel Peterson - appointed for 3 years (resigned during this reporting period, August 2022)

In this period, the additional Trustees were appointed:

- Tristan James Bush – appointed for 3 years on 06 February 2024

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Relationship with any related parties

During this period, the charity ceased receiving pro bono support from King & Spalding International LLP to support the governance activities ensuring that Board meetings were run and recorded appropriately. We had already set up many of the core policy documents, but we will be looking for future pro bono support from another law firm and continue to make enquiries to that effect.

To have our accounts examined independently, we also worked with Amanda Tyler, Tyler Accounting Services Limited, 1 Clifton Street, Brighton, England, BN1 3PH.

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Reference and Administrative Details

Charity name

ParaPride

Other name the charity uses

N/A

Registered charity number

1186485

Charity's principal address

ParaPride
5 Brayford Square
LONDON
E1 0SG

Names of the Trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year
Dr Andrew Cooper	Trustee	21/11/2019 – Present
Esi Hardy	Trustee	06/04/2021 – 09/04/2024
Charlie Cooper Henniker	Trustee	06/04/2021 – 09/04/2024
Katherine Hudson	Co-Chair	06/04/2021 – Present
Tristan James Bush	Co-Chair	06/02/2024 – Present
Kerrie Braithwaite	Trustee	16/03/2024 - 05/11/2024

We are currently recruiting for replacements and additional Board members – we anticipate adding at least two Board members in the near future and will continue to recruit additional Board members, also taking into account terms of office ending over time.

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

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Details of arrangements for safe custody and segregation of such assets from the charity's own assets

N/A

Names and addresses of advisers

Type of adviser	Name	Address
N/A	N/A	N/A

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

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Declarations

The Trustees declare that they have approved this annual report and accounts.

Signed on behalf of the charity's Trustees:

Signature(s)

A handwritten signature in black ink, consisting of a stylized 'K' followed by a long horizontal stroke, written over a dotted line.

Full name(s)

Katherine Hudson

Position (e.g. Secretary, Chair, etc)

Co-Chair

Date

17/03/2025

A handwritten signature in black ink, consisting of a stylized 'T' followed by a long horizontal stroke, written over a dotted line.

Signature(s)

Full name(s)

Tristan Bush

Position (e.g. Secretary, Chair, etc)

Co-Chair

Date

17/03/2025