

**Harrison/Parrott Foundation**

Charity number 1186987; Charitable Incorporated Organisation number CE020030

# HARRISON/PARROTT FOUNDATION

Harrison/Parrott Foundation CIO

Registered Charity number 1186987

Trustees' annual report and Unaudited Accounts  
For the year to 31 December 2022

**Harrison/Parrott Foundation**

Charity number 1186987; Charitable Incorporated Organisation number CE020030

**Trustees' annual report and Unaudited Accounts**

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## **Harrison/Parrott Foundation**

Charity number 1186987; Charitable Incorporated Organisation number CE020030

### **Trustees' annual report**

#### **For the year to 31 December 2022**

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The Board presents its report and financial statements for the year ending 31 December 2022.

Reference and administrative information is set out on page 8 of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

The Harrison/Parrott Foundation (HPF) is a Charitable Incorporated Organisation (CIO) incorporated and registered as a charity in 2019. The CIO was established under a Constitution which sets out the objectives and powers of the organisation.

The Trustees of HPF under charity law are also the Board Members. All Board Members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 10 to the accounts.

### **The Trustees (and Board Members)**

The charity trustees manage the affairs of the CIO and for that purpose exercise all the powers of the CIO. The charity trustees are also the members of the CIO. There is a maximum of 12 Trustees (and Board Members). The charity trustees are set out in the reference and administrative information on page 8 and are appointed for three years by a resolution passed by a meeting of the charity trustees. In selecting individuals for appointment as charity trustees regard is had to the skills, knowledge and experience needed for the effective administration of the CIO, and with the objective of promoting equal opportunities and reflecting and representing the diversity of the UK.

All incoming Trustees (and Board Members) will receive a current copy of the constitution, a copy of the CIO's latest Trustees' Annual Report and statement of accounts, and a copy of the current version of the Foundation's Trustee Handbook. The Board currently plans to meet four times a year.

### **How the Board functions**

The Board is, in law, ultimately responsible for all aspects of the performance of HPF, but in practice operational matters are delegated to Harrison/Parrott Limited's (HPL) Chief Operating Officer supported by a number of HPL staff and the Foundation Secretary. No staff are directly employed by HPF.

The Board operates under a system of Policy Governance, set out in a single Board Policy Document defining:

- HPF's values and objectives
- Matters reserved to the Board
- Foundation standards including the handling of donations and legacies
- Financial activities, planning and budgeting
- Arrangements for Board meetings and agendas

## **Harrison/Parrott Foundation**

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- Conduct of Board Members, roles and responsibilities

## **Relationship with Harrison/Parrott Limited**

HPL launched HPF as part of its 50<sup>th</sup> anniversary celebrations throughout 2019/20 to champion diversity and inclusivity in the arts. HPL provides annual funding and personnel to manage and operate HPF. The majority of the charity trustees must be independent and not employed in any way by HPL.

## **Co-operation with other organisations**

HPF has partnered with:

- Awards for Young Musicians (AYM) who provide bursaries, tutelage and mentorship to young musicians all the way through from recognising talent at a very young age to supporting conservatoire-level students.
- Goldsmiths, University of London to support the deepening of knowledge related to why barriers to the arts continue to exist and what we can do to break them down.
- LMP Action CIC committed to developing educational programmes and activities that encourage others to learn and grow as people.
- Open Up Music (OUM) to support the ongoing research and development of The Clarion Project to create an accessible musical instrument which can be played with any part of the body, including head, feet or even eyes.
- Orchestras for All (OFA) to mutually benefit from each other's networks and resources.
- St George's Bristol, a world-class, independent venue in the heart of Bristol to develop plans to host a symposium in 2023.
- Tri-Borough Music Hub (TBMH) to develop the Artists for Inclusivity initiative as part of its delivery of subsidised music education in three West London boroughs, and work with them on how the music industry can better support music educators.

## **Managing risk**

In accordance with best practice, the Board has established and will continue to review a Register of Risks facing HPF. There are risks associated with governance, finance, operations, environmental and compliance. All are reviewed as to probability and impact.

It is not possible or desirable to run HPF without incurring any risk and the Register of Risks allows the Trustees (and Board Members) to identify and focus on the most serious risks so that actions can be taken to mitigate the most serious risks, while at the same delivering a service to meet HPF objectives and the identified needs of stakeholders.

Key risks identified are loss of and issues with key project team (HPL staff and artists), fund-raising, lack of direction and strategy, and activities potentially outside objects, powers or terms of gifts. Until such a point as HPF develops and can recruit a dedicated staff member HPF cannot control HPL staffing or allocation of resources to HPF. Protocols, policies and strategies are being developed to address the other risks.

## **Statements of policies**

HPF has Safeguarding (children, young people and vulnerable adults), Privacy and Grant-making policies established and will introduce further policies as appropriate as the charity grows and develops.

**Harrison/Parrott Foundation**

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**OBJECTIVES AND ACTIVITIES****Public benefit statement**

HPF as a registered charity is required to report how its activities in furtherance of its charitable powers provide public benefit, and the Trustees confirm that they have had regard to Charity Commission's guidance in this matter.

HPF has as its charitable purposes:

- the advancement of education in the musical arts are associated art forms; and
- the promotion of equality, diversity and inclusivity in the musical arts and associated arts, both amateur and professional, and fostering understanding between people from diverse backgrounds

**Main activities and plans**

During the year and following the appointment in late 2021 of a part-time Foundation Manager there has been an increase in activities to broaden the foundations' activities and collaborative relationships. The priority has been to grow these in a sensible and organic manner, such that HPF is enhancing its role as a connector or facilitator of other relationships, conversations, and partnerships, thereby enabling HPF's mission, ultimately, to reach and impact on a greater number of young people.

HPF's principal activities now span:

- Working with the Tri-borough Music Hub (TBMH) as a delivery partner on:
  - Workshops with HarrisonParrott artists – with medium-to-large group sizes, working with individuals, ensembles, and full orchestra, where appropriate.
  - Masterclasses with HarrisonParrott artists – with small-to-medium group sizes, focussing on a particular instrument. These workshops will be delivered in-person with online access available.
  - Online music access awareness week spotlighting HPF and its activities
- A partnership with Orchestras for All, a charity operating three major programmes nationally for young people and educators and whose values closely align with those of HPF, allows both organisations to benefit from each other's networks and resources.
- A partnership with Music for All, a charitable organisation focussed on furnishing young people with musical instruments, created a 'glossary' of musical instrument introductory videos with a narrative dimension related to barriers artists faced on their musical journeys. The videos were released on YouTube in summer 2022.
- A financial contribution to OUM's "The Clarion Project" to create an accessible musical instrument which can be played with any part of the body.
- Support of Awards for Young Musicians (AYM) by hosting a 'Springboard into the Music Industry' webinar for a group of AYM-supported young people.
- Finally, the HP Foundation, alongside its practical work breaking down barriers to participatory music activities for young people, has acted as a partner into research related to why young people experience barriers to arts activities, with research performed by researchers and students as part of the Music, Mind and Brain programme at Goldsmiths, University of London.

Towards the end of the year, the HPF fundraising strategy was reviewed in advance of preparation of an updated fundraising strategy for the following year.

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### **ACHIEVEMENTS AND PERFORMANCE**

The following activities were carried out:

- Financial contribution to OUM's "The Clarion Project"
- Hosting a 'Springboard into the Music Industry' webinar for a group of AYM-supported young people.
- Panel-led podcast for HPF's Music Awareness Week in October
- Music Awareness Week Symposium in November to help bridge organisations from both the music education and music industry spheres who, collectively, could form a supporting ecosystem to champion the power of music to change lives
- Research project "Barriers to and Drivers of Adolescent Arts" in collaboration with Goldsmiths, University of London and Curious Minds leading to a White Paper issued in September
- Collaboration with OFA fundraising event "Musical Chairs" in November
- TBMH workshop with HarrisonParrott artist in November

New Trustees were appointed to broaden the knowledge base of the Board into education and grant funding, and a younger Trustee, currently a music student, was also appointed to broaden the age diversity of the Board.

A young international violinist (Leia Zhu), also deeply committed to education and access was invited to join the small number of Patrons.

### **FINANCIAL REVIEW**

#### **Results for the period and reserves**

Incoming funds for the period to 31 December 2022 totalled £33,532 of which £13,502 were restricted (2021 - £29,228). Expenditure, primarily on seconded staff donated by HPL totalled £30,965 (2021 - £18,814), leaving a fund balance of £19,063 at the end of 2022 (2021 - £16,496).

At this early point in the charity the Trustees continue to plan to develop the working reserves to enable future projects and initiatives to be planned, including a grant-making policy.

All funds held at 31 December are 'free' reserves and funds which are freely available to spend on the charity's purposes. There were no restricted or designated funds at 31 December 2022.

#### **Fundraising**

HPL donated £10,000 (2020 - £10,000) during the period and provided donated services in the form of seconded personnel valued at £20,254 (2020 - £17,553). HPL has pledged £10,000 of funding for the 2023 financial year, and continued support in the form of seconded personnel. Additionally, the trustees plan during 2023 to develop a fundraising strategy to widen the charity's income base.

#### **Gift Aid**

The charity has registered with HMRC to enable it to claim gift aid on UK individual donations.

## **Harrison/Parrott Foundation**

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### **Statement of the Board's responsibilities**

The charity trustees (who are Board members) are responsible for preparing the Trustees' report and accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the accounts comply with the requirements of the Act and relevant accounting standards. They are also responsible for safeguarding the assets of the CIO and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board Members have no beneficial interest in the CIO.

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**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Registered office and principal address</b>	South Wing Somerset House The Strand London WC2R 1LA
<b>Web address</b>	<a href="http://www.harrisonparrott.com/foundation">www.harrisonparrott.com/foundation</a>
<b>E-mail address</b>	lan.giddons@harrisonparrott.co.uk
<b>Bankers</b>	National Westminster Bank 106 Finchley Road London NW3 5JN
<b>Solicitors</b>	Russell-Cooke 8 Bedford Row London WC1R 4BX
<b>Independent Examiners</b>	Dixon Wilson 22 Chancery Lane London WC2A 1LS

**Charity Trustees (and Board Members) at 31 December 2022**

Jasper Parrott	Chair
Lorna Aizlewood	
Lydia Connolly	
Ken Fairbrother	(Appointed 29 June 2022)
Jonathan Kuhles	
Ruth Minton	(Appointed 18 March 2022)
Tom Northey	(Appointed 21 November 2022)
Samir Savant	

**Officers and Staff at 31 December 2022**

Ian Giddons	Honorary Secretary and Treasurer
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**Funds held as custodian trustees on behalf of others**

No funds are held as custodian trustees on behalf of others.



**Harrison/Parrott Foundation**

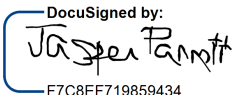
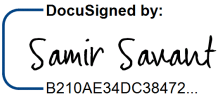
Charity number 1186987; Charitable Incorporated Organisation number CE020030

**Declarations**

As the gross income of the charity exceeds £25,000 in the accounting period there is a requirement by law to have an independent examination or audit.

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

Signed on behalf of the charity trustees/Board Members

Signatures	<div>DocuSigned by:  F7C8EF719859434...</div>	<div>DocuSigned by:  B210AE34DC38472...</div>
Full names	Jasper William Parrott	Samir Savant
Position	Trustee	Trustee
Date	25-10-2023	

## **Harrison/Parrott Foundation**

Charity number 1186987; Charitable Incorporated Organisation number CE020030

### **Independent examiner's report to the trustees of the Harrison/Parrott Foundation ('the Foundation')**

I report to the trustees on my examination of the accounts of the Foundation for the year ended 31 December 2022.

#### **Responsibilities and basis of report**

As the charity trustees of the Foundation you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). You are satisfied that an audit is not required for this year under charity law and that an independent examination is needed.

I report in respect of my examination of the Foundation'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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the accounts. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the accounts present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

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

I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

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 Foundation as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no 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.



STEVEN WAKEFIELD ACA  
Dixon Wilson  
22 Chancery Lane  
London WC2A 1LS

27 October

2023

**Harrison/Parrott Foundation**

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**Statement of financial activities for the year to 31 December 2022**

	<b>Note</b>	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2022 Total funds £</b>	<b>2021 Total funds £</b>
<b>Income from:</b>	<b>4</b>				
Donations and legacies		20,002	13,502	33,504	29,227
Investments		28	-	28	1
<b>Total</b>		<b>20,030</b>	<b>13,502</b>	<b>33,532</b>	<b>29,228</b>
<b>Expenditure on:</b>	<b>6</b>				
Raising funds		556	-	556	177
Charitable activities		16,302	14,107	30,409	18,637
<b>Total</b>		<b>16,858</b>	<b>14,107</b>	<b>30,965</b>	<b>18,814</b>
<b>Net income /(expenditure)</b>		<b>3,172</b>	<b>(605)</b>	<b>2,567</b>	<b>10,414</b>
<b>Transfers between funds</b>		<b>(605)</b>	<b>605</b>	<b>-</b>	<b>-</b>
<b>Other recognised gains/(losses)</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>2,567</b>	<b>-</b>	<b>2,567</b>	<b>10,414</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		16,496	-	16,496	6,082
<b>Total funds carried forward</b>		<b>19,063</b>	<b>-</b>	<b>19,093</b>	<b>16,496</b>

The restricted funds relate solely to the Symposium held in November 2022

**Harrison/Parrott Foundation**

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**Balance sheet at 31 December 2022**

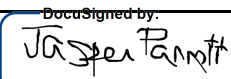
	<b>Note</b>	<b>2022 Total funds £</b>	<b>2021 Total funds £</b>
<b>Current assets:</b>			
Debtors and prepayments	8	5,250	1,594
Cash at bank and in hand		13,958	14,988
<b>Total current assets</b>		<b>19,208</b>	<b>16,582</b>
<b>Liabilities:</b>			
Creditors: Amounts falling due within one year	9	145	86
<b>Total net assets</b>		<b>19,063</b>	<b>16,496</b>
<b>The funds of the charity:</b>			
Restricted funds		-	-
Unrestricted funds		19,063	16,496
<b>Total charity funds</b>		<b>19,063</b>	<b>16,496</b>

The restricted funds relate solely to the Symposium held in November 2022.

In accordance with the Charities Act 2011 and the charity's constitution the charity was not required to obtain an audit or independent examination.

These accounts have been prepared in accordance with FRS 102 SORP.

Signed by a trustee on behalf of the Board  
of Trustees

Jasper William Parrott	Date of approval [Date]
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## **Harrison/Parrott Foundation**

Charity number 1186987; Charitable Incorporated Organisation number CE020030

### **Notes to the accounts**

#### **For the year to 31 December 2022**

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## **1 - STATUTORY INFORMATION**

The Harrison/Parrott Foundation (HPF) is a Charitable Incorporated Organisation (CIO) incorporated and registered as a charity in 2019.

The registered office address and principal place of business is South Wing, Somerset House, The Strand, London WC2R 1LA

## **2 - BASIS OF PREPARATION**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

These accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) which meet the requirements of the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

## **3 - ACCOUNTING POLICIES**

### **Income**

Income is recognised when the charity becomes entitled to the resources, it is more than likely that the trustees will receive the resources, and the monetary value can be measured with sufficient reliability.

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Income from grants and donations, whether 'capital' or 'revenue', is recognised when the general income recognition criteria are met. In the case of any performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met.

Legacies are included in the SOFA when receipt is probable, namely when there has been a grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

The charity has received no governments grants in the reporting period.

## **Harrison/Parrott Foundation**

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Donated services provided in the form of support on governance and carrying out the charitable activities from Harrison/Parrott Limited (HPL) personnel have been recognised as income in the SOFA based on the valuation provided by HPL, with an equivalent amount recognised as an expense under the appropriate heading. The time spent by HPL trustees has not been included in the SOFA.

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Income from interest is included in the accounts when receivable and can be measured reliably.

### **Expenditure and liabilities**

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable clarity.

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs including public accountability of the charity and its compliance with regulations and good practice.

The charity has creditors which are measured at settlement amounts less any trade discounts.

The charity has no deferred income or provisions for liabilities at the balance sheet date.

The charity accounts for basic financial instruments on initial recognition as per paragraph 11.7 FRS 102 SORP.

### **Assets**

The charity has no tangible fixed assets, intangible fixed assets, heritage assets, investments, or stocks.

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discount or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Cash at bank and in hand is held to meet short-term commitments as they fall due. At the reporting date all cash was held in a business reserve account.

### **Fund accounting**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes.

**Harrison/Parrott Foundation**

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Designated funds are unrestricted funds earmarked by the trustees for specific purposes.

As at the reporting date the charity has only unrestricted funds.

**4 – INCOME**

Analysis of income	Note	Unrestricted funds	2022 Restricted funds	Total funds £	2021 Total funds £
<b>Donations and legacies</b>					
Donations and gifts		10,000	2,250	12,250	10,674
Donated services	5	10,002	11,252	21,254	18,553
<b>Total</b>		<b>20,002</b>	<b>13,502</b>	<b>33,504</b>	<b>29,227</b>
<b>Income from investments</b>					
Interest income		28	-	28	1
<b>TOTAL INCOME</b>		<b>20,030</b>	<b>13,502</b>	<b>33,532</b>	<b>29,228</b>

The restricted funds relate solely to the Symposium held in November 2022.

**5 – DONATED SERVICES**

	Raising funds	Charitable activities	2022 £	2021 £
<b>Seconded staff</b>	-	20,254	<b>20,254</b>	<b>17,553</b>
<b>Pro-bono independent examiner fees</b>	-	1,000	<b>1,000</b>	<b>1,000</b>
<b>Total</b>	-	<b>21,254</b>	<b>21,254</b>	<b>18,553</b>

Donated services are provided from Harrison/Parrott Limited (HPL) personnel in the form of support on governance, finance and administration, and carrying out the charitable activities. Donated services are recognised at the point of delivery and valued at the respective employment cost to HPL. An equivalent amount is recognised as an expense under the appropriate heading. The analysis between raising funds and charitable activities is based on time allocation information provided by HPL.

The time spent by HPL personnel acting as trustees has not been recognised.

The value of voluntary help received from artists of HPL is not included as income in the accounts but is described in the trustees' annual report.

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**6 – EXPENDITURE**

Analysis of expenditure	Notes	Unrestricted funds	2022 Restricted funds	Total funds £	2021 Total funds £
<b>Expenditure on raising funds</b>					
Incurred seeking donations		556	-	556	36
Staging fundraising events		-	-	-	-
Advertising		-	-	-	-
Support costs	5	-	-	-	141
<b>Total</b>		<b>556</b>	<b>-</b>	<b>556</b>	<b>177</b>
<b>Expenditure on charitable activities</b>					
Training			-	-	225
Contribution to Open Up Music		5,000	-	5,000	-
Symposium		-	2,855	2,855	-
Support costs	7	11,302	11,252	22,554	18,412
<b>Total</b>		<b>16,302</b>	<b>14,107</b>	<b>30,409</b>	<b>18,637</b>
<b>TOTAL EXPENDITURE</b>		<b>16,858</b>	<b>14,107</b>	<b>30,965</b>	<b>18,814</b>

The restricted funds relate solely to the Symposium held in November 2022.

Included in Support costs on charitable activities is an amount for independent examiner fees £1,000 (2021 – £1,000). No other expenditure was incurred on other assurance services, tax advisory services or other related professional fees.

**7 – ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES**

Activity	Activities undertaken directly £	Support costs £	2022 £	2021 £
Partner activities (Tri-Borough Music Hub 'Artists for Inclusivity'; Orchestras for All; Open Up Music	6,200	6,197	12,397	3,610
Symposium	2,865	11,252	14,107	-
Finance and administration	100	344	444	9,167
Governance	-	3,461	3,461	5,635
<b>Total</b>	<b>9,165</b>	<b>21,254</b>	<b>30,409</b>	<b>18,412</b>



**Harrison/Parrott Foundation**

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**8 – DEBTORS AND PREPAYMENTS**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade debtors	-	-
Prepayments and accrued income	5,000	1,594
Other debtors	250	-
<b>Total</b>	<b>5,250</b>	<b>1,594</b>

**9 – CREDITORS AND ACCRUALS**

	<b>Amounts falling due within one year</b>	<b>Amounts falling due after more than one year</b>	<b>Amounts falling due within one year</b>	<b>Amounts falling due after more than one year</b>
	<b>2022</b>	<b>2022</b>	<b>2021</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Trade creditors</b>	<b>145</b>	<b>-</b>	<b>86</b>	<b>-</b>

**10 – TRUSTEE REMUNERATION**

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (2021 – none).

No trustee expenses have been incurred.

**11 – RELATED PARTY TRANSACTIONS**

During 2022 £1,000 of donations were received from trustees without condition (2021 – none)

There have been no other related party transactions in the reporting period (2021 – none).

**12 – STAFF COSTS AND EMPLOYEE BENEFITS**

There are no staff employed by the charity.