

ESP FOUNDATION

England & Wales · Charity number 1187561

Details

Status Registered

Legal form CIO

Registered 2020-01-24

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

Contact

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Activities

Objects: TO ADVANCE IN LIFE, RELIEVE THE NEEDS OF AND HELP YOUNG PEOPLE BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF ADVANCING THEM IN LIFE AND DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS.

Activities: Create pathways that improve life opportunities for young people by raising access to civil participation, education and sport. Signposting young people, parents and stakeholders to local services that provide tailored support to the development and wellbeing of young people in their communities and further afield. Delivering bespoke programmes as a result of local & national need.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Education/training, Disability, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£247,428	£164,243	-	-
2024-03-31	£118,415	£127,541	-	-
2023-03-31	£20,610	£14,410	-	-
2022-03-31	£21,032	£10,724	-	-
2021-03-31	£2,571	£0	-	-

Trustees

Name	Role	Appointed
DELROY CORINALDI	Chair	2025-05-27
CRISTALINA FERNANDES-BATES		2021-11-17
Dawson Owor-Otonya		2025-09-29
SIOBHAN LAWRENCE		2023-07-10

ESP FOUNDATION

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Members



Board of directors



Trustee (Chair) Delroy Corinaldi

Delroy is a senior leader and non executive director with over two decades experience across regulation, corporate sectors, political and public affairs.

Delroy brings strong expertise in board governance, strategy and stakeholder engagement.

He is a co founder of the Financial Inclusion Center. Alongside sitting on the boards of the Enforcement Conduct Board and The Registry Trust.

Trustee (Vice Chair) Siobhan Lawrence

Born and raised in West London, Siobhan knows the challenges inner-city kids face and is committed to giving back to her community.

Leading a team within the Local Authority, she ensures high customer care standards and team success. Siobhan is dedicated to helping young people realise their full potential, regardless of their backgrounds.

Trustee Cristalina Fernandes-Bates

Cristalina is an experienced Headteacher and consultant with over 30 years experience working in London secondary schools.

Cristalina is a child-centred, committed school leader who believes in the transformative power of education on the lives of young people.

Trustee (Treasurer) Dawson Otonya

Dawson brings with him a strong background in finance within the charity sector. He has worked across a range of charitable organisations supporting the provision of safe and stable housing for vulnerable adults and children.

Dawson is committed to using his skills and experience to support the work of ESP Foundation and to help strengthen the organisation's impact and long term sustainability.

Specialist Advisors



Advisor Emma Kennedy

Emma is a Community Collaboration consultant at Central and North West London NHS Foundation Trust. Her expertise is in building partnership relationships in line with health inequalities.

Emma supports programme design and delivery, ensuring they are culturally competent and supports well-being across communities engaged.

Advisor Rob Scotland

Head of Brand Marketing at Veo, a sports-tech startup. For over a decade, he has worked as a brand consultant together with leading advertising agencies and multinational brands.

Rob is a former amateur American Football player and coach.

Advisor Mark Fleming

Mark is a unique creative who shares our beliefs of young people's excellence.

One half of Rosie Lee, Mark supports our desire to maintain creativity worth standing for. Understanding our commitment to designing programmes with and for young people, Mark advises on ways projects can differentiate to inspire excellence.

Advisor Richard Spencer

Relationship Officer and Head of Community Sports for Active Westminster.

Over 30 years of community and school sport engagement, Richard shares expertise on building local partnerships and training young people and volunteers within sports coaching & administration.

Youth Advisory

**Young Ambassador
Remaya**

Favourite Subject:
PE and Art

Favourite Sport:
Football

**One thing misunderstood
about young people:**

We don't just want experiences,
we want access to understand the
business.

**Young Ambassador
Jahzhinio**

Favourite Subject:

Graphic Design

Favourite Sport:

E-Sports

**One thing misunderstood
about young people:**

We love to lead, but only when
given the chance and right
support.

**Young Ambassador
Olivia**

Favourite Subject:
Maths

Favourite Sport:
Football

**One thing misunderstood
about young people:**

We struggle with our mental
health but some of us show it in
non conventional ways.

**Young Ambassador
Rdwan**

Favourite Subject:

Physical Education

Favourite Sport:

Football

**One thing misunderstood
about young people:**

We always give respect when it's
earned and kids gathering doesn't
instantly equal a gang.

**Young Ambassador
Julia**

Favourite Subject:
Maths

Favourite Sport:
Football

**One thing misunderstood
about young people:**

We don't care/are unbothered but
we do care deeply, we just show it
differently to how some may
expect.

**Young Ambassador
Melyssa**

Favourite Subject:
Maths

Favourite Sport:
Swimming & Football

**One thing misunderstood
about young people:**

We are too immature to
understand certain concepts of
life.

**Young Ambassador
Rochanna**

Favourite Subject:
PE

Favourite Sport:
Football

**One thing misunderstood
about young people:**

We are lazy, but in reality we are
often overwhelmed by schoolwork,
expectation and pressure.
We are willing to work when given
time and space.

**Young Ambassador
Kayla**

Favourite Subject:

Sociology and Maths

Favourite Sport:

Dance and Rollerskating

**One thing misunderstood
about young people:**

We have no aspirations.

Word from the Chair

As a proud girl dad, I am delighted to share the story of Education, Sport and Partnerships (ESP), an organisation that may be small in size but ambitious in both vision and delivery.

This year marks our sixth anniversary. In that time, ESP has grown from an idea rooted in hope into an organisation focused on action, opportunity and real outcomes for young people.

With close to one million young people currently not in education, employment or training, the need for this work has never been greater. Too many young people are navigating complex challenges without the support or opportunities they deserve.

Although ESP is still a young charity, our impact is already clear.

Through targeted, expert led work across youth wellbeing, education participation and trauma informed support, we are addressing deep inequalities facing young people, particularly girls and young women. By bringing education and sport together, we help young people build confidence, develop positive networks and see clearer pathways from education into work.

Following the lasting effects of the Covid 19 pandemic, we adapted quickly, placing lived experience at the centre of our work and delivering place based programmes across London and Birmingham that support engagement, physical activity and wellbeing.

Our flagship programmes reflect this approach. Girls Allowed creates safe and welcoming spaces where girls and young women can be active, build confidence and develop physical literacy.

For boys, our mentoring programme Being Poor is Expensive supports those at risk of exclusion by building trust, raising aspirations and promoting inclusion.

These programmes are strengthened through our Youth Voice and Strategic Influence work, which has led to a growing Youth Ambassador Network and strong partnerships with local authorities, national bodies and corporate partners.

Everything we do is guided by four themes: Inclusion, Place Based Outcomes, Wellbeing, and Education and Sport. While delivery remains at the heart of ESP, we also share our learning nationally to help inform wider change. On behalf of our dedicated team, I invite you to read this annual report and recognise the partners who work alongside us.

Most of all, I hope you are inspired by the young people whose determination and resilience drive everything we do. With a clear plan and a shared sense of purpose, ESP is ready to do the hard work and we would be delighted for you to join us in the years ahead.



Introduction

At the ESP Foundation we prioritised growth with purpose, extending our reach across London and increasing the number of meaningful activations that connect young people to trusted community provision. We deepened our place-based approach by strengthening partnerships with grassroots organisations, ensuring our work remained locally relevant and responsive.

Our Girls Allowed Programme scaled across both primary and secondary schools, engaging a broader and more diverse cohort of girls within their communities. Alongside this, we delivered a targeted mentoring programme centred on the creative concept *“Being Poor is Expensive”*, supporting inner-city boys to navigate complex environments and identify pathways away from serious violence. Ashley Thomas the creative behind the concept, worked alongside us as part of delivery. Which gave a real life tangible example of ‘hope’ and what can realistically be achieved.

Collaboration remained central to our delivery. We worked closely with local authorities, including City of Westminster and national bodies such as the Violence Reduction Unit to drive sustainable, positive outcomes. To strengthen accountability and learning, we introduced a robust impact measurement framework in partnership with UpShot, enabling us to better evaluate outcomes and inform continuous improvement.

We also strengthened organisational resilience by broadening our funding base through grants, sponsorships and new brand partnerships aligned with our social mission. Investment in workforce development was a key focus, with increased volunteer recruitment, an expanded youth ambassador network and regular opportunities for continuous professional development. These initiatives enhanced our collective skill set and enriched programme delivery through shared learning and external collaboration.

Looking ahead, we are committed to extending our impact across the UK and creating wider opportunities for young people to connect globally, while delivering strategic activations aligned to key moments in the annual calendar.

Our Key Priorities

In 2024–2025, ESP Foundation concentrated on consolidating and extending the progress made in earlier years. We strengthened our governance by broadening our Board of Trustees, enhancing strategic oversight and bringing in new expertise, including industry advisors. We continued to embed our impact measurement framework, Upshot, enabling us to monitor performance, refine delivery and maximise outcomes. This approach supported more effective allocation of resources and reinforced our commitment to empowering young people through education, sport and civic participation, with a clear focus on communities and demographics where need is greatest.

Our Board of Trustees

We further evolved our governance structure by refreshing and broadening the Board of Trustees, including the appointment of a new Chair.

We also recruited industry advisors to complement trustee expertise in areas where specialist knowledge was not previously available within the team.

This intentional approach to skills development has enhanced leadership capacity, introduced new thinking at board level and strengthened strategic decision-making. As a result, we are better equipped to support our growing programme of work, remaining adaptable and forward-looking in our commitment to improving outcomes for young people.

Strategic Planning

Our strategic planning sharpened focus across all programme pillars, setting clear priorities and measurable indicators of success. We expanded delivery within our mentoring programme, increasing reach and consistency across communities, while using evidence from this work to inform local policy and strategic decision-making.

Our programme activity directly contributed to the establishment of a Serious Violence Taskforce and supported the City of Westminster Council's formal adoption of a public health approach. Continuous review and learning enabled more effective use of resources, closer alignment with long-term objectives and improved tracking of impact, supporting sustainable progress across our areas of work.

Governance Update

Our focus shifted from strengthening governance to embedding it across every level of delivery as the organisation continued to grow. We prioritised workforce development, investing in structured training and reflective practice to support facilitators working across an increasingly complex programme landscape.

Governance processes were actively applied to day-to-day decision-making, enabling clearer oversight, stronger accountability and timely responses to emerging challenges. This integrated approach has supported confident leadership and ensured our expanding work remains purposeful, well-governed and centred on improving outcomes for young people.



A year that represents both sustained delivery and strategic progression for the organisation. As we marked our fifth year of operation, this reporting period reflects how far we have come since the disruption of the COVID-19 pandemic and our continued commitment to supporting young people and families.

During the year, we significantly increased the regularity and reach of our programmes, enabling greater continuity of engagement and improved outcomes for participants. Our flagship Girls Allowed programme remained central to our delivery model, supported by enhanced staff training and an expanded offer of mentoring enrichment opportunities. These developments have contributed to improved confidence, aspiration and social connection among young people engaged in our services. We also broadened access to enrichment experiences, including elite live sport and cultural opportunities. These have played a key role in supporting wellbeing, widening horizons and fostering a sense of inclusion for all involved. Participant feedback and ongoing monitoring indicate positive outcomes in self-belief, engagement and future aspirations.

Collaboration has been a core driver of impact this year. We strengthened partnerships across the voluntary, community and social enterprise sector, as well as with schools and delivery partners, enabling us to respond more effectively to local need and avoid duplication of provision. Our work has also been recognised externally through sector awards and acknowledgements, providing independent validation of our approach and impact. Alongside programme delivery, we continued to strengthen organisational governance and infrastructure. The Board of Trustees expanded its range of professional expertise, supporting improved oversight, risk management and strategic decision-making. These developments position the organisation well for sustainable growth and increased accountability.

Looking ahead, I remain focused on scaling impact responsibly and continuing to embed youth voice through the development of our Youth Ambassadors programme. Creating opportunities for young people to influence systems and services that affect their lives. We are committed to continuous improvement, learning from evidence and feedback, whilst ensuring that our work remains inclusive and impactful.

I would like to thank our funders, young people, partners, staff, volunteers and community supporters for their continued trust and collaboration. Your investment enables us to deliver meaningful outcomes for young people and families. We look forward to building on this momentum in the year ahead.

Cllr Eartha Pond - ESP Foundation, CEO

Strategic Pillar Delivery





Girls Allowed has continued to grow in both reach and impact and as Programme Director I'm incredibly proud of what we have achieved together over this period. This year has been defined by purposeful delivery, listening carefully to our communities and responding to the real, lived experiences of the girls and women we work alongside.

Throughout the year, Girls Allowed has delivered across schools, community spaces, festivals and national platforms, using sport and wellbeing as powerful tools for connection, confidence and prevention. We have supported girls through key transition points, delivered holiday provision, led menstrual health workshops, created meaningful enrichment opportunities, and expanded our work with women through Mums Allowed. Every strand of delivery has been shaped by need, informed by feedback and grounded in the importance of creating spaces where participants feel safe, valued and genuinely supported.

Being part of the ESP Foundation continues to anchor our work in strong values and community-led practice. This has allowed us to form meaningful partnerships, reach new audiences and ensure our delivery remains inclusive, relevant and rooted in lived experience.

What has stood out most this year is the strength of the relationships built through our programmes. From peer connections formed across schools, to increased confidence among participants, to growing recognition from partners and stakeholders, the impact of consistent and trusted delivery has been clear. I am deeply grateful to our delivery team, partners and funders for their continued support, and to the girls and women who shape Girls Allowed through their energy, honesty and participation. As we move forward, we remain committed to learning, evolving and strengthening our impact, while staying firmly centred on the needs of our communities.

Sasha Clough-Findley - Girls Allowed, Programme Director

Girls Allowed Holiday Sessions



The Girls Allowed Holiday Sessions were designed to provide a safe, engaging, and empowering space for girls during school holidays, when access to structured activity and support is often limited. Delivered across community venues, the sessions offered a mix of traditional and non-traditional sports, creative movement and wellbeing-focused activities, ensuring every participant could take part regardless of ability or confidence.

The programme created opportunities for girls from different schools and backgrounds to come together, build friendships, and stay active in a fun and supportive environment. Through teamwork-based activities and inclusive coaching, participants developed physical skills, resilience, and self-belief, while enjoying a positive alternative to isolation or inactivity during holiday periods.

Alongside physical activity, the sessions placed a strong emphasis on wellbeing, providing space for girls to express themselves, regulate emotions, and feel a sense of belonging. The holiday sessions also supported routine, confidence, and positive habits, helping girls return to school feeling more motivated, connected, and confident. Overall, the Girls Allowed Holiday Sessions played a vital role in promoting healthy lifestyles, social connection, and emotional wellbeing, ensuring girls remained supported, engaged, and empowered beyond the school term.

Street Play – Jubilee Community Centre, Lancefield Street



The Street Play sessions delivered at the Jubilee Community Centre, on Lancefield Street, provided a safe and welcoming space for local children to come together through informal play and movement. Designed to reclaim local space for positive activity, the sessions encouraged spontaneous participation and brought new energy into the neighbourhood.

Street Play focused on free, unstructured activity that allowed children to explore movement independently, supporting confidence, creativity, and social interaction through play. Activities included chalk games, hopscotch, racing, and other playful challenges, offering simple but engaging ways for children to be active and use their imagination.

By utilising outdoor space alongside the community centre, Street Play increased local capacity and enabled more children to attend comfortably. The sound of children playing in the street was warmly received by local residents, contributing to a positive atmosphere and a shared sense of community pride.



Overall, the Street Play sessions demonstrated the value of place-based, community-led activity in creating joyful, active spaces for children. The initiative reinforced the importance of accessible neighbourhood play in supporting wellbeing, connection, and positive use of local streets.

Mentoring Programme – Being Poor is Expensive



Being Poor Is Expensive was a mentoring programme for boys aged 13–17, using creativity and conversation to address inequality, exclusion and lived experience. Engagement stayed high throughout, with participants taking part in open discussion, reflection and collaborative creative work that built confidence and trust.

The programme partnered with Ashley Thomas, creator of the *Being Poor Is Expensive* album, alongside producer Toddla T. Their involvement brought credibility and real-world insight, giving young people direct access to industry figures whose journeys felt relatable and attainable.

Through mentoring, participants explored identity, financial pressure, aspiration and systemic barriers, developing skills in self-expression, critical thinking and resilience. The creative framework allowed them to share experiences without stigma, supporting sustained participation and honest dialogue.

Beyond individual impact, the programme generated insight that fed wider conversations around prevention, inequality and youth engagement. By centring young voices and connecting them with influential changemakers, *Being Poor Is Expensive* showed what's possible when lived experience leads the work.

Participants left feeling heard, motivated and more confident about their futures. The programme demonstrated how mentoring, when grounded in creativity and credibility, can unlock potential and open up new paths beyond immediate circumstance.

Girls Allowed - Key Stage 2 Delivery Promoting an Active Westminster



The Girls Allowed KS2 Primary School Sessions were delivered in partnership with local primary schools including **St Augustine's Primary School, Queen's Park Primary School, Essendine Primary School, St Mary's Primary School, and Kilburn Park School**. Sessions were delivered both within schools and at the local community venue, Jubilee Community Centre, intentionally bringing girls from different schools together in a shared, neutral space.

By creating opportunities for girls to connect beyond their individual school settings, the programme supported the development of peer relationships that continued into Key Stage 3.

This was particularly important during the transition to secondary school, a period when many girls experience increased anxiety, reduced confidence, and challenges to their mental wellbeing in new and unfamiliar environments.



The programme focused on relationship-building, confidence, and emotional resilience alongside physical activity, helping girls feel more secure, supported, and socially connected as they moved into Year 7. Girls reported feeling more confident about starting secondary school, especially knowing they would see familiar faces and feel a sense of belonging beyond their primary school community.

Feedback from both pupils and school staff was consistently positive, highlighting improved confidence, engagement, and peer interaction. Overall, the KS2 Primary School Sessions played a preventative and protective role, supporting girls' mental wellbeing and easing their transition into secondary education through trusted relationships and shared experiences.

Girls Allowed with KS3 – Harris Academy



Girls Allowed – A Day of Sport, Sunshine and Soundtracks!

Today we had the fantastic opportunity to welcome the **ESP Foundation** and their brilliant **Girls Allowed** programme to school for a day dedicated to *empowering girls through sport, fun, and fitness.*



Girls Allowed partnered with **Harris Academy** to deliver an energising and inclusive day of sport for Year 8 and Year 9 students. Hosted on the school's 3G pitch under sunshine and high spirits, the event brought together girls for a blend of physical activity, social connection, and positive experiences beyond the classroom.

The session featured a variety of engaging sport-based activities designed to appeal to diverse interests and abilities, with opportunities for teamwork, exploration, and personal challenge. Supported by the ESP Foundation and Girls Allowed facilitators, participants took part in dynamic experiences that included elements such as box-style drills, movement activities, and playful group challenges. All set to uplifting music that amplified the sense of fun and belonging.

Crucially, the programme provided a space where girls could strengthen peer relationships and enjoy physical activity in a supportive, celebratory environment. This helped enhance self-confidence, reduce social barriers and encourage positive attitudes toward active lifestyles at a key developmental stage. Feedback from students and staff was overwhelmingly positive, with many noting increased enthusiasm, camaraderie and wellbeing throughout the day.

The collaboration with Harris Academy Bermondsey highlights Girls Allowed's commitment to expanding opportunities for girls in KS3, fostering confidence, social connection and sustained engagement in sport and wellbeing activities during adolescence.

Mums Allowed – First Pilot Session



The first **Mums Allowed** pilot session was held at the **Church Street Community Centre**, providing a familiar and accessible local setting for women to come together and prioritise their wellbeing. While titled Mums Allowed, the programme is inclusive of all women aged 16 and over, recognising the shared need for supportive, community-based spaces that promote physical and emotional wellbeing.

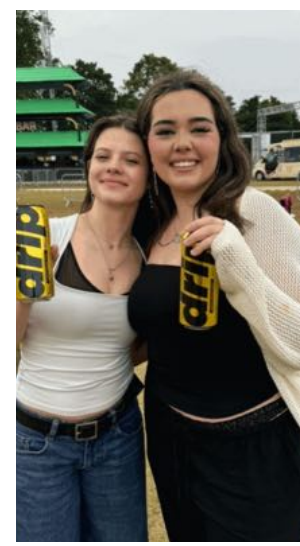
The pilot was designed to be welcoming and pressure-free, combining gentle movement with opportunities for conversation and social interaction. By removing common barriers such as confidence, time constraints and fear of judgement. The session enabled participants to engage at their own pace in a relaxed and inclusive environment.

A key outcome of the session was the strong sense of connection created among participants. Women valued the opportunity to meet others from the local community, share experiences and feel supported in a space that acknowledged the realities of everyday life. This social element played an important role in reducing isolation and promoting positive mental wellbeing alongside physical activity.

Feedback from participants was overwhelmingly positive, with many expressing interest in regular sessions and highlighting the importance of having an inclusive wellbeing offer for women within the Church Street area. The success of the pilot demonstrated strong potential for Mums Allowed to grow into a sustainable programme supporting women's health, confidence and long-term engagement in active lifestyles.



Festivals – British Summer Time & All Points East



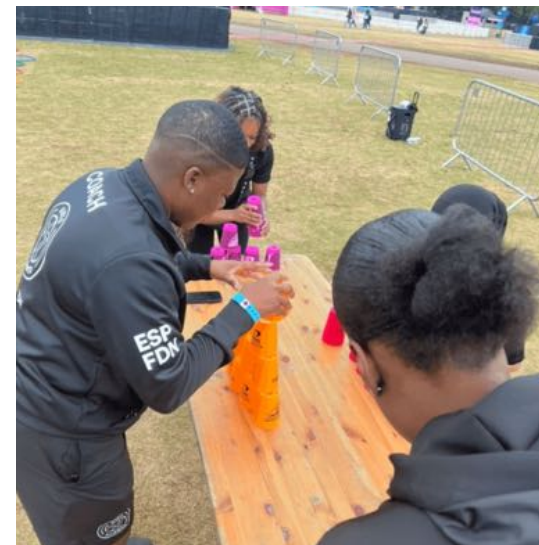
During the summer period, Girls Allowed extended its reach beyond traditional delivery settings by activating at major London festivals, including **British Summer Time** and **All Points East**.

These large-scale cultural events provided an opportunity to engage with diverse audiences in informal, high-energy environments that celebrate creativity, movement and community.

At All Points East, Girls Allowed was proud to collaborate with Nicola Adams, supporting activity delivery that promoted confidence, empowerment and positive female role models within a vibrant festival setting. This collaboration helped amplify key messages around inclusion, strength, and self-belief, while engaging girls and families in accessible, playful movement experiences.

Across both festivals, the offer focused on inclusive, drop-in activities that encouraged participation from children, young people, parents and families. The sessions prioritised accessibility and enjoyment, using fun adaptable activities to invite spontaneous involvement from those who may not typically engage with structured sport or wellbeing programmes.

By delivering within high-profile cultural spaces, Girls Allowed broadened its visibility and connected with new communities, demonstrating the flexibility of its delivery model. These festival activations reinforced the importance of joyful movement and shared experiences, contributing to a wider culture of wellbeing, inclusivity and community connection across London.



Premier League Kicks – Community Event (Derby)



Girls Allowed took part in a dynamic community engagement at the **Premier League Kicks** (PL Kicks) event in Derby, a free football and activity programme delivered locally by **Derby County Community Trust** as part of the wider Premier League Kicks initiative. PL Kicks uses the power of football and sport to inspire young people and build stronger, more inclusive communities through accessible sport and mentoring opportunities.

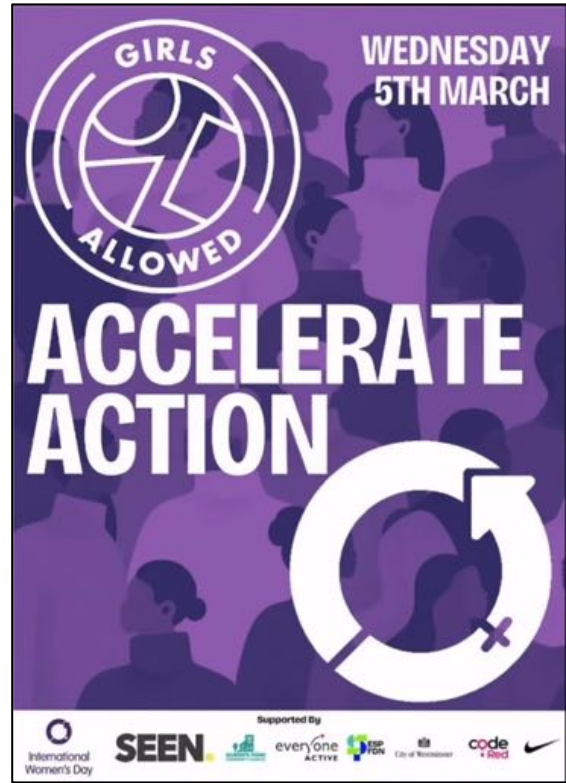
At this event, Girls Allowed delivered a targeted **breast health workshop** alongside **sports bra fittings**, in partnership with **Nike** and community partners, to provide education and practical support for girls and young women participating in sport. This work reflected Nike's broader commitment to breaking down barriers for girls in physical activity, including ensuring access to appropriate apparel and information that supports comfort, confidence and sustained engagement in sport.

The session offered participants the chance to learn about body confidence, how to choose the right sports bra for activity, and why proper support matters. Particularly during adolescence, when many girls begin to participate more fully in sport. Girls Allowed created a holistic experience that supported both physical and personal empowerment.



Feedback from attendees and partners highlighted the value of integrating practical education with sport, helping girls feel more confident, informed and equipped to stay active. This collaboration showcased Girls Allowed's ability to adapt its delivery to diverse community settings, extending impact beyond traditional programmes and reinforcing a commitment to gender-inclusive sport engagement.

International Women's Day – Girls Allowed x SEEN (Barnardo's)



To mark **International Women's Day**, **Girls Allowed** partnered with **SEEN**, a specialist service delivered by Barnardo's, to deliver a collaborative session centred on empowerment, wellbeing, and visibility for girls and young women.

The session created a safe and supportive space for participants to explore identity, confidence, and self-worth through inclusive physical activity and facilitated discussion. Alongside this, Girls Allowed delivered its Code Red menstrual health workshop, providing practical education around periods, menstrual wellbeing and breaking down stigma that can often act as a barrier to participation in sport, school and everyday life.

By combining Girls Allowed's movement-based delivery, the Code Red workshop and SEEN's trauma-informed approach, the session addressed both physical and emotional wellbeing. This holistic model ensured girls felt informed and confident to advocate for their own health needs.

International Women's Day provided a meaningful context to celebrate strength and resilience while also creating space for honest conversations around wellbeing and lived experience. Feedback from participants and practitioners was highly positive, highlighting the value of partnership working and the impact of creating trusted spaces where girls' voices are centred and respected.

London VRU – Strategic Engagement with the Mayor of London



Girls Allowed engaged with the **London Violence Reduction Unit** (VRU) as part of wider London-wide conversations about prevention, early intervention and long-term solutions to youth violence. This engagement positioned Girls Allowed within a strategic landscape focused on addressing structural inequality.

The programme's work was recognised in the presence of Sadiq Khan, highlighting the value of grassroots, community-led approaches that centre trust and consistency. Rather than responding to risk, Girls Allowed's model demonstrates how preventative work rooted in belonging, and positive identity can reduce vulnerability over time.

This engagement reinforced the importance of gender-specific provision within violence reduction strategies, acknowledging that girls experience risk and harm differently and require tailored interventions.

By participating in this strategic engagement, Girls Allowed strengthened its role as a credible voice within the wider prevention agenda, supporting a shift toward proactive, community-informed solutions that invest in girls' long-term safety.



Lucy Bronze Visit – Girls Allowed Session



Girls Allowed welcomed a special visit from **Lucy Bronze**, providing participants with a memorable and inspiring experience that reinforced the power of visible role models in girls' sport. Her visit created an exciting moment of recognition; showing girls what is possible through confidence, dedication, and belief in themselves.

Lucy Bronze spent time engaging with participants, offering encouragement and celebrating their involvement in sport and physical activity. The visit helped normalise success in women's sport, allowing girls to see a world-class athlete in a relatable community-based setting rather than on a distant professional stage.

As part of the session, Lucy Bronze supported a giveaway for participants, adding to the sense of excitement and making the experience feel rewarding. The giveaway acted as a tangible reminder, reinforcing positive associations with sport and participation.



The visit had a strong impact on motivation and confidence, with girls responding positively to the opportunity to meet and engage with an elite female athlete. This moment further strengthened Girls Allowed's commitment to exposing girls to empowering experiences that build ambition, self-belief and long-term engagement in sport and wellbeing.

Active Westminster Award 2024 – “Change4Life”



Girls Allowed was proud to receive the Active Westminster Award 2024 in the “**Change4Life**” category, recognising the programme’s contribution to improving health outcomes and encouraging active lifestyles within local communities.

The award acknowledged **Girls Allowed’s** consistent focus on early intervention and prevention. Work supporting girls and families to build healthy habits through enjoyable, accessible movement and wellbeing activity. By embedding physical activity into everyday life and removing barriers to participation, the programme aligns closely with the Change4Life ethos of making small, sustainable changes that have long-term impact.

This recognition highlighted the value of community-led delivery that responds directly to local need, particularly for girls who may otherwise disengage from sport and physical activity. It also reinforced the importance of culturally relevant, inclusive provision that supports both physical and emotional wellbeing.

Receiving the Active Westminster Award for Change4Life in 2024 marked an important milestone for Girls Allowed, validating its approach and strengthening its profile as a trusted programme contributing to healthier, more active communities across Westminster.



Enrichment Football Experiences – Girls Allowed Families



Hi, thank you very much for tickets. My daughter and I had a lovely time watching the Arsenal Vs Leicester City football match.

However, she asked me a very interesting question. "How come there's only one black girl playing?"

My daughter is 9 years old and I didn't actually know how to answer her.

Thanks again, looking forward to future games.

As part of its wider enrichment offer, Girls Allowed supported families to attend live professional football fixtures, creating shared experiences that strengthened community connection and broadened access to elite sporting environments. These opportunities allowed girls and their families to experience football beyond participation, a moment of enjoyment attending the women's and men's professional game.

Girls Allowed families attended **Arsenal vs Leicester City**, followed by **Tottenham Hotspur vs Nottingham Forest**. In addition, families experienced a European night at the **UEFA Europa League Quarter Final**, exposing participants to the atmosphere and scale of international competition. These enrichment experiences played an important role in widening access to live sport for families who may not otherwise attend professional fixtures. For many girls, this was their first experience inside a major stadium, helping to normalise their presence in football spaces and strengthen their sense of belonging within the sporting world.



"My daughter and I enjoyed watching Tottenham play Nottingham Forest last night. I've been a Spurs supporter since the early 80s, but this was my first time watching them at a stadium. It was a dream come true, even though we lost. My daughter loved the atmosphere. Maybe one day, she'll play for Tottenham women's team. I'm super grateful to have received the tickets. Thank you."

Thanks again for the opportunity!



Beyond the matches themselves, the experiences encouraged conversation, inspiration, and shared memories between parents, carers, and children. By creating opportunities to engage with sport as spectators as well as participants, Girls Allowed supported cultural inclusion, aspiration and positive family bonding through sport.



Paris – Nike Youth Sports Summit “Coach the Dream”



Girls Allowed was invited to Paris to take part in Nike's Youth Sports Summit, **“Coach the Dream,”** an international gathering focused on shaping the future of youth sport through inclusive coaching, leadership and community impact. The summit brought together coaches, youth practitioners and community leaders from across Europe to share learning and influence best practice in youth sport.

The summit explored the role of coaches as trusted adults and agents of change, with a strong focus on equity, inclusion, and long-term participation. Girls Allowed contributed insight around gender-responsive delivery, safe spaces for girls and addressing barriers such as confidence/body image/access, particularly for those most likely to disengage during adolescence.

Alongside the summit, Girls Allowed also had the opportunity to attend the Paralympic Games, providing powerful real-world learning around representation and inclusion. Experiencing the Paralympics reinforced the importance of inclusive design, visible role models and challenging perceptions of ability; principles that directly inform Girls Allowed's approach to delivery.

Participation in both the “Coach the Dream” summit and the Paralympics offered valuable strategic learning to ensure its programmes continue to reflect global best practice while remaining rooted in community need.



Premier League Invitation – England vs Germany at Wembley



Girls Allowed was invited by the **Premier League** to attend the **England vs Germany** at **Wembley Stadium**, offering a unique opportunity to experience international football in an iconic national setting.

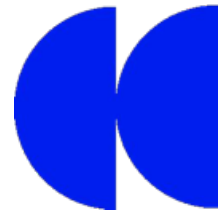
The invitation was extended as a thank you for the contribution Girls Allowed made at the Premier League Kicks event in Derby, recognising the programme's delivery of breast health education and sports bra fittings that supported girls' overall participation in sport.

Attending a major international fixture supported by wider conversations highlighting how exposure to elite sport can inspire confidence and broaden horizons. The experience also offered space for reflection on pathways into sport, leadership and governance.

This invitation reflected growing recognition of Girls Allowed's impact within national sport partnerships and strengthening Girls Allowed's relationship with the Premier League and wider football network.



Quotes



Teacher:

The sessions have transformed our students' confidence and teamwork skills. The girls are more engaged to participate in group activities. It's wonderful to see them support each other and grow together.

Parent:

Since joining Girls Allowed sessions, my daughter has become more self-assured and enthusiastic about sporting activities. There's a good range of activities that are fun and interactive. She's always excited to share what she's learned and looks forward to the next session.



Program Facilitators

Working with the Girls Allowed team has been incredibly rewarding. The girls are eager to participate in all activities and never want to leave at the end. It's amazing to watch them develop their skills and confidence over the course of the session.

My highlight from the day, all the girls were doing something, when they were finished with an activity they would go find a new one to do and they were good at taking turns at things such as the football table and the speed stacking.

It was a great atmosphere and really good energy all round- the DJ was on fire and it was nice to see some dancing to the music too. I think for the number of girls that attended, it was managed very well.



Parent:

Since joining Girls Allowed sessions, my daughter has become more self-assured and enthusiastic about sporting activities. There's a good range of activities that are fun and interactive. She's always excited to share what she's learned and looks forward to the next session.



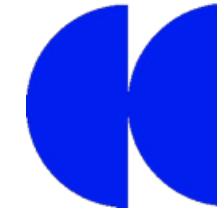


I just wanted to write a few words to say a huge THANK YOU to you and your team. You had a fantastic impact on all the girls that have attended the weekly sessions. Here are a few examples of what I have witnessed over the course of the year:

- A group of girls in year 4 have entered the Queen's Park Got Talent competition to perform a dance that they have learnt with you - their teacher was really impressed as these girls are usually very shy
- Before the SATs you have supported our girls with such positivity that they reminded each other of your encouragement on day one of the tests, and that really helped our girls face the exam with a positive mindset
- When one of the year 6 girls was going through a tough time she wouldn't open up to any of our staff, nor her mother but we all knew that something wasn't quite right - she opened up to one of your staff who gave her all the right advice and support which really helped her in accepting the transition to secondary school
- Many of our girls have now signed up to play sports in clubs, including football which is usually and wrongly stereotyped to be for boys only

There are many more examples I could mention about the positive and wonderful impact the whole project had on the girls. Wednesday has been the highlight of their week. I personally really enjoyed joining with all the activities - the facilities and sports you offer are so diverse that there is always something for the girls to engage in and discover. The school is now looking into investing in badminton equipment as they realised as much the girls have enjoyed it. I cannot thank you enough and I look forward to another year taking part in this great project.

Warmest Regards,
Mrs Amaria Laouar
Year 6 Teacher
Maths Leader



Hello,

The girls in Year 5 and 6 at Kilburn Park school have thoroughly enjoyed participating in the Girls Allowed sessions. They have shown growth in their sporting skills, confidence levels and character strengths as a result of these sessions. The sessions have provided a safe and inclusive space for the girls to have a go at new sports without fear of judgement. The girls have been empowered to use these skills at break times when playing sports in the playground. The girls have stated that they are grateful for Girls Allowed and look forward to coming each week. They love the opportunity to have a go, without worrying what the boys will say. Sasha has been amazing in supporting our girls (particularly one girl in particular) to overcome confidence issues and use strategies to help them overcome challenges.

Kind regards,

Bree




Impact



87% participants from multicultural groups



98% of Girls Allowed members admitted they've thought about skipping sport because they didn't feel confident in their bodies.



93% of Girls Allowed members who lacked body confidence said they now accept how their bodies move when playing sport

X19 London boroughs attended sessions



A photograph of three female coaches standing in a gymnasium. They are wearing dark blue and white sports jerseys with a Nike logo and a circular emblem. The background shows a gymnasium floor and a wall with a sign that has the number '1'. The image is overlaid with a semi-transparent green filter.

100% of coaches
completed CPD training



240 girls attend our bra fitting workshop

150 Period boxes donated to KS2

Our Mission

Our Mission

Our Mission

The core purpose of our charity, as outlined in the company's memorandum of association, is to support young people by helping them overcome challenges and advance in life. We provide guidance, assistance and organise a variety of programs in areas such as physical activity, education and personal development. Through these initiatives, we aim to enhance their skills, abilities and confidence, empowering them to become independent, responsible and active members of society.

Ensuring We Achieve Our Mission

Each year, we conduct a comprehensive review of our goals, objectives and activities. This review evaluates the progress made over the past 12 months, assesses the success of key initiatives and measures the positive impact they have had on the individuals and communities we serve.

The process helps us ensure that our activities remain aligned with our mission and that we continue to meet the needs of the groups we aim to support. During the review, we also reference the Charity Commission's guidance on public benefit to ensure that our future activities stay true to our purpose. The trustees closely evaluate how upcoming projects will contribute to our established aims and objectives.

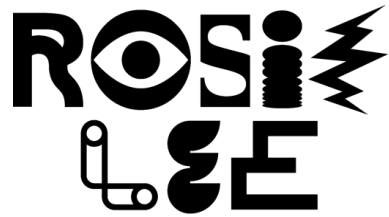
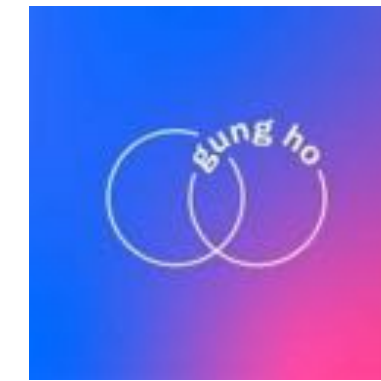
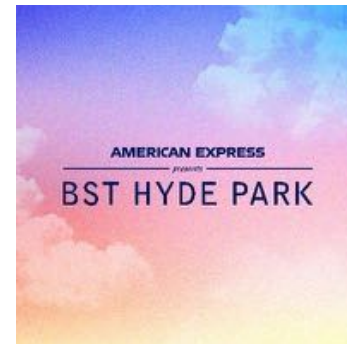
Safeguarding

At the heart of everything we do is a strong commitment to keeping children and young people safe. ESP Foundation prioritises safeguarding, ensuring the well-being of all those who engage with our services. We are fully committed to responding swiftly and professionally to any allegations, concerns or reports of abuse.

Our Safeguarding and Child Protection policy was last updated in 2025 to reflect best practices, ensuring we prevent harm, including bullying, abuse and coercion. The policy also equips our staff, volunteers and partners with the knowledge to recognise and address any safeguarding issues.

To ensure the safety of those involved, all staff, unsupervised volunteers and youth work contractors must undergo a DBS check, which is renewed every three years for all staff, qualifying volunteers and trustees.

Partners



Financial Overview

Principal Funding Sources

ESP Foundation's primary funding comes from partnership and grant funding, from corporations and fundraising efforts. All donations are unrestricted and not earmarked for specific purposes, alongside specific programme funding for areas such as Girls Allowed.

Pro Bono Support

The Foundation has continued to build strong relationships with partners offering pro bono support, including expertise and resources for program delivery. This includes brands such as Nike, CNWL and Steeze Factory, who provide creative spaces to inspire and give industry experience for young people.

Investment Policy

ESP Foundation continues to hold all assets in demand deposit accounts, ensuring liquidity. As the Foundation scales, it will continue to assess investment options for risk-appropriate returns.

Reserves Policy

ESP Foundation aims to maintain sufficient cash reserves to cover future obligations. The reserves policy will be re-evaluated regularly as donation and expense patterns become more predictable.

Structure, Governance and Management

Governing Document

ESP Foundation is a Charitable Incorporated Organisation and was registered on the 24th January 2020. ESP Foundation is governed by its Constitutional document dated 23rd January 2020.

Recruitment, Appointment, Induction And Training Of Trustees

The process outlined for the recruitment, appointment, induction, and training of trustees at ESP Foundation demonstrates a commitment to transparency, accountability, and best practices in governance.

Here is a breakdown of each step:

Recruitment: Trustees are recruited based on a skills matrix and identified strategic needs. This means that candidates are chosen to fill specific skill gaps or meet the organisation's strategic goals. Candidates are sought both within internal and external networks to ensure a diverse pool of candidates and to find the best-fit individuals. Interested candidates submit a cover letter and CV.

Interview: An informal interview process takes place, involving a minimum of two current trustees. This process allows for current trustees to assess the suitability of candidates and ensure alignment with the organisation's mission and values.

Appointment: After the interview process, the identified candidate is put to a vote for appointment during the next trustee meeting. This ensures a collective decision-making process and accountability in trustee selection.

Declaration of Interests: ESP Foundation maintains a Register of Interests. Trustees are required to declare any conflicts of interest, and this information is updated at least annually. This helps to prevent conflicts of interest and ensures transparency in decision making.

Induction Pack: All trustees receive an Induction Pack that includes essential information. This pack typically covers Trustee Duties, the Good Trustee Guide, the Code Of Conduct, Conflict of Interest policies, Indemnity information, and details about meetings. Providing this information ensures that trustees understand their roles, responsibilities and ethical obligations.

Background Checks: ESP Foundation mandates that staff, unsupervised volunteers and Youth work contractors obtain enhanced DBS (Disclosure and Barring Service) certificates. Additionally, there is a requirement for repeat DBS checks every three years for staff, qualifying volunteers and trustees. This measure helps ensure the ongoing safety and suitability of individuals involved with the organisation.

Overall, this process ensures that trustees are well-prepared, committed and aligned with the organisation's values and policies. Promoting effective governance and safeguarding practices within ESP Foundation.

Risk Management: ESP Foundation maintains a dual-signatory requirement on all bank payments. Paired with continuous monitoring of bank accounts and transactions, ESP Foundation is confident its financial assets are appropriately secure. ESP Foundation continuously monitors its liquidity position and is mindful to consider future financial obligations balanced against available sources. ESP Foundation acknowledges that as it scales, banking security, accurate cash flow projections and prudent management of liquidity will be of paramount importance.

Organisational Structure: At the end of the reporting period, consistent with ESP Foundation's constitution, the members of the Board were the 4 appointed Trustees from a variety of professional backgrounds relevant to the work of the charity. The Trustees manage the affairs of the CIO and for that purpose exercise all the powers of the CIO. The Trustees delegate additional operational responsibilities to the Honorary Chairperson and Honorary Treasurer. The Trustees meet formally at least quarterly and further as needed.

Statement Of Financial Activities

Accounting Policies

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 1985 and the Statement of Recommended Practice: Accounting and Reporting by Charities issued in March 2005.

(b) Fund accounting

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Restricted funds are subjected to restrictions

ESP FDN Financial Statements April 24/March 25

Balance Sheet 24/25

	Unrestricted funds 24/25	Restricted funds 24/25	Total funds 24/25	Total funds 23/24
Income				
Donations and legacies	£145.67	£0.00	£145.67	£19,079.74
Charitable activities	£17,000.00	£0.00	£17,000.00	
Other trading activities	£1,189.20	£0.00	£1,189.20	
Investments	£0.00	£0.00	£0.00	
Grants	£0.00	£229,093.43	£229,093.43	
Total income	£18,334.87	£229,093.43	£247,428.30	£19,079.74
Expenditure				
Charitable activities	-£33,279.79	-£85,408.62	-£118,688.41	-£14,410.02
Fundraising	£0.00	£0.00	£0.00	
Overheads	-£16,978.34	-£28,577.02	-£45,555.36	
Total expenditure	-£50,258.13	-£113,985.64	-£164,243.77	-£14,410.02
Net income/(expenditure)	-£31,923.26	£115,107.79	£83,184.53	£4,669.72
Total funds brought forward	£19,079.74	£0.00	£19,079.74	£12,879.36
Total funds carried forward	-£12,843.52	£115,107.79	£102,264.27	£19,079.74

ESP FDN Financial Statements April 24/March 25

Balance Sheet 24/25

	Unrestricted Funds 24/25	Restricted Funds 24/25	Total Funds 24/25	Total funds 23/24
Fixed assets				
Intangible assets	£0.00	£0.00	£0.00	£0.00
Tangible assets	£0.00	£0.00	£0.00	£0.00
Current assets				
Receivables	£12,000.00	£121,565.24	£133,565.24	£0.00
Cash	£98,816.41	£0.00	£98,816.41	£19,079.74
Total assets	£110,816.41	£121,565.24	£232,381.65	£19,079.74
Liabilities				
Current liabilities	£0.00	£0.00	£0.00	£0.00
Net current assets	£110,816.41	£121,565.24	£232,381.65	£19,079.74
Net assets	£110,816.41	£121,565.24	£232,381.65	£19,079.74

We Can,
We Must,
We WILL,
make a difference!



Charity Registration Number: 1187561

INFO.ESPFDN@GMAIL.COM



ESP FOUNDATION

England & Wales - Charity number 1187561

Accounts



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Members

Trustees



**Honorary Chairperson
Dawn Osbourne**

Dawn, Founder and Chair of the UK branch of Adobe's Black Employee Network, leads initiatives to foster a diverse workplace. Her commitment to diversity sparks innovation, boosts employee engagement, and promotes awareness. By driving critical conversations, she addresses diversity challenges effectively. Her leadership inspires others to exceed their usual roles and drive organisational change.



**Trustee
Tiatu McKenzie**

Tiatu, the Mozart Champions Project Lead, oversees a team of volunteers dedicated to enhancing community health and well-being. With a background as a secondary school teacher and youth worker, she has deep cultural competence and actively mentors young people, supporting them to fulfill their aspirations. Her work involves coordinating activities that benefit the health and lives of local residents.



**Trustee
Marium Uddin**

Marium, Programme Lead at Young Westminster Foundation, focuses on combating serious youth violence in North-West Westminster. With a background in youth work and a BA from Goldsmiths in Youth Work and Community Development, she has significant experience, including a role at Redthread in health-based youth settings.



**Trustee
Gareth Parker**

Dynamic and creative leader with 20 years in the charity sector, passionate about equality and positive change. Known for an entrepreneurial approach and a record of high-quality, impactful work. Skilled in driving organisational performance and growth, adept at inspiring, empowering, and motivating diverse groups.

Trustees



Trustee
Cristalina Fernandes-Bates

Cristalina has over 25 years working in a range of inner London secondary schools. Her subject specialism is English and she is still passionate about teaching because of the impact great teaching can have on the futures of young people. Much of her time in education has been in Senior Leadership and her most recent role was as Head Teacher of a turnaround school.



Secretary
Siobhan Lawrence

Born and raised in West London, Siobhan knows the challenges inner-city kids face and is committed to giving back to her community. Leading a team within the Local Authority, she ensures high customer care standards and team success. Siobhan is dedicated to helping young people realise their full potential, regardless of their backgrounds.



Honorary Treasurer
Emanuele Bormida

Emanuele joined as a trustee in 2023 and has a background in project delivery and he is currently a civil servant. Emanuele has served as a treasurer for a charity supporting women experiencing the criminal justice system and is passionate about giving back to the local community and social mobility.



CEO
Eartha Pond

Eartha Pond has excelled in senior educational leadership, receiving awards like Sports Teacher of the Year and being a finalist for the Global Teacher Prize. She also chairs the only Parish Council in London, advocates for vulnerable groups, and holds director roles at the Football Association and the Black Footballers Partnership.

Report from the Chair

I am proud to present this year's highlights and achievements of our organisation, highlighting our impactful efforts to empower young women and girls across London.

Our commitment to fostering a supportive community and providing essential resources has transformed the lives of many, and I am excited to share our progress.

Throughout the year, we successfully engaged over 1,500 active participants in our programmes. This vibrant community of young women supports and uplifts one another, fostering collaboration and peer empowerment.

By creating an inclusive environment where young girls can thrive, we have built a foundation for lifelong friendships and personal development.

In our commitment to supporting education, we provided 150 full school uniforms along with essential resources. This initiative ensured that children were equipped and ready to succeed in their educational journeys. By alleviating financial burdens for families, we allowed young people to attend school with pride and confidence, setting a solid foundation for their academic success.

Our meal programme has made a significant impact by delivering a total of 2,522 free meals to families in need.

Addressing food insecurity is crucial; by ensuring that young people receive the nourishment they require, we are promoting their ability to thrive academically and physically. This initiative has made a tangible difference in the lives of many young people, fostering well-being and stability within the community.

We are also proud to have engaged participants from 17 different boroughs across London, which reflects our commitment to inclusivity and accessibility. This diverse representation strengthens our programmes, allowing us to serve a wide array of experiences and backgrounds.

The rich variety of perspectives enhances the overall impact on our community and fosters a sense of unity among participants.

One of our standout initiatives this year was the fitting and distribution of over 1,000+ sports bras at no cost. This effort promotes physical activity among young girls and encourages body positivity. By supporting their engagement in sports, we are enhancing not only their physical health but also their self-esteem and confidence in their bodies.



Furthermore, our health workshops attracted over 1,000 participants, providing crucial education on breast and menstrual health. These workshops empower young women with knowledge about their bodies, encouraging them to take charge of their health and break the stigma surrounding these important topics.

The positive feedback we have received highlights the importance of these discussions in fostering a culture of health awareness and personal empowerment.

The collective impact of these initiatives on the community has been profound. By providing essential resources such as uniforms and meals, we have removed barriers that often hinder young people's educational and personal growth.

The engagement of over 1,500 active girls has created a supportive network that fosters friendships and encourages positive social interactions.

Additionally, the distribution of sports bras and the attendance at health workshops have significantly enhanced the confidence and self-esteem of young women in our programmes. By promoting physical activity and addressing vital health topics, we are equipping them with the tools to make informed decisions and embrace their bodies positively.

Our outreach across 17 boroughs not only demonstrates our dedication to inclusivity but also highlights the importance of creating a supportive environment for all participants.

The work we do in the community establishes us as a pillar of support for young women and girls, ensuring they have access to necessary resources and a safe space to grow and thrive.

This diverse representation enriches our community, fostering a sense of belonging and ensuring that every young woman has access to the resources and support she needs to succeed.

In conclusion, the initiatives we have undertaken this year have created a significant and positive impact on the lives of young people, empowering them through education, resources, and community support. As we look forward to the future, we remain dedicated to expanding our reach and continuing to provide transformative experiences for the young people we serve.

I would like to express my profound gratitude to our outstanding team, supporters, funders, and partners.

Your belief in us enables ESP Foundation to continue providing these invaluable opportunities.



In 2023-2024, we focused on scaling and refining our programs in youth leadership, education, and sports. Key initiatives were expanded, reaching more communities through strategic partnerships with local governments, schools, and private sector organisations.

We implemented an impact measurement framework to assess program outcomes, ensuring continuous improvement. Diversified funding sources, including grants and sponsorships, supported sustainable growth. Internal investments in staff development and technology enhanced organisational capacity. As a result, many participants developed leadership skills, reinforcing the effectiveness of our approach. Looking ahead, we aim to deepen our impact and expand opportunities for youth.

Our Key Priorities

In 2023-2024, ESP Foundation focused on building upon the foundation laid in previous years. We prioritised expanding our board of trustees, further strengthening our strategic approach, and deepening our impact. Building on our Theory of Change, we refined our measurement tools to ensure we can track progress and optimise outcomes. This allowed us to align our resources more effectively and continue our mission of empowering young people through education, sport, and civic engagement.

Our Board of Trustees

In 2023-2024, we successfully expanded and diversified our board, bringing in new trustees with specialised expertise to address emerging needs. With a continued focus on aligning skills with our mission, our trustees have strengthened their leadership role, offering fresh perspectives on strategic direction and organisational growth. This strengthened governance supports the Foundation's expanded initiatives, ensuring we remain agile and responsive in our efforts to improve life prospects for young people.

Strategic Planning

Our strategic planning in 2023-2024 has outlined clear goals and measurable outcomes for each pillar, refining our strategies based on ongoing evaluation. This process has enabled us to optimise resource allocation, ensure alignment with long-term goals, and track the impact of our initiatives more precisely, driving sustainable progress in all areas of focus.

Governance Update

In 2023-2024, we continued to enhance our governance framework, incorporating feedback and adapting to the growing scope of our work. We've placed emphasis on board training and development to ensure trustees are equipped to support our expanding operations. This year, our governance structures have proven critical in ensuring that decisions are made with transparency, accountability, and alignment with our strategic objectives, allowing us to maximise impact in the lives of young people across our focus areas.

Word from CEO

I am delighted to present this year's annual report for our organisation, which has been an incredibly rewarding and transformative year for us.

This year we saw notable growth in both the scale and impact of our programmes, and I am proud to highlight the strides we've made in empowering young people and families across London and the UK.

One of our greatest achievements this year has been the continued success of our flagship programme,

Girls Allowed.

This initiative, designed to inspire and support young women, continues to grow from strength to strength, offering a much-needed space for personal development, confidence-building, and positive social connections.

Through Girls Allowed, we've been able to reach more young people than ever before, and we have been encouraged by the enthusiasm and engagement from our participants.

Additionally, we have expanded our offerings to provide young people and families with access to elite live sport and West End theatre. These opportunities have not only been an exciting way to engage our members, but they have also served as powerful tools to expose them to new experiences, broaden their horizons, and help them envision a future full of possibility.

Our workshops, delivered across both London and Birmingham, have been a vital part of our mission to provide young people with practical skills, guidance, and inspiration. From creative arts to leadership and life skills, these workshops have enabled us to build connections and serve diverse communities, ensuring that no young person is left behind.

The feedback we have received from participants has been overwhelmingly positive, and we have seen tangible improvements in both self-confidence and aspirations as a result.

One of the key highlights of this year has been our **Back to School Drive**, which aimed to ensure that families had the necessary resources to start the school year equipped and ready. The cost of uniforms, books, and supplies can be a significant barrier for many, and through this initiative, we were able to alleviate some of that pressure for our families, ensuring that young people had everything they needed to succeed in their education.

We are also incredibly proud of the increase in the number of young people we have been able to support. This growth, which speaks to the increasing demand for our services, has been made possible thanks to the continued dedication of our staff, volunteers, and supporters. The team has worked tirelessly to create safe spaces, build trusting relationships, and provide the guidance that young people need to thrive. Their passion and commitment are the heart of everything we do, and I am deeply grateful for their efforts.

Looking ahead, we are excited about continuing to grow and evolve. We remain focused on expanding our reach, increasing the diversity of the opportunities we provide, and ensuring that we are always meeting the needs of the young people and families we support.

Our mission to offer life-changing experiences, encourage personal growth, and empower young people to realise their full potential has never been more important.

I would like to extend my heartfelt thanks to our incredible supporters, funders, and partners. Your belief in our mission allows us to continue delivering these invaluable opportunities, and we look forward to another year of success, growth, and impact.

EARTHA POND
CEO



Strategic Pillar Delivery

Girls Allowed Programme: Promoting Fun, Community, and Wellbeing Through Sports



North East - Church Street Delivery:

The Girls Allowed community-focused initiative designed a programme to support and empower girls in the North East of Westminster. By providing exposure to both traditional and non-traditional multi-sports, the programme fostered fun, built a strong sense of community, and promoted wellbeing among participants.

Local primary school girls were invited to take part in sports activities that encourage teamwork, physical fitness, and personal development. The programme particularly focused on supporting the transition from Year 6 to Year 7, helping to ease the change from primary to secondary school by offering a supportive and inclusive environment.

Through a variety of engaging sports, girls developed new skills, boosted their confidence, and formed lasting friendships with peers from neighbouring schools. The programme's emphasis on wellbeing ensured that participants not only improved their physical health but also experienced a sense of belonging and connection, making the transition to local secondary schools a more positive and enriching experience.

In addition to the sports activities, the programme fostered a culture of inclusivity, resilience, and collaboration, empowering the girls to take on new challenges both with us, but also in school and at home. The Girls Allowed programme continues to grow, providing vital support for young girls in Westminster and promoting their overall development and wellbeing.

Girls Allowed - Key Stage 3 & 4 Delivery Promoting an Active Westminster



The Girls Allowed programme at St Marylebone built a community focused on supporting and empowering girls through physical activity, promoting body confidence, and enhancing physical literacy. The programme built teamwork, personal development, and wellbeing among participants, particularly those transitioning into Key Stage 3 (11-14).

At St Marylebone, the programme integrated older students in Key Stage 4 (14-16) as peer leaders, who not only supported the younger pupils but also encouraged participation in a wide range of activities, from traditional sports to innovative new ones like VR Raw and Spikeball. This peer mentorship created a supportive and inclusive environment, where girls were encouraged to try new things, develop their skills, and gain confidence in both their physical abilities and self-image.

The focus on body confidence is central to the programme, helping participants embrace their unique strengths and improve their physical literacy. By fostering a sense of belonging and collaboration, Girls Allowed at St Marylebone ensured that all participants experienced a positive and empowering transition to secondary school, while building lasting friendships and a strong sense of community.

Girls Allowed Summer Festivals Pan London Outreach



The Girls Allowed programme took on a fresh, fun vibe this summer as it popped up at festivals across London, bringing people of all ages together to move, play, and connect. Originally designed to support young girls in North West London, this expanded version invited everyone—families, parents, toddlers, and friends—to join in the fun.

Set against the backdrop of lively summer festivals, Girls Allowed was all about creating a welcoming, relaxed space for play and movement. From toddlers exploring their first games to parents jumping in with their kids, the programme offered something for everyone. Think friendly sports challenges, playful activities, and lighthearted games that encouraged both physical fitness and community spirit.

The goal was simple: to make movement enjoyable for all and to build a sense of connection. Whether it's a quick game of football, a family-friendly relay race, or just enjoying a moment of fun together, Girls Allowed helped people of all ages get active while having a blast. It was the perfect way to meet new people, make memories, and enjoy the summer while staying active and healthy.

By offering this open, accessible programme at festivals across the city, Girls Allowed broadened its reach and encouraged everyone to embrace the power of play—no matter their age. It's a celebration of community, wellbeing, and the joy of movement created a space where everyone could feel part of something special.

Girls Allowed x Barnardos (SEEN) Collaboration UK Wide Delivery - West Midlands



The Girls Allowed programme, delivered in partnership with SEEN, recently expanded to engage 200 girls across Birmingham, offering a dynamic and community-focused initiative designed to empower and support young girls. A key element of the programme was its ability to bring together young people from across the city, connecting them with different local youth provisions. By collaborating with local partners such as Aston Villa FC, Birmingham Youth Service, Street League, and Code Red, we were able to ensure that the girls had clear pathways to future enrichment opportunities.

To support this, a comprehensive directory was created, providing essential signposting to various services and activities that could continue to support the girls' personal growth and development. The programme worked closely with a local youth ambassador team, empowering young leaders to engage their peers and help shape the delivery. This fostered a culture of leadership and collaboration, allowing the girls to take ownership of their journey and build skills beyond the field.

The programme took place at the Lighthouse Youth Centre, a central hub which we transformed for the purpose of delivering Girls Allowed in Birmingham. The centre provided a vibrant, welcoming space where the girls could thrive, ensuring that they not only improved their physical health but also experienced a deeper sense of community and wellbeing.

ESP FDN x Lioness GIVEBACK
Women's World Cup 2023 Australia & New Zealand



In collaboration with former Lioness Anita Asante, the ESP Foundation launched a successful initiative to provide free Lioness replica shirts to young people across the UK. This initiative came at a crucial time during the cost of living crisis, when many families were facing financial difficulties.

Our goal was to ensure that all young fans, regardless of their financial situation, could feel connected to the Lionesses' historic victory in the UEFA Women's Euro 2022 and be inspired by their achievements. By gifting these shirts, we not only gave young people a tangible way to support their heroes but also empowered them through sport, reinforcing values of inclusion, equality, and perseverance.

With Anita Asante's personal involvement, the initiative was further strengthened, allowing us to foster a direct connection between role models and communities. This project reached so many communities, ensuring they could share in the excitement of the Lionesses' success and inspire the next generation of fans.

Through this giveaway, the ESP Foundation demonstrated its commitment to supporting youth and making women's football more accessible, helping create a lasting legacy of inspiration and engagement for future generations.

Back To School Drive In Partnership with Harrow Road Soup Kitchen



Our Back to School Drive provided targeted support to 150 young people, following referrals from schools, youth hubs, and food banks. With the generous support of our partners, we were able to offer a full range of essential items, including school uniforms, stationery, shoes, and bags, ensuring every child was ready to start the new school year.

A key highlight was our partnership with Marks and Spencer, who hosted the event at their HQ in Paddington, allowing families to visit and select the items they required. The atmosphere was filled with emotion, and many families expressed heartfelt gratitude. One family shared, "We just had the discussion this week that we will have to use the same shoes from primary school at the start of Year 7, because we couldn't afford her new school uniform and shoes together."

In addition to the basics, we were thrilled to receive support from Nike, who provided trainers, football boots, and tracksuits, ensuring that children had the resources needed for PE participation. A huge thank you also goes to Link Up TV for capturing the event and helping share the story, and to Ocean Media Group for their generous donation of stationery resources.

We are grateful to all our partners, including Harrow Road Soup Kitchen for accessing funds from the Helping Hands programme, for coming together to make this drive a success. With their support, we were able to ensure that these young people could start the school year with everything they needed to thrive academically and socially.

Wembley Community Club Initiative Brings Local Youth to the FA Cup Final



Thanks to the Wembley Community Club initiative, local young people had the incredible opportunity to attend the FA Cup Final at Wembley Stadium, the world's longest-running football competition, renowned for its capacity to deliver unforgettable upsets. Though the stadium is just a stone's throw away for many of them, this was the first time they had ever set foot in this iconic venue, let alone experienced elite football live.

As the running joke goes, there are more Manchester United fans outside of Manchester than within it—and it certainly proved true with our ESP Foundation members! We had no trouble finding passionate United supporters eager to witness the magic of the Cup Final, making the experience even more special.

We'd also like to extend our heartfelt thanks to the Manchester United Foundation, who generously gifted each attendee with a brand-new Manchester United shirt, adding an extra layer of excitement and pride for the young fans.

Hosted in a luxury hospitality box, we ensured all attendees enjoyed a completely cost-free, first-class experience. The atmosphere was electric—filled with cheers, excitement, and even a few tears. In the end, Manchester City lifted the FA Cup in style, providing an unforgettable conclusion to what was truly a day to remember.

First time to Theatre Initiative:

"For Black Boys Who Have Considered Suicide When the Hue Gets Too Heavy"



As part of our ongoing commitment to providing enriching cultural experiences and addressing important societal issues, this year we organised a special outing for both parents and sons to watch the critically acclaimed play For Black Boys Who Have Considered Suicide When the Hue Gets Too Heavy. For many participants, this was their first-ever experience at the theatre, making it not only a memorable cultural moment but also an opportunity to engage deeply with some of the most pressing issues facing young people today, particularly young Black boys.

The play tackles vital themes such as mental health, racism, toxic masculinity, and the trauma caused by systemic violence, abuse, and societal expectations. Through its powerful storytelling, it opened a dialogue about the mental and emotional struggles that many young men experience but often feel unable to express, especially within communities where vulnerability and mental health are sometimes stigmatised.

For the parents and sons in attendance, the experience was transformative. It not only provided an opportunity for them to enjoy a trip out together but also created a meaningful space for quality time and positive dialogue. The play sparked important conversations about personal challenges, identity, and the broader social forces that shape their lives, strengthening the bond between parents and children while promoting open communication about complex emotions.

We would also like to extend our heartfelt thanks to Juvenis Charity for partnering with us and providing tickets for the show. Their generosity made it possible for us to bring this impactful experience to families who may not have otherwise had access to it.

This initiative not only gave our participants the opportunity to experience live theatre, but it also facilitated important conversations about the struggles young men face and how we, as a community, can offer better support and understanding. It was a powerful reminder of the importance of representation and the role of art in helping us navigate complex emotions and issues.

It was amazing to be at a real Premier League match!

Seeing my heroes play live is something I'll never forget.

I can't wait to tell all my friends about it when I go to school!

Teddy

The ESP Foundation, in partnership with Nike, was thrilled to provide more opportunities for local young people to access elite live sport. This time, young fans and their families had the chance to attend Chelsea's FA Cup fixture against Leicester City at Stamford Bridge.

This initiative continues the Foundation's commitment to giving young people the chance to engage with enrichment opportunities and create lasting memories.





Nike community
Like a Lioness World
Cup event



Chelsea Ladies v Barcelona
Champions League



Nike Lioness kit launch

Our CEO Recognised for Her Dedication to Community Impact



Founder of the ESP Foundation, has been widely acknowledged for her dedication and tireless work in supporting communities across the UK. The foundation's transformative programmes were recently highlighted on Good Morning Britain, showcasing their positive influence on individuals and communities nationwide.

In addition to this recognition, Pond's leadership and commitment were further celebrated when she was featured on the prestigious Football Black List for her significant contributions to driving change across communities. Her efforts have also shaped national strategies for the development of women's football.

As an independent executive on the FA's Women's Board, Eartha Pond has played a pivotal role in shaping the future of the women's game, especially following the success of England's team in both the UEFA Women's Euros and the FIFA Women's World Cup. Through her influence, she continues to advocate for greater opportunities and representation for women in football, leaving an indelible mark on the sport's evolution.

"We can, we must, we will make a difference through the work we deliver as a foundation," said Pond. "I might be the face seen, but none of this is possible without the hard work of the board, staff, volunteers, partners, and most of all, the young people trusting in us."

Our Girls Allowed Cach 'JJ' recognised in the Kings Honours List: Awarded an MBE



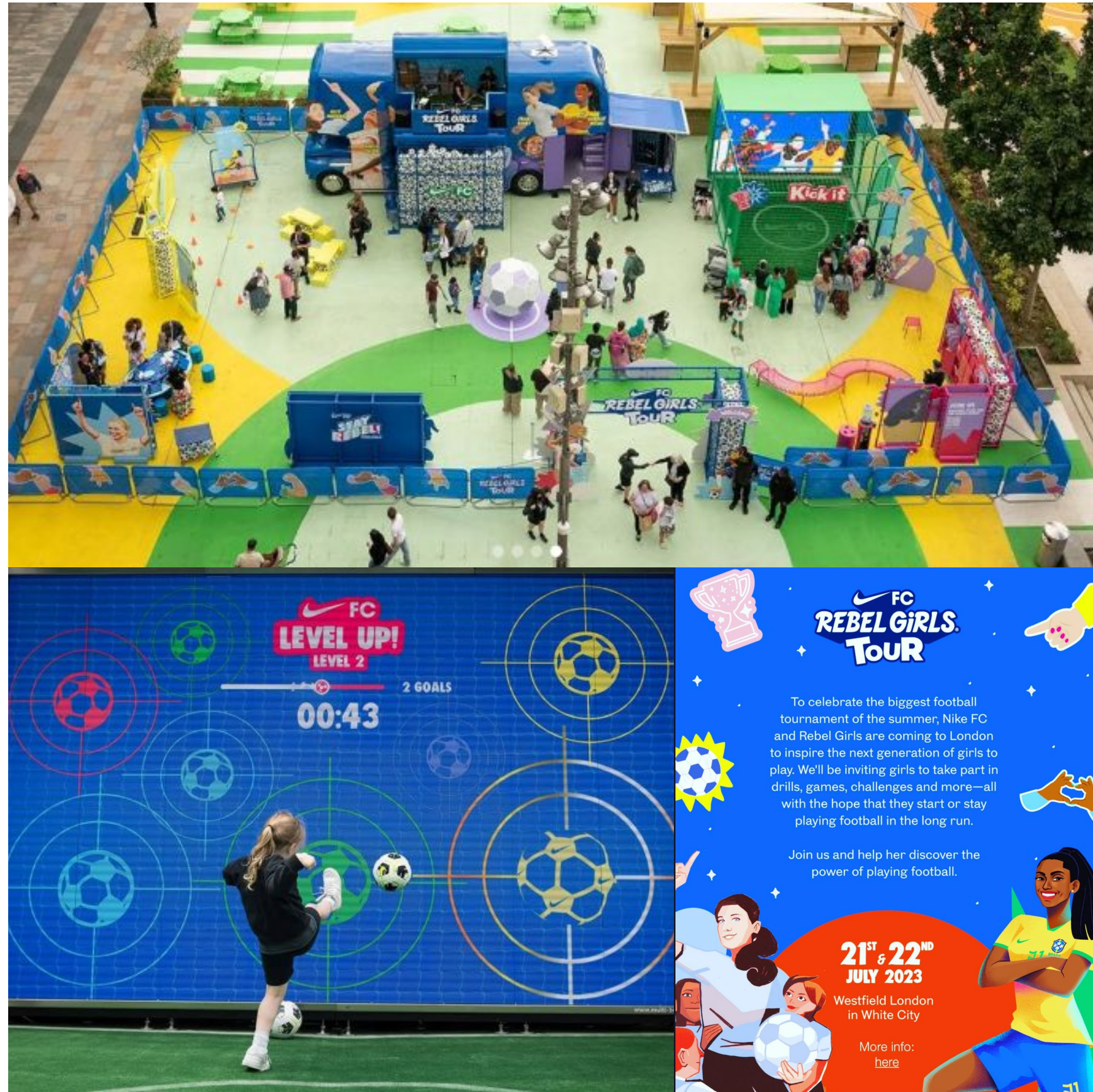
Jawahir 'JJ' Roble was awarded an MBE in the 2023 New Year's Honours list in recognition of her exceptional contributions to football and charity. As Britain's first registered female Muslim football referee, JJ has become a pioneering figure in the sport, especially for women and girls in football. In addition to her refereeing career, she has dedicated herself to coaching, notably as a longstanding coach for the Girls Allowed programme, where she is a firm favourite among participants. Her work with young people and her commitment to diversity and inclusion have earned her widespread admiration.

Reflecting on her achievement, JJ said, "I'm feeling very humbled & honoured in receiving my MBE in the King's first New Year Honours list for my services to football and charity work. I want to thank everyone who has helped and supported me along the way."

JJ's passion for empowering young women and breaking barriers in football continues to inspire both on and off the pitch.



Fc Rebel Girls Tour x ESP FDN



The Nike FC Rebel Girls Tour in London was an electrifying event that brought together thousands of young people and their families to celebrate football. Over the weekend, attendees participated in skill stations designed to challenge individual abilities, while also learning about the importance of athletic apparel like sports bras and menstrual shorts, aimed at promoting comfort and confidence in movement.

A standout moment of the event was the Q&A session hosted by the ESP Foundations CEO Eartha Pond with Nandi Bushell, the renowned drummer and rising star, who shared her personal journey and insights with the crowd. Her inspiring words resonated deeply with the young participants, encouraging them to embrace their passion for sports and pursue their goals with confidence. The tour not only offered a chance to learn football skills but also provided valuable life lessons in empowerment and self-expression. The energy and excitement throughout the event were palpable, leaving a lasting impression on all who attended.

ESP Foundation hosts The Lord Mayor of Westminster at Wembley Iftar



The ESP Foundation played a prominent role in this year's Iftar event at Wembley, further cementing its commitment to fostering community engagement and interfaith dialogue. As part of their ongoing support for the event, the ESP Foundation invited the Lord Mayor of Westminster to join the gathering as a special guest, highlighting their dedication to building strong ties between diverse communities and key local figures.


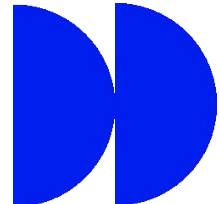
The foundation's involvement in the event went beyond simply attending—it also underscored its broader mission of promoting social inclusion and strengthening relationships across different cultures and faiths. Hosting the Lord Mayor added an extra layer of significance to the evening, reinforcing the importance of local leadership and the collaborative efforts needed to bring communities together, especially during moments of shared celebration like Ramadan.



The Iftar evening, attended by over 300 guests, not only provided an opportunity to break fast but also served as a platform for important conversations. In addition to the Q&A sessions and panel discussions, the presence of figures like the Lord Mayor helped amplify the event's message of unity and solidarity. With the Mayor's participation, the evening was a clear demonstration of how faith, community engagement, and civic leadership can align to create meaningful connections in society.

The ESP Foundation's role at the event, and its invitation to the Lord Mayor, highlighted the foundation's commitment to making a positive impact within the community and reinforcing the power of collective efforts in building a more inclusive and harmonious society.

Quotes

 My daughters have truly come out of their shells, gaining confidence and growing into young ladies with strong self-esteem, leadership abilities, and camaraderie skills. 

“Thank you for my bra, it’s something I didn’t know I needed.
This is now my new best friend”

Participant (16)

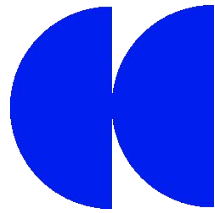
“This is my favourite thing I’ve done all year. This session is lit that’s why I told my cousins to come too”

Participant (14)

“How can I volunteer and be part of this? I don’t just want to be actively involved once a year, I want to see girls enjoy moving more often”.

Youth Work Trainee

Quotes



"Many of our girls have now signed up to play sports in clubs, including football which is usually and wrongly stereotyped to be for boys only"

"A group of girls have entered the Talent competition to perform a dance that they learnt with you - their teacher was really impressed as these girls are usually very shy"

"Working with the Girls Allowed team has been incredibly rewarding. The girls are eager to participate in all activities and never want to leave at the end"

"I love the sessions! I've made so many new friends that I meet every half term and learned a lot about working together on new things. I feel more confident to try new things."

"Forever grateful for girls allowed and all the opportunities and friendships my kids have gained!
The girls in Year 5 and 6 at Kilburn Park school have thoroughly enjoyed participating in the Girls Allowed sessions. They have shown growth in their sporting skills, confidence levels and character strengths as a result of these sessions."

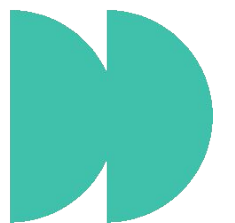
"Before the SATs you have supported our girls with such positivity that they reminded each other of your encouragement on day one of the tests, and that really helped our girls face the exam with a positive mindset."

"Before joining Girls Allowed, my daughters were not particularly interested in sports. Since then, they have discovered a passion for activities I wouldn't have been able to provide on my own. "

"When one of the year 6 girls was going through a tough time she wouldn't open up to any of our staff, nor her mother but we all knew that something wasn't quite right - she opened up to one of your staff who gave her all the right advice and support which really helped her in accepting the transition to secondary school."

"Since joining Girls Allowed sessions, my daughter has become more self-assured and enthusiastic about sporting activities. There's a good range of activities that are fun and interactive. She's always excited to share what she's learned and looks forward to the next session."

"The sessions have transformed our students' confidence and teamwork skills. The girls are more engaged in group activities. It's wonderful to see them support each other and grow together."



Impact



“This session is amazing, my daughter loves it here. She talks about coming back throughout the week and meeting her new friends and wearing her bra.”

Over 1,500 Girls participated in over 19 different activities



1,200 in school programmes,
300+ from community engagement activity.

“This is the best session I have ever seen across the borough. I have not seen a session engage so many young people. We definitely need more of this.”

PC from MPS Youth Engagement & Diversion Team – Outreach



150 Full School Uniforms and Resources provided



Over 10000+ Sports Bras fitted and provided for free.

Participants from across 17 ² London Boroughs





Over 2,500+ Free Meals Provided

1000+ Girls Attended Breast + Menstrual Health workshop

Our Mission

Our Mission

The core purpose of our charity, as outlined in the company's memorandum of association, is to support young people by helping them overcome challenges and advance in life. We provide guidance, assistance, and organize a variety of programs in areas such as physical activity, education, and personal development. Through these initiatives, we aim to enhance their skills, abilities, and confidence, empowering them to become independent, responsible, and active members of society.

Ensuring We Achieve Our Mission

Each year, we conduct a comprehensive review of our goals, objectives, and activities. This review evaluates the progress made over the past 12 months, assesses the success of key initiatives, and measures the positive impact they have had on the individuals and communities we serve. The process helps us ensure that our activities remain aligned with our mission, and that we continue to meet the needs of the groups we aim to support. During the review, we also reference the Charity Commission's guidance on public benefit to ensure that our future activities stay true to our purpose. The trustees closely evaluate how upcoming projects will contribute to our established aims and objectives.

Safeguarding

At the heart of everything we do is a strong commitment to keeping children and young people safe. ESP Foundation prioritizes safeguarding, ensuring the well-being of all those who engage with our services. We are fully committed to responding swiftly and professionally to any allegations, concerns, or reports of abuse. Our Safeguarding and Child Protection policy was last updated in 2020 to reflect best practices, ensuring we prevent harm, including bullying, abuse, and coercion. The policy also equips our staff, volunteers, and partners with the knowledge to recognize and address any safeguarding issues. To ensure the safety of those involved, all staff, unsupervised volunteers, and youth work contractors must undergo an enhanced DBS check, which is renewed every three years for all staff, qualifying volunteers, and trustees.

Partners Logos



Financial Overview

Principal Funding Sources

ESP Foundation's primary funding comes from partnership and grant funding, from corporations and fundraising efforts. All donations are unrestricted and not earmarked for specific purposes, alongside specific programme funding for areas such as Girls Allowed.

Pro Bono Support

The Foundation has continued to build strong relationships with partners offering pro bono support, including expertise and resources for program delivery. This includes brands such as Gung Ho, Marks and Spencers and the Manchester United Foundation, who provide resources to tackle barriers to participation such as clothes poverty and holiday hunger.

Investment Policy

ESP Foundation continues to hold all assets in demand deposit accounts, ensuring liquidity. As the Foundation scales, it will continue to assess investment options for risk-appropriate returns.

Reserves Policy

ESP Foundation aims to maintain sufficient cash reserves to cover future obligations. The reserves policy will be re-evaluated regularly as donation and expense patterns become more predictable.

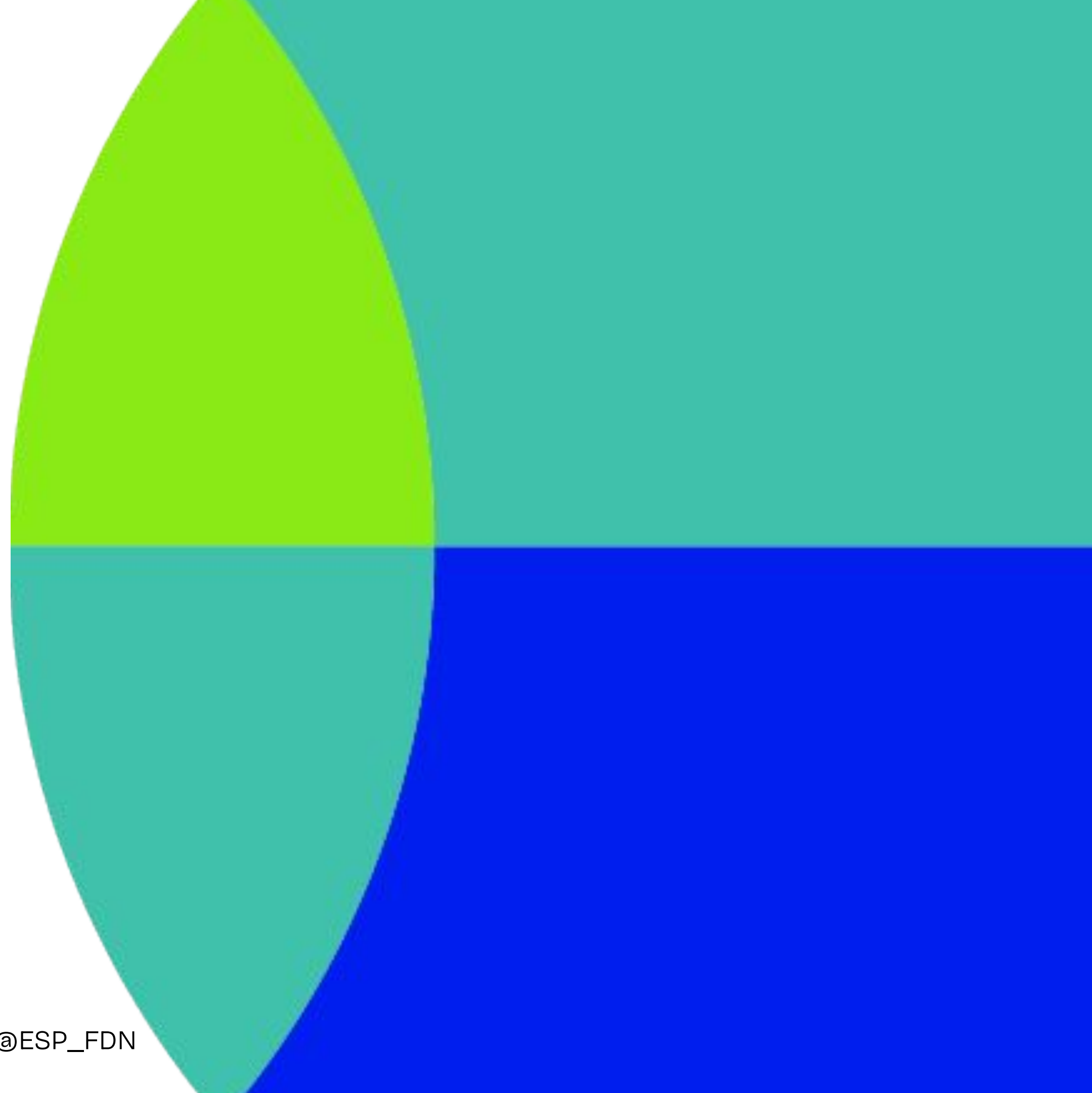
Structure, Governance and Management

Governing Document

ESP Foundation is a Charitable Incorporated Organisation and was registered on the 24th January 2020. ESP Foundation is governed by its Constitutional document dated 23rd January 2020.

Recruitment, Appointment, Induction And Training Of Trustees

The process outlined for the recruitment, appointment, induction, and training of trustees at ESP Foundation demonstrates a commitment to transparency, accountability, and best practices in governance.



Here is a breakdown of each step:

Recruitment: Trustees are recruited based on a skills matrix and identified strategic needs. This means that candidates are chosen to fill specific skill gaps or meet the organisation's strategic goals. Candidates are sought both within internal and external networks to ensure a diverse pool of candidates and to find the best-fit individuals. Interested candidates submit a cover letter and CV.

Interview: An informal interview process takes place, involving a minimum of two current trustees. This process allows for current trustees to assess the suitability of candidates and ensure alignment with the organisation's mission and values.

Appointment: After the interview process, the identified candidate is put to a vote for appointment during the next trustee meeting. This ensures a collective decision-making process and accountability in trustee selection.

Declaration of Interests: ESP Foundation maintains a Register of Interests. Trustees are required to declare any conflicts of interest, and this information is updated at least annually. This helps to prevent conflicts of interest and ensures transparency in decision making.

Induction Pack: All trustees receive an Induction Pack that includes essential information. This pack typically covers Trustee Duties, the Good Trustee Guide, the Code Of Conduct, Conflict of Interest policies, Indemnity information, and details about meetings. Providing this information ensures that trustees understand their roles, responsibilities, and ethical obligations.

Background Checks: ESP Foundation mandates that staff, unsupervised volunteers, and Youth work contractors obtain enhanced DBS (Disclosure and Barring Service) certificates. Additionally, there is a requirement for repeat DBS checks every three years for staff, qualifying volunteers, and trustees. This measure helps ensure the ongoing safety and suitability of individuals involved with the organisation. Overall, this process ensures that trustees are well-prepared, committed, and aligned with the organisation's values and policies, promoting effective governance and safeguarding practices within ESP Foundation.

Risk Management: ESP Foundation maintains a dual-signatory requirement on all bank payments. Paired with continuous monitoring of bank accounts and transactions, ESP Foundation is confident its financial assets are appropriately secure. ESP Foundation continuously monitors its liquidity position and is mindful to consider future financial obligations balanced against available sources. ESP Foundation acknowledges that as it scales, banking security, accurate cash flow projections and prudent management of liquidity will be of paramount importance.

Organisational Structure: At the end of the reporting period, consistent with ESP Foundation's constitution, the members of the Board were the 7 appointed Trustees from a variety of professional backgrounds relevant to the work of the charity. The Trustees manage the affairs of the CIO and for that purpose exercise all the powers of the CIO. The Trustees delegate additional operational responsibilities to the Honorary Chairperson and Honorary Treasurer. The Trustees meet formally at least quarterly and further as needed.

Statement Of Financial Activities

Accounting Policies



(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 1985 and the Statement of Recommended Practice: Accounting and Reporting by Charities issued in March 2005.

(b) Fund accounting

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes. Restricted funds are subjected to restrictions

	Unrestricted funds 23/24	Restricted funds 23/24	Total funds 23/24	Total funds 22/23
Income				
Donations and legacies	£5,523.81	£0.00	£5,523.81	£20,610.40
Charitable activities	£36,640.00	£0.00	£36,640.00	
Other trading activities	£4,800.00	£0.00	£4,800.00	
Investments	£0.00	£0.00	£0.00	
Grants	£0.00	£71,451.19	£71,451.19	
Total income	£46,963.81	£71,451.19	£118,415.00	£20,610.40
Expenditure				
Charitable activities	-£36,000.00	-£75,230.65	-£111,230.65	-£14,410.02
Fundraising	£0.00	£0.00	£0.00	
Overheads	-£16,310.83	£0.00	-£16,310.83	
Total expenditure	-£52,310.83	-£75,230.65	-£127,541.48	-£14,410.02
Net income/(expenditure)	-£5,347.02	-£3,779.46	-£9,126.48	£6,200.38
Total funds brought forward	£19,079.74	£0.00	£19,079.74	£12,879.36
Total funds carried forward	£13,732.72	-£3,779.46	£9,953.26	£19,079.74

	Unrestricted Funds 23/24	Restricted Funds 23/24	Total Funds 23/24	Total funds 22/23
Fixed assets				
Intangible assets	£0.00	£0.00	£0.00	£0.00
Tangible assets	£0.00	£0.00	£0.00	£0.00
Current assets				
Receivables	£15,000.00	£43,152.21	£58,152.21	£0.00
Cash	£9,953.26	£0.00	£9,953.26	£19,079.74
Total assets	£24,953.26	£43,152.21	£68,105.47	£19,079.74
Liabilities				
Current liabilities	£0.00	£0.00	£0.00	£0.00
Net current assets	£24,953.26	£43,152.21	£68,105.47	£19,079.74
Net assets	£24,953.26	£43,152.21	£68,105.47	£19,079.74

We Can,
We Must,
We WILL,
make a difference!



ESP FOUNDATION

England & Wales - Charity number 1187561

Accounts



**ESP
FDN**

ESP FOUNDATION

EDUCATION | SPORT | POLICY

ANNUAL REPORT

PERIOD ENDING 31ST MARCH 2023

ESP FOUNDATION

WWW.ESPFUNDATION.CO.UK

Charity Number 1187561

Registered in England & Wales

MEMBERS

The CEO & Trustees present their report with the financial statements for the period from incorporation on the 1st April 2022 to 31st March 2023.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the provision of section 1A 'Small Entities' of Financial Reporting Standard 102.



EARTHA POND

CEO



DAWN OSBOURNE

Chairperson



TIAITU MCKENZIE

Community Expert Trustee



**CRISTALINA
FERNANDEZ BATES**

Educational Expert Trustee



GARETH PARKER

Sports Expert Trustee



MARIUM UDDIN

Policy Expert Trustee

INTRODUCTION

In 2022 and 2023, we dedicated our efforts to laying the groundwork for our organisation's growth. Our core mission revolves around forging pathways and initiatives that enhance life prospects for young individuals by broadening their access to civil engagement, education, and sports. To facilitate this mission, we meticulously crafted a comprehensive business plan that established a well-defined strategy.

Our key priorities included bolstering our board of trustees by increasing both its membership and expertise. We sought out highly experienced trustees and diligently addressed any skill gaps that were identified. Simultaneously, we embarked on the development of a Theory of Change, which proved instrumental in articulating our mission, refining our strategic approach, and enhancing our ability to measure our impact.

Our board of trustees convened to refocus our organisational priorities and initiate the process of impact assessment. This endeavor was aimed at maximizing the effectiveness of our resources to extend our assistance to a greater number of individuals. Our ultimate aim was to establish a transparent and coherent path that connects the identification of needs to the execution of activities, the achievement of outcomes, and the realization of meaningful impact.

Our strategic planning and execution efforts culminated in the creation of a comprehensive high-level business plan. This plan intricately details our governance structure, outlines our key initiatives, and delineates the actions required to advance each of our strategic pillars; Education, Sport, and Policy.

GOVERNANCE UPDATE

As ESP Foundation continues its journey of expansion and growth in the year 2022/2023, we recognized the need to enhance the skills and expertise within our board. Our deliberate efforts led us to recruit trustees who align with our mission of forging pathways and initiatives that enhance life prospects for young people by broadening access to civil engagement, education, and sports. Here are the outstanding individuals who have joined our board:

EARTHA POND

Eartha Pond serves as the CEO of ESP Foundation, where she brings her strategic acumen to promote the organisation's mission. Her expertise extends to establishing partnerships and driving fundraising efforts for the charity.

DAWN OSBOURNE

Dawn Osbourne assumes the role of Chair, spearheading our strategic initiatives and providing invaluable support in administration and overall governance. Her leadership is instrumental in shaping the direction of our organisation

TIAITU MCKENZIE

Tiaitu McKenzie contributes her extensive educational expertise and community engagement experience to ESP Foundation. Her work with "community champions" adds a valuable dimension to our initiatives, especially in the realm of education.

CRISTALINA FERNANDEZ BATES

With nearly three decades of experience in educational leadership, Cristalina Fernandes-Bates is a highly accomplished expert in the field. She takes on the pivotal role of strategic lead for our Education Pillar, driving positive change for young people.

GARETH PARKER

Gareth Parker, an experienced trustee and board member with a track record of leading national organisations across the UK, is entrusted with the role of strategic lead for our Sport Pillar. His contributions include fostering partnerships and overseeing monitoring and evaluation efforts.

MARIUM UDDIN

Marium Uddin, an experienced youth worker and community expert with a strong presence in London, serves as the strategic lead for our Policy Pillar. Her work in elevating youth voices through the creation of a young advisory board has been instrumental in our policy initiatives.

These additions to our board bring a wealth of expertise and commitment to ESP Foundation, strengthening our capacity to achieve our mission and make a meaningful impact in the lives of young people. **This year the ESP Board undertook Governance training as part of our continued professional development.**

Here are some of the activities undertaken by the ESP Foundation in line with our strategic pillars: Education, Sport, Policy



EDUCATION

ESP Foundation believes education happens in all settings and surroundings we engage in on a daily basis. This is not exclusive to a school environment, but places such as the home, the community and through personal/religious beliefs. ESP Foundation delivers **bespoke initiatives** and signposting working towards every child accessing a quality education.

We believe that education has the power to transform the lives of young people and the wider community. Prom 8 is our flagship education programme that supports the young people in our communities.



WHAT IS PROM 8?

A high-quality educational intervention that inspires pupils beyond their everyday experiences. Prom 8 considers the society in which it operates and seeks to benefit the wider community.

Mission: To support underachieving pupils make progress and remain in school.

Method: Inspiring pupils through hero recognition.



2022 Update: This year our education leads have been reviewing and developing an updated strategic plan in preparation for September 2023 execution. We are excited to see this impactful program come to life again after being on pause since the pandemic limited face-to-face delivery.



GIRLS ALLOWED SUMMER PROGRAMME:

Mission: Girls Allowed is a safe space for girls to be active through a range of multi-sports, that engage the disengaged alongside help build physical literacy & life skills such as teamwork, resilience & communication.

Method: Programmes and summer camps that enable young girls to engage in a carousel including a mixture of traditional and non-traditional sports.

Our Girls Allowed Programme was the highest attended activity across the targeted tri-boroughs of both City of Westminster and Royal Borough of Kensington and Chelsea. With attendances hitting over 200 and participant engagement from a range of additional boroughs such as Southwark, Lambeth and Brent (to name a few).

2022 Update: We are pleased to share that this year ESP Foundation secured funding through the local Queens Park Community Council and Young Westminster Foundation HAF funding to deliver the Girls Allowed programme.

Case Study 1:

13-year-old Stacey is inactive and has special educational needs attending a SEND school full time. Cognitive and processing issues usually limit her ability to proactively try new things and socialise with peers her age.

During the Girls Allowed delivery, she described the sessions as “my new passion” and “something she felt proud to be part of”. Girls Allowed gave her a sense of identity and often she is seen sporting the personalised apparel outside of the sessions like a badge of honour.

The breast and bra education delivery were very useful for her, as she lives with her father and it was a conversation she “always wanted to speak to someone about but felt embarrassed talking to her dad”.

She had never been bra fitted, so the provision of Nike Experts and Girls Allowed staff supporting this process as well as equipping her with the self-check process. She was keen to not only onboard the information, but to share this knowledge with her female sibling.

She attended every session throughout the summer and has already enquired when the next delivery will take place.

Case Study 2:

This young girl had just turned 8 and was one of the youngest in the group whilst attending with her older sibling who is 14. Reluctant to receive the sports bra in advance of the educational delivery she said “I don’t need this, I’m too young”.

Having participated in the bra workshops, she then understood the importance of support in regards to size and the various ways this could be achieved.

As well as trying x3 new sports and enjoying them all. She also found a new group of friends from another youth group and looked forward to meeting up each week at the sessions.

They became the food reviewers, often giving feedback on the refreshments provided and suggested menu items for the following week. On week two she asked if she could take extra x2 wraps, so that she and her sister could have something “warm and tasty” to eat the next day.



Feedback:

“This session is amazing, my daughter loves it here. She talks about coming back throughout the week and meeting her new friends and wearing her bra”

Serena Ramasor (Parent)

“This is the best session I have ever seen across the borough. I have not seen a session engage so many young people from across the borough and beyond. We definitely need more of this.”

PC David Sebastian (2642AW) (Youth Engagement & Diversion Team - Outreach | Westminster)

“Thank you for my bra, it’s something I didn’t know I needed. This is now my new best friend”

Aisha (16 yr old participant)

“How can I volunteer and be part of this? I don’t just want to be actively involved once a year, I want to see girls enjoy moving more often”.

Youth Work Level 1 Trainee

“This is my favourite thing I’ve done all year. This session is lit that’s why I told my cousins to come too”

Brooke (14 yr old participant)

“When are the sessions back on and why can’t you do this all year round? My daughters love the sessions and they don’t usually like sports. I saw it advertised on the Westminster website and thought I’d sign them up for 1 week to do something different, but they love it. I love the bra information. Imagine they came home and gave me a fitting and said my bra is incorrect and I need a new one that fits”.

Ms Douglas-Lodge (Parent)





POLICY

Mission: Raising awareness and importance of policy to amplify youth voices

Method: Signposting policy engagement and social activism by setting up a Youth advisory board .

2022 Update: As part of our strategy to increase board expertise we have a new trustee leading the launch of our Youth advisory board this year.

Policy has always lacked engagement and been a very controversial topic amongst young people, we are excited to see the planning and execution of this pillar take shape. We are constantly trying to find new ways for young people to express themselves through communicating, but it is also essential that they themselves help shape future initiatives.

COMMUNITY ACTIVITIES

23rd December 2022

Turkey Drive - Harrow Soup Kitchen

ESP Foundation support other community drives and activities. This year the Harrow Soup Kitchen we volunteered to give out turkey's just in time for Christmas for those in need in partnership with the CC Foundation.

OUR PURPOSE

Our charity's purposes, as set out in the objects contained in the company's memorandum of association, are to advance in life, relieve the needs of and help young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of advancing them in life and developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.

ENSURING WE MEET OUR PURPOSE

We review our aims, objectives and activities annually. The review looks at what we achieved and the outcomes of our work in the previous 12 months. It looks at the success of each key activity and the benefits they have brought to those groups of people ESP Foundation is set up to help.

The review also helps us ensure our aims, objectives and activities remain focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

SAFEGUARDING

The charity puts children and young people at the heart of all that we do, so our commitment to keeping our service users safe is paramount.

ESP Foundation acknowledges its duty to act appropriately to any allegations, reports, or suspicions of abuse in a professional and speedy manner.

Our Safeguarding and Child Protection policy was reviewed in 2020 to make sure ESP Foundation promotes best practice and works in a way that prevents harm of any sort, including bullying, abuse, and coercion, and that staff, volunteers and partners recognize when this may be happening and what to do about it.

Staff, unsupervised volunteers, and youth work contractors are required to obtain an enhanced DBS certificate, with a repeat DBS check obtained for all staff, qualifying volunteers and Trustees every three years.

ACHIEVEMENTS IN DELIVERING BENEFIT TO THE PUBLIC

ESP Foundation was registered on the 24th January 2020 – coinciding with the global emergence of COVID-19. COVID-19 went on to significantly restrict ESP Foundation's plans for fundraising and growth in its first two years in existence with existing longstanding organisations with track records priorities to deliver identified interventions.

The global spread of Coronavirus had become increasingly alarming, which limited our ability to deliver face-to-face activities and community engagement ahead of the government-imposed nationwide lockdown. The health, safety and wellbeing of young people, volunteers, and those in the wider community, will always be our top priority.

As news of the pandemic developed, it became clear that our imminent community located in the North of Westminster would be amongst the hardest hit during the months to follow.

Most young people that we engage with live in and around some of the most deprived wards in the country. From their experiences of poverty, unemployment and crime, many young people we work with have low ambition for life, low self-esteem and anxiety.

We aim to support improve these aspects of their lives. In a neighbourhood of not just economic and social deprivation but a lack of public open space (4% vs a borough average of 29%), there is a need for all young people in our community to have a free-to-access space in order to play and socialise without fear, develop friendships, acquire and develop skills, and receive advice and support.

Given the history of local postcode wars we believe there is real benefit in young people mixing with those from other wards to break down barriers and help form lasting friendships, so we welcome community engagement/events from the wider area.

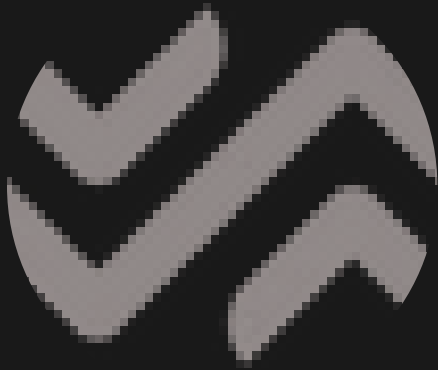
Our activities encompass sport, dance, skills development, education and access to aspirational career pathways. ESP Foundation's work is child-centred and promotes enjoyment, collaboration and individually tailored support towards personal development.

Consultation and youth engagement started long before we were officially constituted, to establish just how much of a need there really was. This included engagement with schools, community hubs and other key stakeholders.

Some of the opportunities we have led and collaborated on during the reporting period include:

- Street League 'GOAL' Graduation Programme in partnership with Standard Charter
- ESP Foundation featured in 'Women of the Match' exhibition in Brent
- International Women's Day Event with Manchester City FC Community Programme
- International Youth Kit donations in partnership with Manchester United Foundation
- Sports Wear Youth Club giveaway in partnership with IDA Sports

CORPORATE SUPPORTERS 2022/23



IDA SPORTS



**MANCHESTER UNITED
FOOTBALL CLUB**



**MANCHESTER CITY
FOOTBALL CLUB**



GUNG HO



**STANDARD
CHARTERED**



NIKE

FINANCIAL REVIEW

ESP Foundation's fundraising was constrained by COVID-19 in its first year of existence and this is reflected in reported financial performance.

The financial activity for the year consisted of £20610.40 of aggregated unrestricted donations with outgoings aggregating to £14410.02 and a closing balance of £19079.74, all of which remains held as cash at year-end.

As ESP Foundation has no committed future expenditure, the Trustees identify no concerns and consider the charity a going concern.

PRINCIPAL FUNDING SOURCES

The charity's principal sources of funds is donations. Donations arise from individual citizens as well as corporations, and from passive approaches as well as pro-active fundraising initiatives. All fundraising to-date has occurred in the name of ESP Foundation and has not been restricted or pledged to any specific use.

PRO BONO SUPPORT

ESP Foundation has established great relationships with corporate organisations who have pledged to offer pro bono support. This ranges from expertise to support the organisation's structural growth, to resources for programme delivery. Details will be provided in the next annual report, following individual programme delivery.

INVESTMENT POLICY

At the current level of assets, ESP Foundation's investment policy is to hold all funds in immediately accessible demand deposit accounts. ESP Foundation acknowledges their obligation to ensure that donated resources are allocated to ensure maximum risk-appropriate return and will continue to evaluate all available options as ESP Foundation scales.

RESERVES POLICY

Currently ESP Foundation does not have future contractual expense obligations. As these arise, ESP Foundation will maintain a policy of ensuring there is coverage of all future expenses by cash on account. As greater predictability of future donations and expenses occur, ESP Foundation will regularly re-evaluate Reserves Policy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

ESP Foundation is a Charitable Incorporation Organisation and was registered on the 24th January 2020. ESP Foundation is governed by its Constitutional document dated 23rd January 2020.

RECRUITMENT, APPOINTMENT, INDUCTION AND TRAINING OF TRUSTEES

The process outlined for the recruitment, appointment, induction, and training of trustees at ESP Foundation demonstrates a commitment to transparency, accountability, and best practices in governance. Here is a breakdown of each step:

- **Recruitment:** Trustees are recruited based on a skills matrix and identified strategic needs. This means that candidates are chosen to fill specific skill gaps or meet the organisation's strategic goals. Candidates are sought both within internal and external networks to ensure a diverse pool of candidates and to find the best-fit individuals. Interested candidates submit a cover letter and CV.
- **Interview:** An informal interview process takes place, involving a minimum of two current trustees. This process allows for current trustees to assess the suitability of candidates and ensure alignment with the organisation's mission and values.
- **Appointment:** After the interview process, the identified candidate is put to a vote for appointment during the next trustee meeting. This ensures a collective decision-making process and accountability in trustee selection.
- **Declaration of Interests:** ESP Foundation maintains a Register of Interests. Trustees are required to declare any conflicts of interest, and this information is updated at least annually. This helps to prevent conflicts of interest and ensures transparency in decision-making.
- **Induction Pack:** All trustees receive an Induction Pack that includes essential information. This pack typically covers Trustee Duties, the Good Trustee Guide, the Code Of Conduct, Conflict of Interest policies, Indemnity information, and details about meetings. Providing this information ensures that trustees understand their roles, responsibilities, and ethical obligations.

- **Safeguarding Policy:** ESP Foundation maintains a Safeguarding Policy and shares it with each trustee. This policy demonstrates the organisation's commitment to ensuring a safe environment for all stakeholders, especially vulnerable individuals. The policy outlines how the organisation will respond to allegations, reports, or suspicions of abuse and highlights the importance of prompt and professional action. The policy also emphasizes the prevention of harm, including bullying, abuse, and coercion.
- **Background Checks:** ESP Foundation mandates that staff, unsupervised volunteers, and youth work contractors obtain enhanced DBS (Disclosure and Barring Service) certificates. Additionally, there is a requirement for repeat DBS checks every three years for staff, qualifying volunteers, and trustees. This measure helps ensure the ongoing safety and suitability of individuals involved with the organisation. Overall, this process ensures that trustees are well-prepared, committed, and aligned with the organisation's values and policies, promoting effective governance and safeguarding practices within ESP Foundation.
- **Risk Management** The barriers introduced by COVID-19 meant that the normal path of fundraising could not be followed, therefore we needed to engage with donors through different channels. ESP Foundation maintains a dual-signatory requirement on all bank payments. Paired with continuous monitoring of bank accounts and transactions, ESP Foundation is confident its financial assets are appropriately secure. ESP Foundation continuously monitors its liquidity position and is mindful to consider future financial obligations balanced against available sources. ESP Foundation acknowledges that as it scales, banking security, accurate cash flow projections and prudent management of liquidity will be of paramount importance.
- **Organisational Structure:** At the end of the reporting period, consistent with ESP Foundation's constitution, the members of the Board were the 6 appointed Trustees from a variety of professional backgrounds relevant to the work of the charity. The Trustees manage the affairs of the CIO and for that purpose exercise all the powers of the CIO. The Trustees delegate additional operational responsibilities to the Honorary Chairperson and Honorary Treasurer (Currently recruiting for this position). The Trustees meet formally at least quarterly and further as needed.

STATEMENT OF FINANCIAL ACTIVITIES

**(AGGREGATED)
FOR THE PERIOD ENDING
31ST MARCH 2023**

All values in GBP

	Unrestricted Funds FYE23	Restricted Funds FYE23	Total Funds FYE23	Total Funds FYE22
Incoming Resources				
Donations and legacies	20610.40	-	20610.40	21032.75
Charitable activities	-	-	-	-
Other trading activities	-	-	-	-
Investments	-	-	-	-
Total Incoming Resources	20610.40	-	20610.40	21032.75
Resources Expended				
Fundraising expenses	-	-	-	-
Charitable activities	(14410.02)	-	(14410.02)	(10724.02)
Administration and Management	-	-	-	-
Net income/(expenditure)	(14410.02)	-	(14410.02)	(10724.02)
Total funds brought forward	-	-	12879.36	-
Total funds carried forward	19079.74	-	19079.74	12879.36

BALANCE SHEET

**(AGGREGATED)
AS OF 31ST MARCH 2023**

All values in GBP	Unrestricted Funds FYE23	Restricted Funds FYE23	Total Funds FYE23	Total Funds FYE22
Fixed Assets				
Intangible Assets	-	-	-	-
Tangible Assets	-	-	-	-
	-	-	-	-
Current Assets				
Debtors	-	-	-	-
Cash	19079.74	-	19079.74	12879.36
	19079.74	-	19079.74	12879.36
Current Liabilities	-	-	-	-
Net Current Assets	19079.74	-	19079.74	12879.36
Net Assets	19079.74	-	19079.74	12879.36

CASH FLOW STATEMENT

**(AGGREGATED)
FOR THE PERIOD ENDING
31ST MARCH 2023**

All values in GBP	Unrestricted Funds FYE23	Restricted Funds FYE23	Total Funds FYE23	Total Funds FYE22
Net Income	20610.40	0	20610.40	21032.75
Non-cash Adjustments	0	0	0	0
Net cash from Operating Activities	20610.40	0	20610.40	21032.75
Net cash from Investing Activities	0	0	0	0
Net cash from Financing Activities	0	0	0	0
				(10724.02)
Net change in cash during the period	(14410.02)	-	(14410.02)	-
Cash at beginning of period	-	-	-	-
Cash at end of period	19079.74	-	19079.74	12879.36

Notes forming part of the Financial Statements for the period ending 31 March 2023

1. ACCOUNTING POLICIES

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 1985 and the Statement of Recommended Practice: Accounting and Reporting by Charities issued in March 2005.

(b) Fund accounting

- Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.
- Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.



ESP FDN

EDUCATION | SPORT | POLICY

Contact us at: espfoundation1@gmail.com

ESP FOUNDATION

England & Wales - Charity number 1187561

Accounts



**ESP
FDN**

ESP FOUNDATION

EDUCATION | SPORT | POLICY

ANNUAL REPORT

PERIOD ENDING 31ST MARCH 2022

ESP FOUNDATION

WWW.ESPFUNDATION.CO.UK

Charity Number 1187561

Registered in England & Wales

TRUSTEES

The Trustees present their report with the financial statements for the period from incorporation on the 31 March 2021 to 31st March 2022.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the provision of section 1A 'Small Entities' of Financial Reporting Standard 102.



TIAITU MCKENZIE



CRISTALINA FERNANDEZ BATES
Resigned 17/11/2021



GARETH PARKER
08/06/2022



MARIUM UDDIN
08/11/2022



EARTHA POND
Resigned 08/06/2022)



RICHARD SPENCER
Resigned 08/11/2022



CHANTELLE WHITE
Resigned 08/11/2022



DAWN OSBOURNE
Honorary Chairperson



RODERICK ALEXANDER
Resigned 25th July 2022

INTRODUCTION

In 2022 we focused on laying the foundations for the growth of the organisation. Our mission is to create pathways and programs that improve life opportunities for young people by raising access to civil participation, education and sport. To enable us to do this we developed a high level business plan which set a clear strategy;

EARTHA POND

Transitioned from Trustee to CEO of ESP Foundation to enable us to further support the promotion, partnerships and fundraising capability of the charity

INCREASING BOARD MEMBERSHIP

Recruiting highly experienced trustees and filling any skills gaps that may exist.

CREATING THEORY OF CHANGE

Helping us to articulate our mission, refining our strategy and impact measurement.

STRATEGIC PLANNING & EXECUTION

Creating a high level business plan that details our governance, initiatives and actions for each our strategic pillars; Education, Sport and Policy.

GOVERNANCE UPDATE

As ESP Foundation continues to scale and grow, in 2022 we identified skills gaps within our board. We have intentionally recruited trustees that will support our mission to create pathways and programs that improve life opportunities for young people by raising access to civil participation, education and sport.

DAWN OSBOURNE

Remains as Chair driving strategy, supporting administration and overall governance.

TIAITU MCKENZIE

Continues to support and bring educational expertise and community engagement through her work with 'community champions'.

CRISTALINA FERNANDEZ BATES

Joins as a highly experienced educational expert, facilitating as strategic lead for our Education Pillar. With almost 30 years' experience leading in schools, the former Headteacher is a driving force in supporting the change young people need

GARETH PARKER

Joins as an experienced trustee and board member, who has led large national organisations across the UK. As strategic lead for our Sport Pillar, Gareth will support build on partnership work in addition to monitoring and evaluation

MARIUM UDDIN

Joins as an experienced youth worker and community expert across London. Marium is strategic lead for our Policy Pillar and has been instrumental in driving youth voice through our young advisory board creation.

HERE ARE SOME OF THE ACTIVITIES UNDERTAKEN BY THE ESP FOUNDATION IN LINE WITH OUR STRATEGIC PILLARS:



EDUCATION

ESP Foundation believes education happens in all settings and surroundings we engage in on a daily basis. This is not exclusive to a school environment, but places such as the home, the community and through personal/religious beliefs. ESP Foundation delivers bespoke initiatives and sign-posting working towards every child accessing a quality education. We believe that education has the power to transform the lives of young people and the wider community. Prom 8 is our flagship education programme that supports the young people in our communities.



WHAT IS PROM 8?

A high-quality educational intervention that inspires pupils beyond their everyday experiences. Prom 8 considers the society in which it operates and seeks to benefit the wider community.

Mission: To support underachieving pupils make progress and remain in school.

Method: Inspiring pupils through hero recognition.



2022 Update: This year our education leads have been reviewing and developing an updated strategic plan in preparation for September 2023 execution. We are excited to see this impactful program come to life again after being on pause since the pandemic limited face-to-face delivery.



SPORT

ESP Foundation delivers this concept through game-changing initiatives such as Girls Allowed, community enrichment and competition opportunities for boys and girls. With vast experience in grassroots and professional sports as organisers and participants, ESP Foundation is well equipped to connect the relevant dots to keep participants active. Girls Allowed is our flagship sport programme that support the young people in our communities.

WHAT IS GIRLS ALLOWED?

Girls Allowed is a safe space for girls to be active through a range of multi-sports, that engage the disengaged alongside helping to build physical literacy & life skills such as teamwork, resilience & communication.

Mission: Engage the disengaged alongside help build physical literacy & life skills such as teamwork, resilience & communication.

Method: Girls Allowed programme within the school and community setting.

Why: Removing a participation barrier by equipping girls with sports bras, Girls Allowed help facilitates the enjoyment of regular physical activity. A sports bra is key to unlocking the ability to just keep moving and should be a non-negotiable item recommended on every Schools PE Kit list from Year 5.

cont...



How: Engaging in a carousel including a mixture of traditional and non-traditional sports such as Football, Bounce, Table Tennis, Roller-Skating and much more, we keep the girls moving with a badass DJ keeping the vibe non-stop.

When: Joined monthly by athletes, influencers and even normal class teachers from time-to-time, all trying to get in on the action packed fun session!

Through Girls Allowed we can, we must and we will ensure all girls feel stronger with support!

POLICY

Mission: Raising awareness and importance of policy to amplify youth voices

Method: Signposting policy engagement and social activism by setting up a Youth advisory board

2022 Update: As part of our strategy to increase board expertise we have a new trustee leading the launch of our Youth advisory board this year.

Policy has always lacked engagement and been a very controversial topic amongst young people, we are excited to see the planning and execution of this pillar take shape. We are constantly trying to find new ways for young people to express themselves through communicating, but it is also essential that they themselves help shape future initiatives.

OUR PURPOSE

Our charity's purposes, as set out in the objects contained in the company's memorandum of association, are to advance in life, relieve the needs of and help young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of advancing them in life and developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.

ENSURING WE MEET OUR PURPOSE

We review our aims, objectives and activities annually. The review looks at what we achieved and the outcomes of our work in the previous 12 months. It looks at the success of each key activity and the benefits they have brought to those groups of people ESP Foundation is set up to help.

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In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set

SAFEGUARDING

The charity puts children and young people at the heart of all that we do, so our commitment to keeping our service users safe is paramount.

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ACHIEVEMENTS IN DELIVERING BENEFIT TO THE PUBLIC

ESP Foundation was registered on the 24th January 2020 – coinciding with the global emergence of COVID-19. COVID-19 went on to significantly restrict ESP Foundation’s plans for fundraising and growth in its first two years in existence with existing longstanding organisations with track records priorities to deliver identified interventions.

The global spread of Coronavirus had become increasingly alarming, which limited our ability to deliver face-to-face activities and community engagement ahead of the government-imposed nationwide lockdown. The health, safety and wellbeing of young people, volunteers, and those in the wider community, will always be our top priority.

As news of the pandemic developed, it became clear that our imminent community located in the North of Westminster would be amongst the hardest hit during the months to follow.

Most young people that we engage with live in and around some of the most deprived wards in the country. From their experiences of poverty, unemployment and crime, many young people we work with have low ambition for life, low self-esteem and anxiety.

cont...

We aim to support improve these aspects of their lives. In a neighbourhood of not just economic and social deprivation but a lack of public open space (4% vs a borough average of 29%), there is a need for all young people in our community to have a free-to-access space in order to play and socialise without fear, develop friendships, acquire and develop skills, and receive advice and support.

Given the history of local postcode wars we believe there is real benefit in young people mixing with those from other wards to break down barriers and help form lasting friendships, so we welcome community engagement/events from the wider area.

Our activities encompass sport, dance, skills development, education and access to aspirational career pathways. ESP Foundation's work is child-centred and promotes enjoyment, collaboration and individually tailored support towards personal development. Consultation and youth engagement started long before we were officially constituted, to establish just how much of a need there really was. This included engagement with schools, community hubs and other key stakeholders. Some of the opportunities we have led and collaborated on during the reporting period include:

EDUCATION

- Crest Academy - Prom 8 Programme delivery
- City Heights - Prom 8 Programme delivery
- Park the Proms Campaign - Student Celebrations

SPORTS

- Crest Academy - Girls Allowed Programme delivery across KS3: Girls Allowed delivered to Year 7, 8 and 9 girls at the Crest Academy. With over 100 girls in attendance each session, it enhanced both core participation and school team representatives across a range of sports.
- Kick Game x ESP FDN Give Back - Queens Park Community School: Over 100 young people were gifted with a pair of trainers for their hard work and achievements on the 'aiming high' programme delivered throughout the year.

CORPORATE SUPPORTERS



**ASOS
FOUNDATION**



**BOOHOO
CLOTHING**



AMAZON SMILE



**BENJART
CLOTHING**



GUNG HO



**NAKED TRUTH
PR**



TROPICAL VIBES



**MARKS AND
SPENCER**



NIKE



ADOBE



WAITROSE



**URBAN PUBS &
BARS**

ESP Foundation supported community events:

- Queens Park Council Community Council - Winter festival
- Queens Park Council Community Council - Big Community Lunch
- Lions Tae Kwondo Community Fundraiser Event

FINANCIAL REVIEW

- ESP Foundation's fundraising was constrained by COVID-19 in its first year of existence and this is reflected in reported financial performance.
- The financial activity for the year consisted of 23 donations aggregating to £21032.75 with outgoings aggregating to £10724.02 with a closing balance of £12879.36, all of which remain held as cash at year-end.
- As ESP Foundation has no committed future expenditure, the Trustees identify no concerns and consider the charity a going concern.

Principal Funding Sources

The charity's principal sources of funds are donations. Donations arise from individual citizens as well as corporations, and from passive approaches as well as pro-active fundraising initiatives.

All fundraising to-date has occurred in the name of ESP Foundation and has not been restricted or pledged to any specific use.

Pro Bono Support

ESP Foundation has established great relationships with corporate organisations who have pledged to offer pro bono support. This ranges from expertise to support the organisation's structural growth, to resources for programme delivery. Details will be provided in the next annual report, following individual programme delivery.

Investment Policy

At the current level of assets, ESP Foundation's investment policy is to hold all funds in immediately accessible demand deposit accounts. ESP Foundation acknowledges their obligation to ensure that donated resources are allocated to ensure maximum risk-appropriate return and will continue to evaluate all available options as ESP Foundation scales.

Reserves Policy

Currently ESP Foundation does not have future contractual expense obligations. As these arise, ESP Foundation will maintain a policy of ensuring there is 100% coverage of all future expenses by cash on account. As greater predictability of future donations and expenses occur, ESP Foundation will regularly re-evaluate Reserves Policy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

- ESP Foundation is a Charitable Incorporation Organisation and was registered on the 24th January 2020. ESP Foundation is governed by its Constitutional document dated 23rd January 2020.

Recruitment, Appointment, Induction and Training of Trustees

- Trustees are recruited in line with a skills matrix and identification of strategic needs. Candidates are sought both within internal and external networks to ensure allocation is made based on best-fit. An informal interview takes place with a minimum of two current trustees following both submission of cover letter and CV. Voting on appointment of the identified candidate then takes place at the next trustee meeting.
- ESP Foundation maintains a Register Of Interests. Trustees are required to declare any conflicts of interest, as well as commit to do so on an ongoing basis should they arise. The Register is updated at least annually.
- All Trustees of ESP Foundation are provided an Induction Pack including information regarding Trustee Duties, Good Trustee Guide, Code Of Conduct, Conflict of Interest, Indemnity and Meetings.
- ESP Foundation maintains a Safeguarding Policy and this is shared with each Trustee. ESP Foundation acknowledges its duty to act appropriately to any allegations, reports, or suspicions of abuse in a professional and prompt manner. Our Safeguarding and Child Protection policy was reviewed in 2020 to make sure ESP Foundation promotes best practice, and works in a way that prevents harm of any sort, including bullying, abuse, and coercion, and that staff, volunteers and partners recognize when this may be happening and what to do about it. Staff, unsupervised volunteers, and youth work contractors are required to obtain an enhanced DBS certificate, with a repeat DBS check obtained for all staff, qualifying volunteers and Trustees every three years.

Risk Management

- The principal risk facing ESP Foundation is disruption caused by COVID-19.

- COVID-19 introduces barriers to social engagement and ESP Foundation will need to adapt to new methods in order to continue to influence and support the youth upon whom ESP Foundation is focussed. The barriers introduced by COVID-19 also means that the normal path of fundraising cannot be followed and we will need to engage with donors through different channels.

ESP Foundation is volunteer-based and as such is reliant on the continued availability of our volunteers.

ESP Foundation implement a dual-signatory requirement on all bank payments. Paired with continuous monitoring of bank accounts and transactions, ESP Foundation is confident its financial assets are appropriately secure.

ESP Foundation continuously monitor its liquidity position and is mindful to consider future financial obligations balanced against available sources.

ESP Foundation acknowledges that as it scales, banking security, accurate cash flow projections and prudent management of liquidity will be of paramount importance.

Organisational Structure

At the end of the reporting period, consistent with ESP Foundation's constitution, the members of the CIO were the 6 appointed Trustees from a variety of professional backgrounds relevant to the work of the charity.

The Trustees manage the affairs of the CIO and for that purpose exercise all the powers of the CIO. The Trustees delegate additional operational responsibilities to the Honorary Chairperson and Honorary Treasurer (Currently recruiting for this position). The Trustees meet formally at least quarterly and further as needed.

STATEMENT OF FINANCIAL ACTIVITIES

**(AGGREGATED)
FOR THE PERIOD ENDING
31ST MARCH 2022**

All values in **GBP**

	Unrestricted Funds FYE22	Restricted Funds FYE22	Total Funds FYE22	Total Funds FYE21
Incoming Resources				
Donations and legacies	21032.75	-	21032.75	2570.63
Charitable activities	-	-	-	-
Other trading activities	-	-	-	-
Investments	-	-	-	-
Total Incoming Resources	21032.75	-	21032.75	2570.63
Resources Expended				
Fundraising expenses	-	-	-	-
Charitable activities	(10724.02)	-	(10724.02)	-
Administration and Management	-	-	-	-
	-	-	-	-
Net income/(expenditure)	-	-	-	-
Total funds brought forward	-	-	-	-
Total funds carried forward	12879.36	-	12879.36	2570.63

BALANCE SHEET

**(AGGREGATED)
AS OF 31ST MARCH 2022**

All values in **GBP**

	Unrestricted Funds FYE22	Restricted Funds FYE22	Total Funds FYE22	Total Funds FYE21
Fixed Assets				
Intangible Assets	-	-	-	-
Tangible Assets	-	-	-	-
	-	-	-	-
Current Assets				
Debtors	-	-	-	-
Cash	12879.36	-	12879.36	2570.63
	12879.36	-	12879.36	2570.63
Current Liabilities	-	-	-	-
Net Current Assets	12879.36	-	12879.36	2570.63
Net Assets	12879.36	-	12879.36	2570.63

CASH FLOW STATEMENT

**(AGGREGATED)
FOR THE PERIOD ENDING
31ST MARCH 2022**

All values in GBP	Unrestricted Funds FYE22	Restricted Funds FYE22	Total Funds FYE22	Total Funds FYE21
Net Income	21032.75	-	21032.75	2570.63
Non-cash Adjustments	-	-	-	-
Net cash from Operating Activities	21032.75	-	21032.75	2570.63
Net cash from Investing Activities	-	-	-	-
Net cash from Financing Activities	-	-	-	-
Net change in cash during the period	(10724.02)	-	(10724.02)	-
Cash at beginning of period	-	-	-	-
Cash at end of period	12879.36	-	12879.36	2570.63

Notes forming part of the Financial Statements for the period ending 31 March 2022

1. Accounting Policies

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 1985 and the Statement of Recommended Practice: Accounting and Reporting by Charities issued in March 2005.

(b) Fund accounting

- Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.
- Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.



ESP FDN

EDUCATION | SPORT | POLICY

Contact us at: espfoundation1@gmail.com

ESP FOUNDATION

England & Wales - Charity number 1187561

Accounts

ESP FDN

Education | Sports | Politics

Annual Report for the period ending
31st March 2021

ESP Foundation

www.espfoundation.co.uk

Charity number 1187561

Registered with the Charity Commission for England and Wales

CHARITY NUMBER

1187561

TRUSTEES

Tiaitu Mckenzie

Eartha Pond

Richard Spencer

Chantelle White

Roderick Alexander (appointed 10th January 2021)

Dawn Osborne (appointed 29th March 2021)

Martinah Chanda (resigned 3rd February 2021)

Rushelle Coleman (resigned 31st March 2021)

HONORARY CHAIRPERSON

Dawn Osborne

HONORARY TREASURER

Roderick Alexander

The Trustees present their report with the financial statements for the period from incorporation on the 24th January 2020 and ending 31 March 2021. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the provision of section 1A 'Small Entities' of Financial Reporting Standard 102.

Education

“Key underachieving groups feel the curriculum lacks relevance to their lives” — Demie and Lewis (2014)

“Exclusion is a marker for increased risk of being a victim and perpetrator of crime. I am clear that engagement with and success in education is a protective factor for children. – Rt. Hon Damian Hinds MP (Former Secretary of State for Education)

ESP Foundation believes education happens in all settings and surroundings we engage in on a daily basis. This is not exclusive to a school environment, but places such as the home, the community and through personal/religious beliefs.

ESP Foundation delivers **bespoke initiatives** and sign-posting working towards every child accessing a quality education. We believe that education has the power to transform the lives of young people and the wider community

What is Prom 8?

A high-quality educational intervention that inspires pupils beyond their everyday experiences. Prom 8 considers the society in which it operates and seeks to benefit the wider community.

Mission: *To support underachieving pupils make progress and remain in school*

Method: *Inspiring pupils through hero recognition*



Sport

"Sport has the power to change the world. It has the power to inspire. It has the power to unite people in a way that little else does. It speaks to youth in a language they understand. Sport can create hope where once there was only despair" — Nelson Mandela

ESP Foundation delivers this concept through game-changing initiatives such as **Girls Allowed**, community enrichment and **competition opportunities** for boys and girls.

With vast experience in grassroots and professional sports as organisers and participants, ESP Foundation is well equipped to connect the relevant dots to keep participants active.

What is Girls Allowed?

Girls Allowed is a safe space for girls to be active through a range of multi-sports, that engage the disengaged alongside helping to build physical literacy & life skills such as teamwork, resilience & communication.

Why...

Removing a participation barrier by equipping girls with sports bras, Girls Allowed help facilitates the enjoyment of regular physical activity. A sports bra is key to unlocking the ability to just keep moving and should be a non-negotiable item on every Schools PE Kit list from Key Stage 2.



How...

Engaging in a carousel including a mixture of traditional and non-traditional sports such as Football, Bounce, Table Tennis, Roller-Skating and much more, we keep the girls moving with a badass DJ keeping the vibe non-stop.

When...

Joined monthly by athletes, influencers and even normal class teachers from time-to-time, all trying to get in on the action packed fun session! Through Girls Allowed we can, we must and we will ensure all girls feel stronger with support!

Politics

Politics has always lacked engagement and been a very controversial topic amongst young people.

Yet the results of votes impact the entire nation, its future and its relationships with surrounding countries.

ESP Foundation is dedicated to giving the **youth a voice** and providing an insight to the importance of politics. Through workshops and collaborations with existing **organisations** we equip young people with the skills needed to successfully implement social change. Through our engagements as facilitators, ESP Foundation is able to link young people with **local organisations** to gain insight to becoming more politically active.

Health

Young people said that the most urgent thing the NHS needs to improve for children and young people is **increasing mental health services (41%)** and **improving how easy it is to see a doctor when you need to (21%)**. The NHS Youth Forum highlighted the need for improved mental health training for staff and improved flexibility for young people to access services.

<https://www.youngpeopleshealth.org.uk>

Climate Change

The majority of young people believe that government (46.9%) and businesses (25.2%) have the biggest responsibility for tackling the climate and nature emergencies.

62% of respondents felt that businesses are not doing enough, and 71% felt that the UK Government are not doing enough to tackle the climate and nature emergencies.

Just over half are either very hopeful (14.6%) or hopeful (37.6%) that people in the UK can help find a solution.

Geographers for Life (Dec, 2019)

Knife Crime

A mixture of both boys and girls from different ethnic backgrounds and different parts of London with no experience of being a victim or perpetrator gave suggestions on ways to reduce knife crime.

Coram (Sep 2019)

ESP FDN

OUR PURPOSE

Our charity's purposes, as set out in the objects contained in the company's memorandum of association, are to advance in life, relieve the needs of and help young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of advancing them in life and developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.

ENSURING WE MEET OUR PURPOSE

We review our aims, objectives and activities annually. The review looks at what we achieved and the outcomes of our work in the previous 12 months. It looks at the success of each key activity and the benefits they have brought to those groups of people ESP Foundation is set up to help.

The review also helps us ensure our aims, objectives and activities remain focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

SAFEGUARDING

The charity puts children and young people at the heart of all that we do, so our commitment to keeping our service users safe is paramount.

ESP Foundation acknowledges its duty to act appropriately to any allegations, reports, or suspicions of abuse in a professional and speedy manner.

Our Safeguarding and Child Protection policy was reviewed in 2020 to make sure ESP Foundation promotes best practice, and works in a way that prevents harm of any sort, including bullying, abuse, and coercion, and that staff, volunteers and partners recognize when this may be happening and what to do about it.

Staff, unsupervised volunteers, and youth work contractors are required to obtain an enhanced DBS certificate, with a repeat DBS check obtained for all staff, qualifying volunteers and Trustees every three years.

ACHIEVEMENTS IN DELIVERING BENEFIT TO THE PUBLIC

ESP Foundation was registered on the 24th January 2020 – coinciding with the global emergence of COVID-19. COVID-19 went on to significantly restrict ESP Foundation’s plans for fundraising and growth in its first year in existence with existing longstanding organisations with track records priorities to deliver identified interventions.

The global spread of Coronavirus had become increasingly alarming, which limited our ability to deliver face-to-face activities and community engagement ahead of the government-imposed nationwide lockdown. The health, safety and wellbeing of young people, volunteers, and those in the wider community, will always be our top priority.

As news of the pandemic developed, it became clear that our imminent community located in the North of Westminster would be amongst the hardest hit during the months to follow.

Most young people that we engage with live in and around some of the [most deprived wards](#) in the country. From their experiences of poverty, unemployment and crime, many young people we work with have low ambition for life, low self-esteem and anxiety. We aim to support improve these aspects of their lives. In a neighbourhood of not just economic and social deprivation but a lack of public open space (4% vs a borough average of 29%), there is a need for all young people in our community to have a free-to-access space in order to play and socialise without fear, develop friendships, acquire and develop skills, and receive advice and support.

Given the history of local postcode wars we believe there is real benefit in young people mixing with those from other wards to break down barriers and help form lasting friendships, so we welcome community engagement/events from the wider area.

Our activities encompass sport, dance, skills development, education and access to aspirational career pathways. ESP Foundation’s work is child-centred and promotes enjoyment, collaboration and individually tailored support towards personal development. Consultation and youth engagement started long before we were officially constituted, to establish just how much of a need there really was. This included engagement with schools, community hubs and other key stakeholders. Some of the opportunities we have led and collaborated on during the reporting period include:

Virgin Media / Adam & Eve DDB commercial (Apr 20) – As the nation found itself locked down, ESP Foundation collaborated with a local advertising agency to bring together young people to create an [advert](#) to help raise the spirits of the nation.

Prom 8 Education Programme (Sep 20) – Collaborating with corporate organisations to on-board heroes to celebrate the efforts of young people across schools enrolled in London.

Lockdown Log In (Jan 21) – As schools locked down again for the new year, ESP Foundation delivered motivation to young fans across schools in London through a weekly online session with [influencers](#) to discuss the impact of lockdown and life experiences.

A legacy of positive impact:

ESP Foundation is the formalisation and incorporation of a legacy that has been delivering public benefit for many years. Below, evidence of what those involved in the establishment of ESP Foundation previously delivered:

Stormzy Book Launch (Nov 18) – Providing young people with the opportunity to experience being in corporate spaces such as the Barbican Centre and accessing keynotes from Malorie Blackman and Stormzy. As well as literary expert Akala on historical facts and aspirational models in navigating the 21st century.



London Youth Games Launch (Apr 19) – Participate in the partnership of Nike London and the London Youth Games alongside sporting heroes across the breath of sporting disciplines.

Stronger with Support (Aug 19) – Engaging young females with breast and bra education. Joined by admired artist Ms Banks girls participated in an educational session around movement, life choices/habits and the benefits of physical activity on overall well-being.



Nike World Record Tag Event (Sep 19) – Bringing London’s communities together through the vehicle of sport. Young people from both schools and youth club settings were given the opportunity to attempt a world record and promote well-being amongst Londoners.



ITV Newsroom Day (Oct 19) – Aspirational careers day, accessing the media industry through work experience on set across the various rolls available as part of production. This was accessed both by community groups and school partners, helping to continue promote the range of careers available both locally and nationally.



FINANCIAL REVIEW

ESP Foundation's fundraising was constrained by COVID-19 in its first year of existence and this is reflected in reported financial performance. The only financial activity for the year consisted of 6 donations aggregating to £2,571 and all of which remain held as cash at year-end.

As ESP Foundation has no committed future expenditure, the Trustees identify no concerns and consider the charity a going concern.

Principal Funding Sources

The charity's principal sources of funds are donations. Donations arise from individual citizens as well as corporations, and from passive approaches as well as pro-active fundraising initiatives.

All fundraising to-date has occurred in the name of ESP Foundation and has not been restricted or pledged to any specific use.

Pro Bono Support

ESP Foundation has established great relationships with corporate organisations who have pledged to offer pro bono support. This ranges from expertise to support the organisation's structural growth, to resources for programme delivery. Details will be provided in the next annual report, following individual programme delivery.

Investment Policy

At the current level of assets, ESP Foundation's investment policy is to hold all funds in immediately accessible demand deposit accounts. ESP Foundation acknowledges their obligation to ensure that donated resources are allocated to ensure maximum risk-appropriate return and will continue to evaluate all available options as ESP Foundation scales.

Reserves Policy

Currently ESP Foundation does not have future contractual expense obligations. As these arise, ESP Foundation will maintain a policy of ensuring there is 100% coverage of all future expenses by cash on account. As greater predictability of future donations and expenses occur, ESP Foundation will regularly re-evaluate Reserves Policy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

ESP Foundation is a Charitable Incorporation Organisation and was registered on the 24th January 2020. ESP Foundation is governed by its Constitutional document dated 23rd January 2020.

Recruitment, Appointment, Induction and Training of Trustees

Trustees are recruited in line with a skills matrix and identification of strategic needs. Candidates are sought both within internal and external networks to ensure allocation is made based on best-fit. An informal interview takes place with a minimum of two current trustees following both submission of cover letter and CV. Voting on appointment of the identified candidate then takes place at the next trustee meeting.

ESP Foundation maintains a Register Of Interests. Trustees are required to declare any conflicts of interest, as well as commit to do so on an ongoing basis should they arise. The Register is updated at least annually.

All Trustees of ESP Foundation are provided an Induction Pack including information regarding Trustee Duties, Good Trustee Guide, Code Of Conduct, Conflict of Interest, Indemnity and Meetings.

ESP Foundation maintains a Safeguarding Policy and this is shared with each Trustee. ESP Foundation acknowledges its duty to act appropriately to any allegations, reports, or suspicions of abuse in a professional and prompt manner. Our Safeguarding and Child Protection policy was reviewed in 2020 to make sure ESP Foundation promotes best practice, and works in a way that prevents harm of any sort, including bullying, abuse, and coercion, and that staff, volunteers and partners recognize when this may be happening and what to do about it. Staff, unsupervised volunteers, and youth work contractors are required to obtain an enhanced DBS certificate, with a repeat DBS check obtained for all staff, qualifying volunteers and Trustees every three years.

Risk Management

The principal risk facing ESP Foundation is disruption caused by COVID-19. COVID-19 introduces barriers to social engagement and ESP Foundation will need to adapt to new methods in order to continue to influence and support the youth upon whom ESP Foundation is focussed. The barriers introduced by COVID-19 also means that the normal path of fundraising can not be followed and we will need to engage with donors through different channels.

ESP Foundation is volunteer-based and as such is reliant on the continued availability of our volunteers.

ESP Foundation implement a dual-signatory requirement on all bank payments. Paired with continuous monitoring of bank accounts and transactions, ESP Foundation is confident its financial assets are appropriately secure.

ESP Foundation continuously monitor its liquidity position and is mindful to consider future financial obligations balanced against available sources.

ESP Foundation acknowledges that as it scales, banking security, accurate cash flow projections and prudent management of liquidity will be of paramount importance.

Organisational Structure

At the end of the reporting period, consistent with ESP Foundation's constitution, the members of the CIO were the 6 currently appointed Trustees from a variety of professional backgrounds relevant to the work of the charity. The Trustees manage the affairs of the CIO and for that purpose exercise all the powers of the CIO. The Trustees delegate additional operational responsibilities to the Honorary Chairperson and Honorary Treasurer. The Trustees meet formally at least quarterly and further as needed.

Statement of Financial Activities

for the period ending 31st March 2021

All values in **GBP**

	Unrestricted Funds FYE21	Restricted Funds FYE21	Total Funds FYE21	Total Funds FYE20
Incoming Resources				
Donations and legacies	2,571	-	2,571	-
Charitable activities	-	-	-	-
Other trading activities	-	-	-	-
Investments	-	-	-	-
Total Incoming Resources	2,571	-	2,571	-
Resources Expended				
Fundraising expenses	-	-	-	-
Charitable activities	-	-	-	-
Administration and Management	-	-	-	-
	-	-	-	-
Net income/(expenditure)	2,571	-	2,571	-
Total funds brought forward	-	-	-	-
Total funds carried forward	2,571	-	2,571	-

Balance Sheet

as of 31st March 2021

All values in GBP	Unrestricted Funds FYE21	Restricted Funds FYE21	Total Funds FYE21	Total Funds FYE20
Fixed Assets				
Intangible Assets	-	-	-	-
Tangible Assets	-	-	-	-
	-	-	-	-
Current Assets				
Debtors	-	-	-	-
Cash	2,571	-	2,571	-
	2,571	-	2,571	-
Current Liabilities				
	-	-	-	-
Net Current Assets				
	2,571	-	2,571	-
Net Assets				
	2,571	-	2,571	-

Cash Flow Statement

for the period ending 31st March 2021

All values in GBP	Unrestricted Funds FYE21	Restricted Funds FYE21	Total Funds FYE21	Total Funds FYE20
Net Income	2,571	-	2,571	-
Non-cash Adjustments	-	-	-	-
Net cash from Operating Activities	2,571	-	2,571	-
Net cash from Investing Activities	-	-	-	-
Net cash from Financing Activities	-	-	-	-
Net change in cash during the period	2,571	-	2,571	-
Cash at beginning of period	-	-	-	-
Cash at end of period	2,571	-	2,571	-

Notes forming part of the Financial Statements for the period ending 31 March 2021

1. Accounting Policies

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 1985 and the Statement of Recommended Practice: Accounting and Reporting by Charities issued in March 2005.

(b) Fund accounting

- Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.
- Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Education | Sports | Politics

**ESP
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