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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.





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

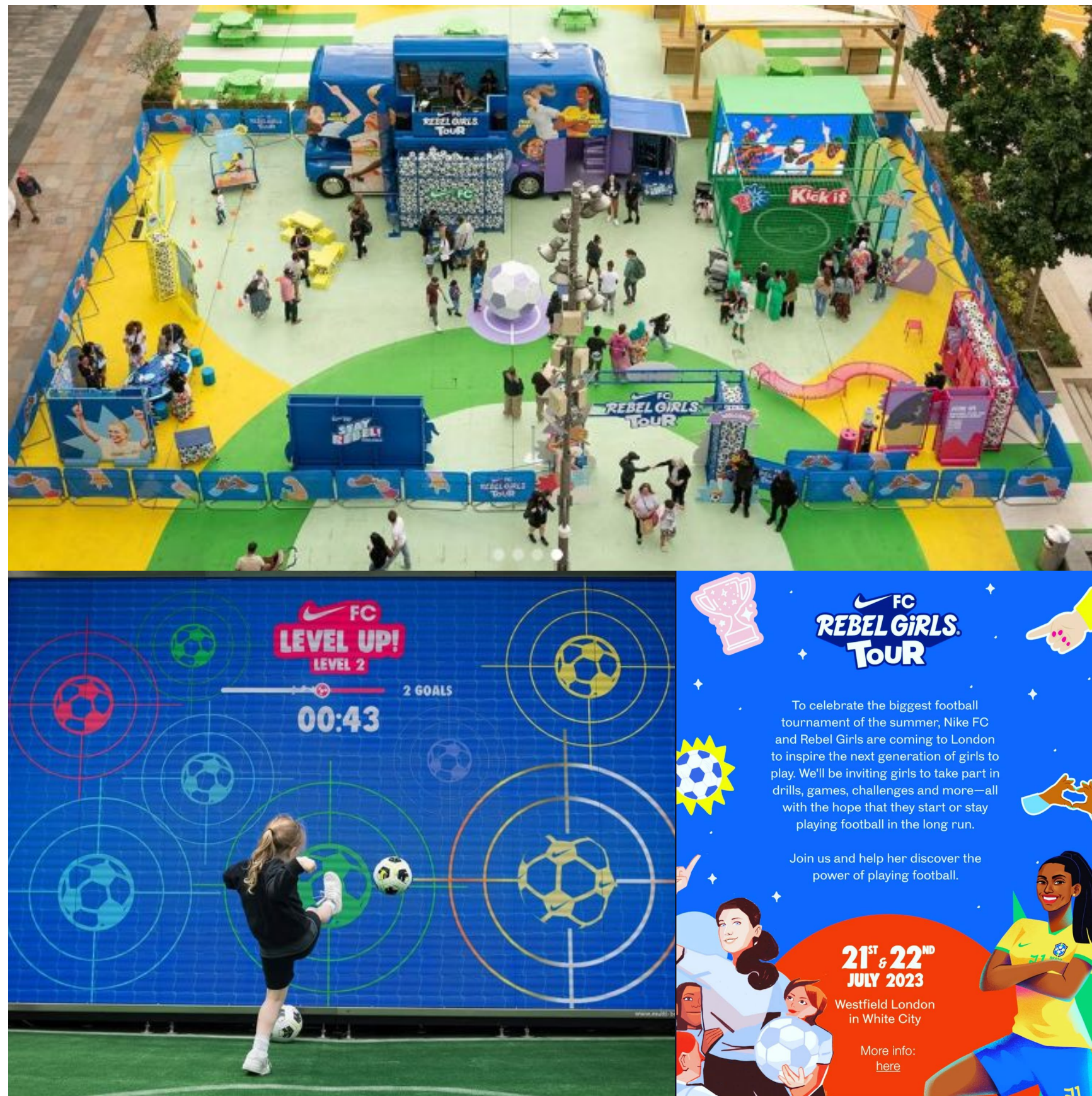


Jawahir 'JJ' Roble was awarded an MBE in the 2023 New Year's Honours list in recognition of her exceptional contributions to football and charity. As Britain's first registered female Muslim football referee, JJ has become a pioneering figure in the sport, especially for women and girls in football. 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.


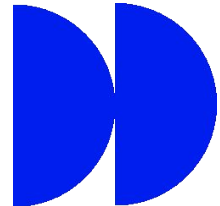
The foundation's involvement in the event went beyond simply attending—it also underscored its broader mission of promoting social inclusion and strengthening relationships across different cultures and faiths. Hosting the Lord Mayor added an extra layer of significance to the evening, reinforcing the 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”

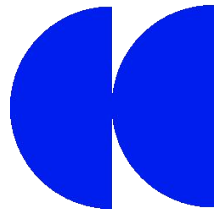
Participant (16)

“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



"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."

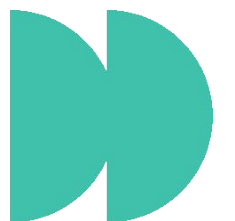
"Before the SATs you have supported our girls with such positivity that they reminded each other of your encouragement on day one of the tests, and that really helped our girls face the exam with a positive mindset."

"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

"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

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



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.

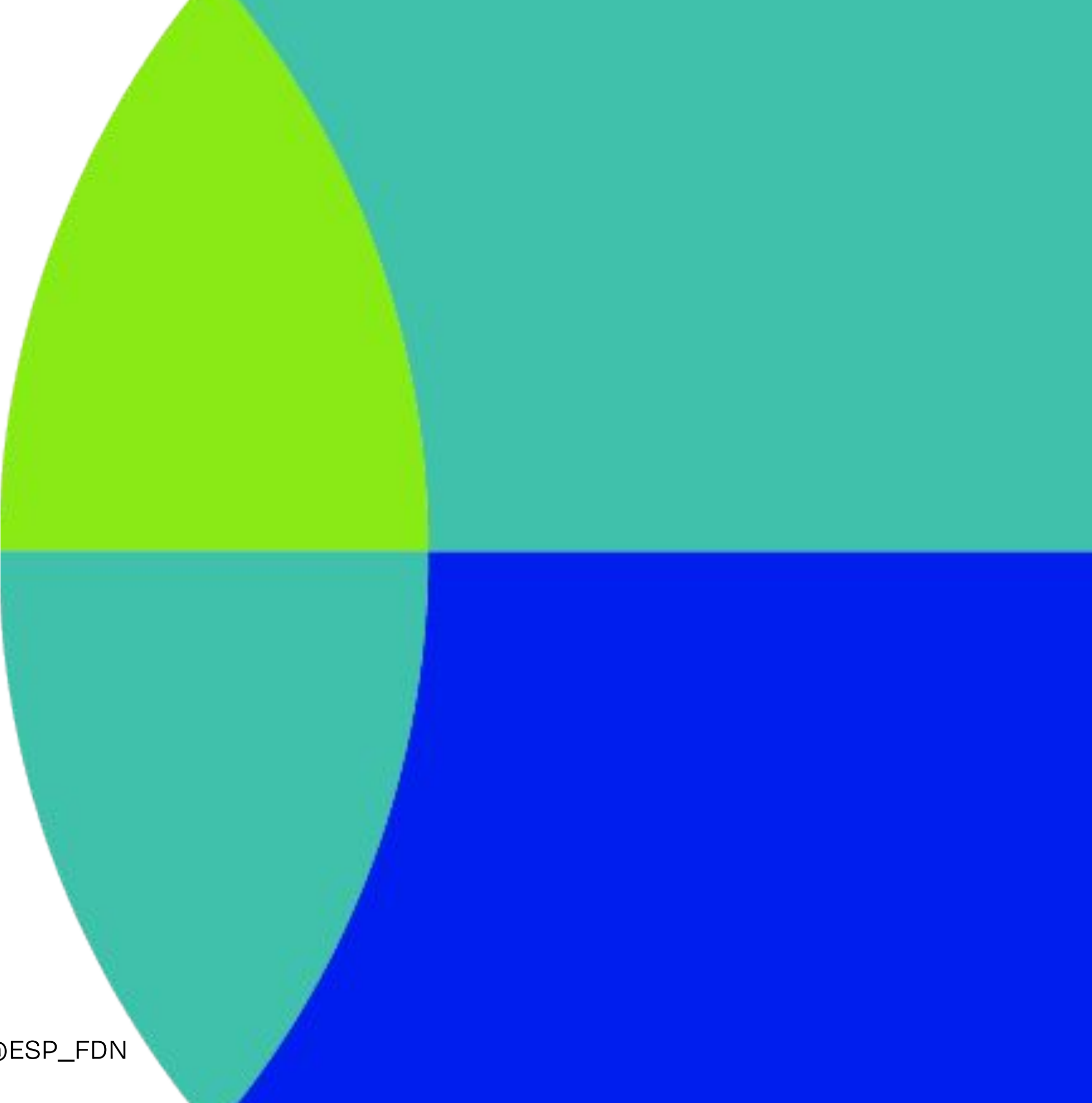
Structure, Governance and Management

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!

