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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

<p>Young Ambassador Remaya</p> <p>Favourite Subject: PE and Art</p> <p>Favourite Sport: Football</p> <p>One thing misunderstood about young people:</p> <p>We don't just want experiences, we want access to understand the business.</p>	<p>Young Ambassador Jahzhinio</p> <p>Favourite Subject: Graphic Design</p> <p>Favourite Sport: E-Sports</p> <p>One thing misunderstood about young people:</p> <p>We love to lead, but only when given the chance and right support.</p>	<p>Young Ambassador Olivia</p> <p>Favourite Subject: Maths</p> <p>Favourite Sport: Football</p> <p>One thing misunderstood about young people:</p> <p>We struggle with our mental health but some of us show it in non conventional ways.</p>	<p>Young Ambassador Rdwan</p> <p>Favourite Subject: Physical Education</p> <p>Favourite Sport: Football</p> <p>One thing misunderstood about young people:</p> <p>We always give respect when it's earned and kids gathering doesn't instantly equal a gang.</p>
<p>Young Ambassador Julia</p> <p>Favourite Subject: Maths</p> <p>Favourite Sport: Football</p> <p>One thing misunderstood about young people:</p> <p>We don't care/are unbothered but we do care deeply, we just show it differently to how some may expect.</p>	<p>Young Ambassador Melyssa</p> <p>Favourite Subject: Maths</p> <p>Favourite Sport: Swimming & Football</p> <p>One thing misunderstood about young people:</p> <p>We are too immature to understand certain concepts of life.</p>	<p>Young Ambassador Rochanna</p> <p>Favourite Subject: PE</p> <p>Favourite Sport: Football</p> <p>One thing misunderstood about young people:</p> <p>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.</p>	<p>Young Ambassador Kayla</p> <p>Favourite Subject: Sociology and Maths</p> <p>Favourite Sport: Dance and Rollerskating</p> <p>One thing misunderstood about young people:</p> <p>We have no aspirations.</p>

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

The background of the slide features a blue-tinted photograph of a soccer match. A player in a dark jersey is in the foreground, reaching out towards a player in a white and black striped jersey. The image is overlaid with a grid of white lines, including a large circle on the right side and a vertical line near the center.



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.

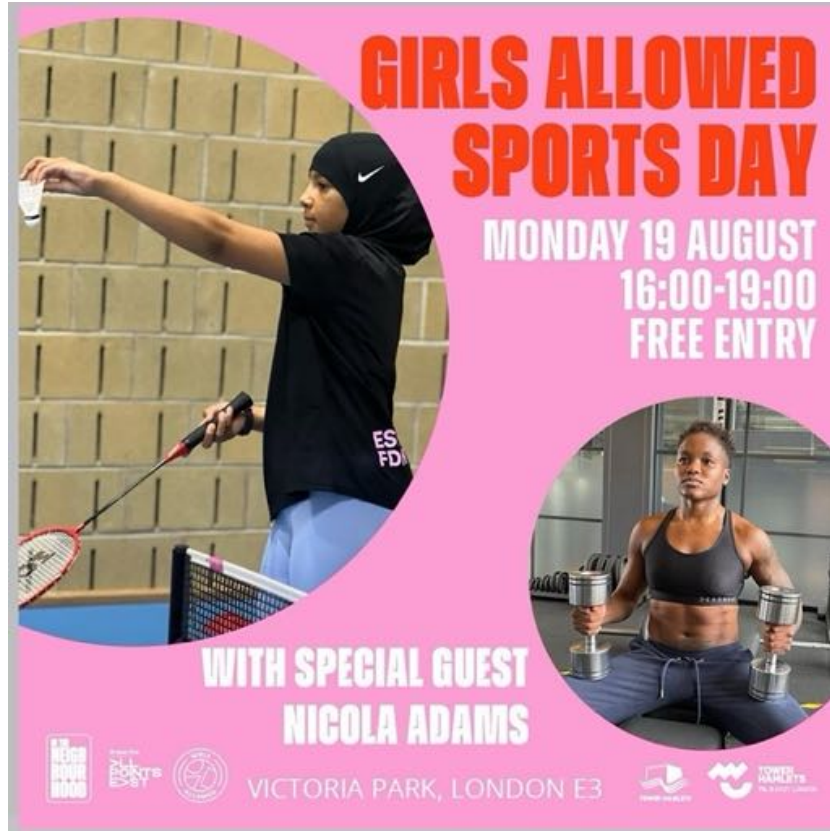
The pilot was designed to be welcoming and pressure-free, combining gentle movement with opportunities for conversation and social interaction. By removing common barriers such as confidence, time constraints and fear of judgement. The session enabled participants to engage at their own pace in a relaxed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

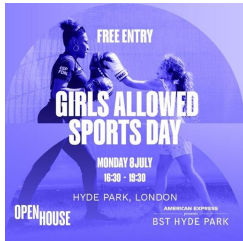


During the summer period, Girls Allowed extended its reach beyond traditional delivery settings by activating at major London festivals, including **British Summer Time** and **All Points East**. These large-scale cultural events provided an opportunity to engage with diverse audiences in informal, high-energy 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.

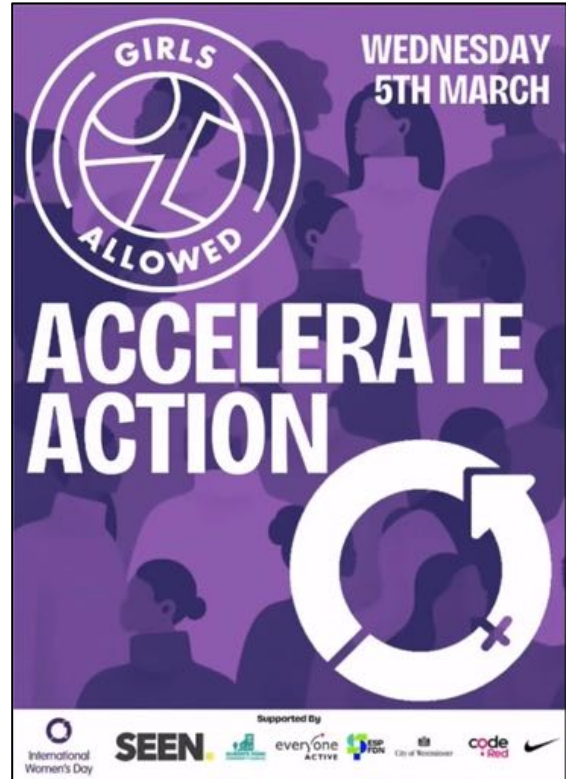
At this event, Girls Allowed delivered a targeted **breast health workshop** alongside **sports bra fittings**, in partnership with **Nike** and community partners, to provide education and practical support for girls and young women participating in sport. This work reflected Nike’s broader commitment 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.

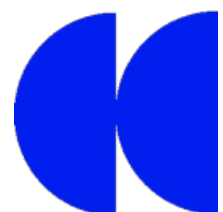
The invitation was extended as a thank you for the contribution Girls Allowed made at the Premier League Kicks event in Derby, recognising the programme's delivery of breast health education and sports bra fittings that supported girls' overall participation in sport.

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.



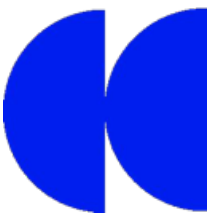


I just wanted to write a few words to say a huge THANK YOU to you and your team. You had a fantastic impact on all the girls that have attended the weekly sessions. Here are a few examples of what I have witnessed over the course of the year:

- 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

A group of young people, mostly of South Asian descent, are gathered in a circle on a grassy field. They are all wearing dark-colored t-shirts with a circular logo on the back. Many of them have their arms raised in the air, some with open palms and others with fingers spread, suggesting a celebratory or energetic group activity. The background shows a line of trees and a clear sky. The entire image has a green color overlay.

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 sports uniforms with a Nike logo and a circular emblem. The background shows a basketball court with a number '1' on the wall. The image is overlaid with a green tint.

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

