



theMovement
Trustees' Annual Report
1st March 2021- 28th Feb 2022

Signed off by Fiona Roberts [Founder & CEO]:

A handwritten signature in black ink, appearing to be 'FR', written over a horizontal line.

theMovement Charity

Report of the Trustees for the year ended 28th February 2022

Reference and Administrative Information

Charity Name: theMovement

Charity registration number: 1187782

Registered Office: Kemp House

152-160 City Road

London EC1V 2NX

Board of Trustees:

Mr Robin Barden Chair

Mr Ben Hingston Treasurer

Mrs Elizabeth Morris Secretary

Mrs Becky Marlow

Mrs Ruth Le Fric

Ms Hara Markos

Senior Management Team:

Mrs Fiona Roberts Chief Executive Officer

Structure, Governance & Management

Governing Document: Constitution

How Charity is Constituted: Charitable Incorporated Organisation

Trustee Selection Method:

When selecting new trustees we will look to recruit people of suitable experience that fill identified gaps in the knowledge and expertise of the existing trustees. theMovement finds and appoints new Trustees through word of mouth and public advertisements, and the suitability of new trustees is assessed through due diligence and a meeting with the CEO and Chair of Trustees. All new Trustees are provided with a copy of the Constitution and the most recent Trustees' Annual Report & Financial Statements.

Purpose of the Movement

Our purposes of the charity as set out in our constitution:

“The relief of women who are in need by reason of their social or economic disadvantage including homelessness; or who have experiences or are at risk of experiencing domestic or other forms of violence, by the provision of access to physical exercise.”

Executive Summary

theMovement was first conceived in recognition that the needs of women within the local community who had suffered significant trauma, were not being sufficiently met. Fiona, our founder, felt moved to combine her passions for social justice and fitness to create theMovement. We exist to restore every woman's right to exercise.

Following our previous year's focus of establishing our foundations as a charity, this year we have been building on these foundations and growing our work in a number of ways. We have continued to adapt to the unforeseen challenges brought about by the Covid-19 pandemic, but despite these challenges, we are proud to have grown significantly and continue to strategise new ways we can break down barriers to exercise for women experiencing multiple disadvantages.

This year we have provided 356 trauma informed exercise sessions to 92 service users. To date we have provided training on a trauma informed approach to exercise to 38 volunteer instructors and are currently partnered with 14 different charities where our volunteer instructors provide safe and supportive weekly exercise opportunities for women experiencing multiple disadvantages.

It has been so encouraging to receive interest from so many fitness professionals interested in volunteering their time and to consistently receive feedback from charity partners affirming the positive impact of our services on the wellbeing of their clients. The waiting list for our services, both in London and nationally, is evidence of the need there is for trauma informed exercise opportunities for women experiencing multiple disadvantages.

Successful grant applications, the generosity of supporters' monthly donations and our weekly fundraising classes has enabled theMovement to continue to grow. It has been so encouraging to receive interest from so many fitness professionals interested in volunteering their time and to consistently receive feedback from charity partners affirming the positive impact of our services on the wellbeing of their clients.

We look forward to continuing to develop and grow our services in the coming years with plans to increase our staff team, extend our geographical reach and the launch of our CPD. The aim of the CPD is to resource an even greater section of the fitness industry with tools to become more trauma aware and informed so that together we may support an even greater number of women into exercise.

We are incredibly grateful to the support and commitment of our volunteer team and supporters, we could not do this vital work without them.

Our Objectives

Women facing multiple disadvantages are all too often unable to access the many benefits of exercise due to lack of resources, opportunity and awareness of their needs - including awareness of the impact of trauma.

theMovement provides women experiencing multiple disadvantages with trauma informed exercise opportunities across London. We do this by training exercise professionals in a trauma informed approach, before matching them with partner charities where they volunteer weekly to provide appropriately led exercise classes. We also ensure participants have access to appropriate clothing, footwear and equipment. These safe, autonomous and supportive spaces enable women to access health-promoting exercise: increasing well being and sense of purpose. We work to restore every woman's right to exercise.

The beneficiaries of theMOVEMENT are women of very low socio-economic status who have experienced multiple disadvantages. These disadvantages often include an overlap of poverty, adverse mental health and, simultaneously, a persistent exposure to traumatic situations.

A study by Women in Sport has shown that women of low socio-economic status are the least likely group to be sufficiently physically active and, therefore, benefit from the multiple advantages that exercise can bring, in particular the positive impact of exercise on mental health. This and other linked barriers, which include vulnerable living situations, lack of finances, social stigma, low confidence, and the extensive impacts of trauma itself, combine to create a major inequality in society where women who have experienced persistent exposure to trauma are significantly less likely to access one of the most powerful strategies available to them: exercise.

Our objectives as a charity are to:

1. Establish a platform for personal trainers to work with charities that support women with multiple disadvantages
2. Provide relevant trauma awareness training for fitness professionals

3. Partner with agencies and interested bodies to advocate for the benefits of exercise for women with multiple disadvantages

Our objectives for our second year, as laid out in our July 2019 strategy document, were the following:

- Employ a full time CEO to enable further growth as a charity
- Develop a coherent strategy as a foundation for national growth
- Develop 'A Trauma Informed Approach to Exercise Provision' CPD

These objectives were set to facilitate progress towards our Year 3 goals, contained in our December 2019 strategy document. These goals are to have: a minimum 50 contact hours a week across all London charity partners; 100 fitness professionals having completed trauma awareness training provided by theMovement; and to partner with three national advocacy groups.

In planning our activities for the period, we have been mindful of the Charity Commission's general guidance on public benefit and prevention and relief of poverty for the public benefit. The trustees always ensure that theMovement's activities are in line with our charitable objectives.

Our Achievements

This year, despite the unforeseen challenges of the continued Covid-19 pandemic, we are delighted to have successfully fulfilled our objectives for the year.

Due to the great need for our services, we experienced a large growth quickly at the start of 2021. It was crucial to us that any continued growth was sustainable and supported by a staff structure that could facilitate trauma informed care of service users and the volunteers who work with them. We therefore made the decision to pause our plan for further volunteer instructor intakes until we were able to increase our part time CEO's hours to full time.

Despite this pause, theMovement has been able to provide 356 trauma informed exercise sessions this year. This shows incredible growth from the 28 sessions we provided in the previous year. This year we have had 115 women register for our services and 92 service users attend at least one exercise session. 8 women signed up are due to start classes in the beginning months of 22-23.

Following some fundraising success, our CEO was able to increase her hours to full time from the start of November 2021. As a result and in line with our initial decision to pause intake until the increase in staffing hours, we then conducted a successful volunteer intake in November. This was welcomed by our charity partners who were keen for new sessions to start as soon as possible.

Our November volunteer intake saw 15 fitness professionals joining our volunteer team. It was exciting to be able to lead our first in person volunteer training event and we received excellent feedback from our new volunteer instructors. 100% of the November intake rated the training as excellent and stated that as a result they felt better equipped to provide trauma informed exercise opportunities.. As we ended this year, 13 of the 15 volunteer instructors are now matched with local charity partners.

As part of this intake we welcomed two Oxford based fitness professionals. This forms a trial for the national expansion we are planning in 2022 and enables us to finalise our strategy for this growth and address any unforeseen issues that may arise.

From the conception of theMovement we have prioritised centring the service user voice in

shaping what theMovement is and how it works. We were delighted to invite Hara Markos onto our trustee board in July 2021. Hara's desire to be part of theMovement stemmed from using the charitable services offered to her after surviving 15 months of Domestic Violence. She now wants to be able to provide support to women through fitness, as this was something which helped her get through her difficult times.

We have also been able to expand our charity partners and are now working with 14 charity partners to provide exercise opportunities to women experiencing multiple disadvantages across London.

As many of our service users have experienced poverty and/or homelessness, one barrier to exercise can be suitable clothing and footwear. This year we have provided 370 pieces of exercise clothing, footwear and equipment to service users. We are so grateful for clothing donations, such as My Gym Wardrobe, Tyna Active and Spanx Active, in making this possible. One charity partner commented that "The provision of clothing hugely boosted the confidence of women and made it more likely they attended the classes".

Our organisation is still the only charity known to us that partners with charities to provide free trauma informed exercise opportunities with women experiencing multiple disadvantages.

Our Impact and Value

This year we have invited service users to feedback about our services, both informally and through our service user feedback form.

From the service users who completed our feedback form, 100% have said that the sessions helped them to increase the amount of exercise they do. 88% of participants added that the sessions have been beneficial to their mental health and/or confidence.

It has been really encouraging to receive positive feedback from the women attending our sessions. Here is some of the feedback we have received from the women attending theMovement sessions:

“Since joining theMovement have gain confidence in exercise and looking after me I feel so light both mentally and physically and because of theMovement am doing more I joined a local fitness group and I feel so happy doing it thats the first for me. I feel happy in myself. Thank so much all the team of theMovement for helping through the journey of finding myself, Im very grateful for this.”

“It is time to focus on my body and my emotions”

“The session makes me feel better just being there”

“theMovement has helped me feel lighter and able to walk long distances without breathlessness”

“I have more energy and feel happy all day”

“The sessions are really fun, so amazing and make me want to move around”

And here is some feedback we have received from our charity partners:

“theMovement has enabled women in Southwark to access exercise in a way they would not have done otherwise. We have seen women grow in confidence, and attend exercise for the joy it brings. The sessions have helped women to connect more with their

bodies, which is a hugely repairing process for women who have experienced high levels of trauma. I cannot speak highly enough of the support and benefits the sessions provided by theMovement have brought.”

Success for us, is not just about the delivery of these sessions, but the impact they can have on all areas of an individual’s life. By giving opportunities for the women we work with to increase their health, wellbeing and sense of purpose, it will impact wider areas of their lives, such as employability and social connection. This, in turn, benefits the wider community, as individuals are empowered and equipped to engage with and contribute to their communities more fully. As we continue in 2022-23, we plan to conduct an impact report to better understand this reality.

Volunteers

We currently have 38 volunteer instructors who have completed our recruitment process and our trauma informed training. 20 instructors are currently running exercise sessions with our charity partners and a further 5 are matched with a charity and due to start in April 2022.

Here is some feedback from one of our volunteer instructors, who joined theMOVEMENT team in our February 2021 intake and has been volunteering at one of our charity partners for the past two months:

"theMovement was recommended to me by a fellow PT and mentor and I'm so happy I got involved. The work that theMovement do is so important and fits perfectly with my training method and feeds my soul simultaneously. The opportunity to work with these incredible women is one I couldn't pass up.

I've been training a fantastic group at Luminary Bakery for a little while now and look forward to our weekly sessions so much! The growth in strength and confidence over the course of our sessions is clear to see, but what I love most is how much joy the sessions are filled with.

The training provided by theMovement and founder Fiona is exceptional and left me feeling prepared and supported for the work ahead. It was lovely too to be able to connect with other likeminded trainers and feel like part of a team, which is so important in this increasingly online world. I'm beyond happy that I got involved with theMovement"

Our current volunteer instructors have also provided positive feedback on how this volunteering opportunity has benefited them, providing an avenue for them to use their skills and experience to support other women. Our volunteers regularly comment on how inspired they are by the resilience of the women we support and how the sessions they lead are the highlight of their week.

100% of the attendees of our trauma informed training stated that they felt better equipped to provide trauma informed exercise opportunities in the future. This not only equips volunteers to work in a trauma informed way in our charity setting, but it also creates a more trauma sensitive environment in the gyms, studios, parks and home where they work - impacting the wider communities our volunteers and their clients are part of.

We are also really grateful to have two additional volunteers who provide regular support with our social media and HR.

Ambition and Long Term Strategies

As outlined in our September 2021 strategy document, over the next two years we plan to continue to develop and grow our work. Our strategy focuses on three areas over the next five years, which are based on our three aims as a charity:

1. Contribute to removing all barriers preventing women in the UK from having access, freedom and confidence to exercise.

Objective 1

To scale up our social impact and to meet existing needs we need to expand our staffing resource within the London area. To do this in a sustainable manner we have set the following objectives for the next 2 years:

- 22/23 we plan to appoint a part time London Project Worker.
- 23/24 we will appoint an additional part time London Project Worker.

This will enable us to deliver the following outcomes (by end of):

- 22/23: 2 volunteer intakes, 50 contact hours weekly in London
- 23/24: 1 volunteer intake, maintain 50 contact hours weekly in London

Objective 2

To scale up our social impact by broadening our reach we need to increase our staffing resource nationally. To do this in a sustainable manner we have set the following objectives for the next 2 years:

- 22/23 we plan to employ a Part Time National Project Worker to facilitate day to day workings using established resources and methods already developed in our London projects.
- 23/24 we plan to appoint an additional part time National Project Worker

This will enable us to deliver the following outcomes (by end of):

- 22/23 Have delivered the first national training event, 10 contact hours established nationally
- 23/24 Have delivered 2 national training events, 30 contact hours established nationally

2. Facilitate training of all Personal Trainers in trauma awareness.

Our next step in working towards this goal is to develop an accredited CPD for fitness professionals in “A Trauma Informed Approach to Exercise Provision”. Until now we have not had the resources or expertise to explore this long term goal, but the upcoming increase of staff hours will create more time to develop and deliver this training. Alongside this, we have gained a trustee who is an expert in CPD development and delivery.

This next step acknowledges that many of us have experienced trauma and that we all benefit from a more trauma informed fitness industry. Through creating opportunities for the fitness industry as a whole to become more trauma informed, we move away from a ‘them and us’ mentality and work together to create safe spaces for all of us to experience the benefits of movement.

As well as facilitating this, our CPD will also provide an income stream to fund our other projects. This ensures the future sustainability and growth of the Movement.

To do this in a sustainable manner we have set the following objectives for the next 2 years:

- 22/23 we plan to deliver a limited number of CPD courses to fitness professionals outside of The Movement
- 23/24 we plan to draw on an expanded team to increase the number of CPD courses we can deliver to fitness professionals outside of The Movement

Outcomes (by end of):

- 22/23 Have delivered 3 CPD courses
- 23/24 Have delivered 5 CPD courses

3. Work towards a society without poverty and disadvantage for women.

So far we have worked towards this goal through joining two advocacy groups. Our priority has been to engage with, learn from and elevate the voices of other charities and projects working in this sector.

We are still the only charity known to us providing free trauma informed exercise opportunities to women experiencing multiple disadvantages which means, even as a small and new charity, we are leaders of this field. Going forward, our advocacy priority is to reflect on the impact of our work, enabling us to advocate for the benefits of exercise for women with multiple disadvantages at a national level.

In 2022-23, following a year of growing our volunteer instructor team and over 350 exercise sessions delivered, we plan to conduct an impact report of our work. This will be conducted through resources provided by one of our funders and trustee experience. From this report we will be able to reflect on our work as a charity and document the impact of providing safe and accessible exercise opportunities to women.

This report will inform our future advocacy work and provide us with resources to advise national decision makers on how movement and exercise opportunities can be part of working towards a society without poverty and disadvantage for women.

To do this in a sustainable manner we have set the following objectives for the next 2 years: ●

22/23 we plan to better communicate the impact of TheMovement to our stakeholders and interested parties

- 23/24 we plan to increase the awareness of policy makers regarding the importance and benefits of trauma informed exercise for women.

The outcomes (by end of):

- 22/23 Have an impact report on TheMovement and shared findings with interested bodies
- 23/24 Have initiated a campaign based on the impact report findings

Independent Examiner's Report

I report on the accounts of the CIO for the year to 28th February 2022, which are set out on pages 18-21.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

MJ Harris MIAB
18a Church Road
Bishopstoke
Eastleigh
SO50 6BH

Signed



Date: 9/5/2022

Financial Review

As a charity in our first years, we have experienced limited resources and insecurities over funding. Despite this challenge, we have managed to secure funding from multiple different sources, enabling us to sustain our cashflow throughout the year.

theMovement holds no endowment funds, nor funds held as custodian trustee on behalf of others.

Principal Funding Sources

This year we have gained £33,009 of grants from Two Magpies, Lottery, Local Giving, Freshwater Foundation, Lush and the Sport England Tackling Inequalities Fund. As the work for which these grants have been given has not yet been completed, we have an outstanding guarantee at the date of the statement of assets & liabilities. Weekly fundraising exercise classes and the support of our regular donors also provide regular funding, as well as one off fundraising events throughout the year.

We currently have £9,661 of restricted funds, due to be spent by November 2022, on costs including staff hours, beneficiary clothing and volunteer costs.

Reserves Policy

theMovement has a target of six months of the expenditure in our reserves in order to ensure prudent financial management. Although the strategy is to build reserves through future operating surpluses, the Trustee Board is well aware that it is unlikely that the target range can be reached in the near future, as we are a relatively new charity still establishing our long term funding strategy.

theMovement is planning to build their free reserves to:

- provide a resilience that will enable the charity to continue to meet its charitable objectives within a context where the majority of the income is unpredictable.
- ensure additional protection is provided for the charity's beneficiaries where long-term support is essential due to trauma and additional vulnerability.
- allow the charity to navigate a period of growth as demand on services increase.

- allow confident financial planning where there is little flexibility to the costs without impacting charitable activities.
- enable the charity to navigate unexpected events that cause a significant business disruption
- allow for unexpected drops in income and, if this happens, provide the time for the consideration and implementation of how the funding would be replaced or activities changed.
- enable engagement with unanticipated strategic opportunities and action against critical threats.
- fulfil contractual obligations in the event of an unanticipated financial stress.

By March 2025, theMovement will have fulfilled their policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should represent five to six months of budgeted operational costs. This policy allows for the reserve figure to rise alongside increasing organisational capacity, and thus expenditure. This 'free reserve' is alongside any Restricted Funds that are held by the charity which can only be used for the purposes intended. The policy is also in keeping with the Charity Commission guidelines that an organisation's cash reserve should be able to cover core activities for 6 months.

The charity engages in regular financial forecasting, and if forecasts indicate that free reserves are to exceed this level consistently for a period of more than six months and look to continue on that trajectory, then a plan will be put in place to utilise any surplus in a way that adds to the impact and sustainability of the charity. If projections show that the free reserves will fall below this level for a period of more than three months and again continue with this trend, then we will implement a remedial action plan. This plan will involve a focused fundraising campaign along with reviewing staffing and service priorities as we seek to reduce our ongoing expenditure to a sustainable level. This policy along with contractual obligations are reviewed on an annual basis and within the current context of the economic impact of Covid-19 to enable us to navigate any ongoing economic downturn during a time of organisational growth where increased reserves are vital.

The present level of unrestricted reserves available to the charity is £13,567, which falls short of our target of 6 months of expenditure. Although the strategy is to build reserves through future operating surpluses, the Trustee Board is well aware that it is unlikely that the target range can be reached in the near future, hence why we are working towards achieving this goal by March 2025. In the short term the Trustee Board is also considering the extent to which existing activities and expenditure could be curtailed, should adverse circumstances arise.

State of Finances

theMOVEMENT currently has no funds which are materially in deficit. The Trustees declare that the charity has no outstanding debts which are secured by an express charge on any of the assets of the charity at the date of the statement of assets & liabilities.

Our main areas of expenditure are our staffing cost related to our full time staff member and the costs associated with our Movement Classes, such as beneficiary clothing and DBS checks for volunteers. We expect our expenditure to increase over the next year as we accept new volunteers and look to increase our staffing hours to support sustainable growth.

Table of Receipts and Payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
Receipts				
Grants	8,000	25,009	33,009	6,000
Donations:				
Donations (recurring)	6,020	-	6,020	670
Donations (one-off)	2,692	-	2,692	2,593
Donations (gift aid claimed)	2,141	-	2,141	1,625
Fundraising:				
Fundraising Events	1,475	-	1,475	-
Fundraising Campaigns (crowfunder)	-	-	-	5,285
Charitable Activities	1,230	-	1,230	843
	-	-	-	-
Total:	21,558	25,009	46,567	17,016
Payments				
Cost of Fundraising	1,312		1,312	495
Staff Costs:				
Staff Salaries	7,718	12,637	20,355	9,508
Staff Training	423		423	263
Travel & Subsistence	262	203	465	-
Cost of Charitable Activities:				
Volunteer Costs	682	534	1,216	337
Cost of Goods	1,147	1,848	2,995	297
Postage	173	94	267	
Networking Cost	301	32	333	97
Marketing Costs	204		204	182
Phone	120		120	70
Stationery	74		74	109
Insurance	187		187	89
Bank charges	96	-	96	61
Virtual Office Costs	133	-	133	43
Governance Costs:				
Trustee Meetings	24		24	-
Professional Fees	-		-	600
Total:	12,856	15,348	28,204	12,151
Net of receipts/(payments)	8,702	9,661	18,363	4,865
A6 Cash funds last year end	4,865	-	4,865	-
Cash funds this year end	13,567	9,661	23,228	4,865
Other monetary assets:				
	Details	Unrestricted	Restricted	
	Donations (gift aid claimed)	73		
Liabilities:				
	Details	Fund to which	Amount due	
	HRMC Tax not yet paid for this period	Staff Salaries	1,516	
	Pension Contributions not yet paid for this period	Staff Salaries	139	
	Staff Travel on 28/2/22	Travel &	17	
	Beneficiary clothing and footwear	Cost of Goods	73	
	Independent Examiner Fees	Professional Fees	349	

Note: for comparison, figures given for “Last year” cover a slightly longer period from 3/2/20 to 28/2/21

Declarations

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

Signed on behalf of the charity's trustees:

Signature(s)

Robin Barden	Ben Hingston
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Full Name(s)

Robin Barden	Ben Hingston
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Position

Chair of Trustees	Treasurer of Trustees
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Date:

9.5.22	9.5.22
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Receipts and payments accounts

CC16a

For the period
from

1/3/21

To

28/2/22

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants	8,000	25,009	-	33,009	6,000
Donations:					
Donations (recurring)	6,020	-	-	6,020	670
Donations (one-off)	2,692	-	-	2,692	2,593
Donations (gift aid claimed)	2,141	-	-	2,141	1,625
Fundraising:					
Fundraising Events	1,475	-	-	1,475	-
Fundraising Campaigns (crowfunder)	-	-	-	-	5,285
Charitable Activities	1,230	-	-	1,230	843
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	21,558	25,009	-	46,567	17,016
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	21,558	25,009	-	46,567	17,016

A3 Payments					
Cost of Fundraising	1,312			1,312	495
Staff Costs:					
Staff Salaries	7,718	12,637	-	20,355	9,508
Staff Training	423			423	263
Travel & Subsistence	262	203	-	465	-
Cost of Charitable Activities:					
Volunteer Costs	682	534		1,216	337
Cost of Goods	1,147	1,848	-	2,995	297
Postage	173	94		267	
Networking Cost	301	32		333	97
Marketing Costs	204			204	182
Phone	120			120	70
Stationery	74			74	109
Insurance	187			187	89
Bank charges	96	-	-	96	61
Virtual Office Costs	133	-	-	133	43
Governance Costs:					
Trustee Meetings	24			24	-
Professional Fees	-			-	600
Sub total	12,856	15,348	-	28,204	12,151

A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	12,856	15,348	-	28,204	12,151
Net of receipts/(payments)	8,702	9,661	-	18,363	4,865
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	4,865	-	-	4,865	-
Cash funds this year end	13,567	9,661	-	23,228	4,865

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	CAF Bank current account	13,747	9,481	-
		-	-	-
		-	-	-
	Total cash funds	13,747	9,481	-
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Donations (gift aid claimed)	73	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities		Fund to which liability relates	Amount due (optional)	When due (optional)
	HRMC Tax not yet paid for this period	Staff Salaries	1,516	22 April 2022
	Pension Contributions not yet paid for this period	Staff Salaries	139	
	Staff Travel on 28/2/22	Travel & Subsistence	17	
	Beneficiary clothing and footwear purchased 23/2/22 and 24/2/22	Cost of Goods	73	
	Independent Exmainer Fees	Professional Fees	349	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Ben Hingston	Ben Hingston	13/03/22	



theMovement
Trustees' Annual Report
1st March 2021- 28th Feb 2022

Signed off by Fiona Roberts [Founder & CEO]:

A handwritten signature in black ink, appearing to be 'FR', written over a horizontal line.

theMovement Charity

Report of the Trustees for the year ended 28th February 2022

Reference and Administrative Information

Charity Name: theMovement

Charity registration number: 1187782

Registered Office: Kemp House

152-160 City Road

London EC1V 2NX

Board of Trustees:

Mr Robin Barden Chair

Mr Ben Hingston Treasurer

Mrs Elizabeth Morris Secretary

Mrs Becky Marlow

Mrs Ruth Le Fric

Ms Hara Markos

Senior Management Team:

Mrs Fiona Roberts Chief Executive Officer

Structure, Governance & Management

Governing Document: Constitution

How Charity is Constituted: Charitable Incorporated Organisation

Trustee Selection Method:

When selecting new trustees we will look to recruit people of suitable experience that fill identified gaps in the knowledge and expertise of the existing trustees. theMovement finds and appoints new Trustees through word of mouth and public advertisements, and the suitability of new trustees is assessed through due diligence and a meeting with the CEO and Chair of Trustees. All new Trustees are provided with a copy of the Constitution and the most recent Trustees' Annual Report & Financial Statements.

Purpose of the Movement

Our purposes of the charity as set out in our constitution:

“The relief of women who are in need by reason of their social or economic disadvantage including homelessness; or who have experiences or are at risk of experiencing domestic or other forms of violence, by the provision of access to physical exercise.”

Executive Summary

theMovement was first conceived in recognition that the needs of women within the local community who had suffered significant trauma, were not being sufficiently met. Fiona, our founder, felt moved to combine her passions for social justice and fitness to create theMovement. We exist to restore every woman's right to exercise.

Following our previous year's focus of establishing our foundations as a charity, this year we have been building on these foundations and growing our work in a number of ways. We have continued to adapt to the unforeseen challenges brought about by the Covid-19 pandemic, but despite these challenges, we are proud to have grown significantly and continue to strategise new ways we can break down barriers to exercise for women experiencing multiple disadvantages.

This year we have provided 356 trauma informed exercise sessions to 92 service users. To date we have provided training on a trauma informed approach to exercise to 38 volunteer instructors and are currently partnered with 14 different charities where our volunteer instructors provide safe and supportive weekly exercise opportunities for women experiencing multiple disadvantages.

It has been so encouraging to receive interest from so many fitness professionals interested in volunteering their time and to consistently receive feedback from charity partners affirming the positive impact of our services on the wellbeing of their clients. The waiting list for our services, both in London and nationally, is evidence of the need there is for trauma informed exercise opportunities for women experiencing multiple disadvantages.

Successful grant applications, the generosity of supporters' monthly donations and our weekly fundraising classes has enabled theMovement to continue to grow. It has been so encouraging to receive interest from so many fitness professionals interested in volunteering their time and to consistently receive feedback from charity partners affirming the positive impact of our services on the wellbeing of their clients.

We look forward to continuing to develop and grow our services in the coming years with plans to increase our staff team, extend our geographical reach and the launch of our CPD. The aim of the CPD is to resource an even greater section of the fitness industry with tools to become more trauma aware and informed so that together we may support an even greater number of women into exercise.

We are incredibly grateful to the support and commitment of our volunteer team and supporters, we could not do this vital work without them.

Our Objectives

Women facing multiple disadvantages are all too often unable to access the many benefits of exercise due to lack of resources, opportunity and awareness of their needs - including awareness of the impact of trauma.

theMovement provides women experiencing multiple disadvantages with trauma informed exercise opportunities across London. We do this by training exercise professionals in a trauma informed approach, before matching them with partner charities where they volunteer weekly to provide appropriately led exercise classes. We also ensure participants have access to appropriate clothing, footwear and equipment. These safe, autonomous and supportive spaces enable women to access health-promoting exercise: increasing well being and sense of purpose. We work to restore every woman's right to exercise.

The beneficiaries of theMOVEMENT are women of very low socio-economic status who have experienced multiple disadvantages. These disadvantages often include an overlap of poverty, adverse mental health and, simultaneously, a persistent exposure to traumatic situations.

A study by Women in Sport has shown that women of low socio-economic status are the least likely group to be sufficiently physically active and, therefore, benefit from the multiple advantages that exercise can bring, in particular the positive impact of exercise on mental health. This and other linked barriers, which include vulnerable living situations, lack of finances, social stigma, low confidence, and the extensive impacts of trauma itself, combine to create a major inequality in society where women who have experienced persistent exposure to trauma are significantly less likely to access one of the most powerful strategies available to them: exercise.

Our objectives as a charity are to:

1. Establish a platform for personal trainers to work with charities that support women with multiple disadvantages
2. Provide relevant trauma awareness training for fitness professionals

3. Partner with agencies and interested bodies to advocate for the benefits of exercise for women with multiple disadvantages

Our objectives for our second year, as laid out in our July 2019 strategy document, were the following:

- Employ a full time CEO to enable further growth as a charity
- Develop a coherent strategy as a foundation for national growth
- Develop 'A Trauma Informed Approach to Exercise Provision' CPD

These objectives were set to facilitate progress towards our Year 3 goals, contained in our December 2019 strategy document. These goals are to have: a minimum 50 contact hours a week across all London charity partners; 100 fitness professionals having completed trauma awareness training provided by theMovement; and to partner with three national advocacy groups.

In planning our activities for the period, we have been mindful of the Charity Commission's general guidance on public benefit and prevention and relief of poverty for the public benefit. The trustees always ensure that theMovement's activities are in line with our charitable objectives.

Our Achievements

This year, despite the unforeseen challenges of the continued Covid-19 pandemic, we are delighted to have successfully fulfilled our objectives for the year.

Due to the great need for our services, we experienced a large growth quickly at the start of 2021. It was crucial to us that any continued growth was sustainable and supported by a staff structure that could facilitate trauma informed care of service users and the volunteers who work with them. We therefore made the decision to pause our plan for further volunteer instructor intakes until we were able to increase our part time CEO's hours to full time.

Despite this pause, theMovement has been able to provide 356 trauma informed exercise sessions this year. This shows incredible growth from the 28 sessions we provided in the previous year. This year we have had 115 women register for our services and 92 service users attend at least one exercise session. 8 women signed up are due to start classes in the beginning months of 22-23.

Following some fundraising success, our CEO was able to increase her hours to full time from the start of November 2021. As a result and in line with our initial decision to pause intake until the increase in staffing hours, we then conducted a successful volunteer intake in November. This was welcomed by our charity partners who were keen for new sessions to start as soon as possible.

Our November volunteer intake saw 15 fitness professionals joining our volunteer team. It was exciting to be able to lead our first in person volunteer training event and we received excellent feedback from our new volunteer instructors. 100% of the November intake rated the training as excellent and stated that as a result they felt better equipped to provide trauma informed exercise opportunities.. As we ended this year, 13 of the 15 volunteer instructors are now matched with local charity partners.

As part of this intake we welcomed two Oxford based fitness professionals. This forms a trial for the national expansion we are planning in 2022 and enables us to finalise our strategy for this growth and address any unforeseen issues that may arise.

From the conception of theMovement we have prioritised centring the service user voice in

shaping what theMovement is and how it works. We were delighted to invite Hara Markos onto our trustee board in July 2021. Hara's desire to be part of theMovement stemmed from using the charitable services offered to her after surviving 15 months of Domestic Violence. She now wants to be able to provide support to women through fitness, as this was something which helped her get through her difficult times.

We have also been able to expand our charity partners and are now working with 14 charity partners to provide exercise opportunities to women experiencing multiple disadvantages across London.

As many of our service users have experienced poverty and/or homelessness, one barrier to exercise can be suitable clothing and footwear. This year we have provided 370 pieces of exercise clothing, footwear and equipment to service users. We are so grateful for clothing donations, such as My Gym Wardrobe, Tyna Active and Spanx Active, in making this possible. One charity partner commented that "The provision of clothing hugely boosted the confidence of women and made it more likely they attended the classes".

Our organisation is still the only charity known to us that partners with charities to provide free trauma informed exercise opportunities with women experiencing multiple disadvantages.

Our Impact and Value

This year we have invited service users to feedback about our services, both informally and through our service user feedback form.

From the service users who completed our feedback form, 100% have said that the sessions helped them to increase the amount of exercise they do. 88% of participants added that the sessions have been beneficial to their mental health and/or confidence.

It has been really encouraging to receive positive feedback from the women attending our sessions. Here is some of the feedback we have received from the women attending theMovement sessions:

“Since joining theMovement have gain confidence in exercise and looking after me I feel so light both mentally and physically and because of theMovement am doing more I joined a local fitness group and I feel so happy doing it thats the first for me. I feel happy in myself. Thank so much all the team of theMovement for helping through the journey of finding myself, Im very grateful for this.”

“It is time to focus on my body and my emotions”

“The session makes me feel better just being there”

“theMovement has helped me feel lighter and able to walk long distances without breathlessness”

“I have more energy and feel happy all day”

“The sessions are really fun, so amazing and make me want to move around”

And here is some feedback we have received from our charity partners:

“theMovement has enabled women in Southwark to access exercise in a way they would not have done otherwise. We have seen women grow in confidence, and attend exercise for the joy it brings. The sessions have helped women to connect more with their

bodies, which is a hugely repairing process for women who have experienced high levels of trauma. I cannot speak highly enough of the support and benefits the sessions provided by theMovement have brought.”

Success for us, is not just about the delivery of these sessions, but the impact they can have on all areas of an individual’s life. By giving opportunities for the women we work with to increase their health, wellbeing and sense of purpose, it will impact wider areas of their lives, such as employability and social connection. This, in turn, benefits the wider community, as individuals are empowered and equipped to engage with and contribute to their communities more fully. As we continue in 2022-23, we plan to conduct an impact report to better understand this reality.

Volunteers

We currently have 38 volunteer instructors who have completed our recruitment process and our trauma informed training. 20 instructors are currently running exercise sessions with our charity partners and a further 5 are matched with a charity and due to start in April 2022.

Here is some feedback from one of our volunteer instructors, who joined theMOVEMENT team in our February 2021 intake and has been volunteering at one of our charity partners for the past two months:

"theMovement was recommended to me by a fellow PT and mentor and I'm so happy I got involved. The work that theMovement do is so important and fits perfectly with my training method and feeds my soul simultaneously. The opportunity to work with these incredible women is one I couldn't pass up.

I've been training a fantastic group at Luminary Bakery for a little while now and look forward to our weekly sessions so much! The growth in strength and confidence over the course of our sessions is clear to see, but what I love most is how much joy the sessions are filled with.

The training provided by theMovement and founder Fiona is exceptional and left me feeling prepared and supported for the work ahead. It was lovely too to be able to connect with other likeminded trainers and feel like part of a team, which is so important in this increasingly online world. I'm beyond happy that I got involved with theMovement"

Our current volunteer instructors have also provided positive feedback on how this volunteering opportunity has benefited them, providing an avenue for them to use their skills and experience to support other women. Our volunteers regularly comment on how inspired they are by the resilience of the women we support and how the sessions they lead are the highlight of their week.

100% of the attendees of our trauma informed training stated that they felt better equipped to provide trauma informed exercise opportunities in the future. This not only equips volunteers to work in a trauma informed way in our charity setting, but it also creates a more trauma sensitive environment in the gyms, studios, parks and home where they work - impacting the wider communities our volunteers and their clients are part of.

We are also really grateful to have two additional volunteers who provide regular support with our social media and HR.

Ambition and Long Term Strategies

As outlined in our September 2021 strategy document, over the next two years we plan to continue to develop and grow our work. Our strategy focuses on three areas over the next five years, which are based on our three aims as a charity:

1. Contribute to removing all barriers preventing women in the UK from having access, freedom and confidence to exercise.

Objective 1

To scale up our social impact and to meet existing needs we need to expand our staffing resource within the London area. To do this in a sustainable manner we have set the following objectives for the next 2 years:

- 22/23 we plan to appoint a part time London Project Worker.
- 23/24 we will appoint an additional part time London Project Worker.

This will enable us to deliver the following outcomes (by end of):

- 22/23: 2 volunteer intakes, 50 contact hours weekly in London
- 23/24: 1 volunteer intake, maintain 50 contact hours weekly in London

Objective 2

To scale up our social impact by broadening our reach we need to increase our staffing resource nationally. To do this in a sustainable manner we have set the following objectives for the next 2 years:

- 22/23 we plan to employ a Part Time National Project Worker to facilitate day to day workings using established resources and methods already developed in our London projects.
- 23/24 we plan to appoint an additional part time National Project Worker

This will enable us to deliver the following outcomes (by end of):

- 22/23 Have delivered the first national training event, 10 contact hours established nationally
- 23/24 Have delivered 2 national training events, 30 contact hours established nationally

2. Facilitate training of all Personal Trainers in trauma awareness.

Our next step in working towards this goal is to develop an accredited CPD for fitness professionals in “A Trauma Informed Approach to Exercise Provision”. Until now we have not had the resources or expertise to explore this long term goal, but the upcoming increase of staff hours will create more time to develop and deliver this training. Alongside this, we have gained a trustee who is an expert in CPD development and delivery.

This next step acknowledges that many of us have experienced trauma and that we all benefit from a more trauma informed fitness industry. Through creating opportunities for the fitness industry as a whole to become more trauma informed, we move away from a ‘them and us’ mentality and work together to create safe spaces for all of us to experience the benefits of movement.

As well as facilitating this, our CPD will also provide an income stream to fund our other projects. This ensures the future sustainability and growth of the Movement.

To do this in a sustainable manner we have set the following objectives for the next 2 years:

- 22/23 we plan to deliver a limited number of CPD courses to fitness professionals outside of The Movement
- 23/24 we plan to draw on an expanded team to increase the number of CPD courses we can deliver to fitness professionals outside of The Movement

Outcomes (by end of):

- 22/23 Have delivered 3 CPD courses
- 23/24 Have delivered 5 CPD courses

3. Work towards a society without poverty and disadvantage for women.

So far we have worked towards this goal through joining two advocacy groups. Our priority has been to engage with, learn from and elevate the voices of other charities and projects working in this sector.

We are still the only charity known to us providing free trauma informed exercise opportunities to women experiencing multiple disadvantages which means, even as a small and new charity, we are leaders of this field. Going forward, our advocacy priority is to reflect on the impact of our work, enabling us to advocate for the benefits of exercise for women with multiple disadvantages at a national level.

In 2022-23, following a year of growing our volunteer instructor team and over 350 exercise sessions delivered, we plan to conduct an impact report of our work. This will be conducted through resources provided by one of our funders and trustee experience. From this report we will be able to reflect on our work as a charity and document the impact of providing safe and accessible exercise opportunities to women.

This report will inform our future advocacy work and provide us with resources to advise national decision makers on how movement and exercise opportunities can be part of working towards a society without poverty and disadvantage for women.

To do this in a sustainable manner we have set the following objectives for the next 2 years: ●

22/23 we plan to better communicate the impact of TheMovement to our stakeholders and interested parties

- 23/24 we plan to increase the awareness of policy makers regarding the importance and benefits of trauma informed exercise for women.

The outcomes (by end of):

- 22/23 Have an impact report on TheMovement and shared findings with interested bodies
- 23/24 Have initiated a campaign based on the impact report findings

Independent Examiner's Report

I report on the accounts of the CIO for the year to 28th February 2022, which are set out on pages 18-21.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

MJ Harris MIAB
18a Church Road
Bishopstoke
Eastleigh
SO50 6BH

Signed



Date: 9/5/2022

Financial Review

As a charity in our first years, we have experienced limited resources and insecurities over funding. Despite this challenge, we have managed to secure funding from multiple different sources, enabling us to sustain our cashflow throughout the year.

theMovement holds no endowment funds, nor funds held as custodian trustee on behalf of others.

Principal Funding Sources

This year we have gained £33,009 of grants from Two Magpies, Lottery, Local Giving, Freshwater Foundation, Lush and the Sport England Tackling Inequalities Fund. As the work for which these grants have been given has not yet been completed, we have an outstanding guarantee at the date of the statement of assets & liabilities. Weekly fundraising exercise classes and the support of our regular donors also provide regular funding, as well as one off fundraising events throughout the year.

We currently have £9,661 of restricted funds, due to be spent by November 2022, on costs including staff hours, beneficiary clothing and volunteer costs.

Reserves Policy

theMovement has a target of six months of the expenditure in our reserves in order to ensure prudent financial management. Although the strategy is to build reserves through future operating surpluses, the Trustee Board is well aware that it is unlikely that the target range can be reached in the near future, as we are a relatively new charity still establishing our long term funding strategy.

theMovement is planning to build their free reserves to:

- provide a resilience that will enable the charity to continue to meet its charitable objectives within a context where the majority of the income is unpredictable.
- ensure additional protection is provided for the charity's beneficiaries where long-term support is essential due to trauma and additional vulnerability.
- allow the charity to navigate a period of growth as demand on services increase.

- allow confident financial planning where there is little flexibility to the costs without impacting charitable activities.
- enable the charity to navigate unexpected events that cause a significant business disruption
- allow for unexpected drops in income and, if this happens, provide the time for the consideration and implementation of how the funding would be replaced or activities changed.
- enable engagement with unanticipated strategic opportunities and action against critical threats.
- fulfil contractual obligations in the event of an unanticipated financial stress.

By March 2025, theMovement will have fulfilled their policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should represent five to six months of budgeted operational costs. This policy allows for the reserve figure to rise alongside increasing organisational capacity, and thus expenditure. This 'free reserve' is alongside any Restricted Funds that are held by the charity which can only be used for the purposes intended. The policy is also in keeping with the Charity Commission guidelines that an organisation's cash reserve should be able to cover core activities for 6 months.

The charity engages in regular financial forecasting, and if forecasts indicate that free reserves are to exceed this level consistently for a period of more than six months and look to continue on that trajectory, then a plan will be put in place to utilise any surplus in a way that adds to the impact and sustainability of the charity. If projections show that the free reserves will fall below this level for a period of more than three months and again continue with this trend, then we will implement a remedial action plan. This plan will involve a focused fundraising campaign along with reviewing staffing and service priorities as we seek to reduce our ongoing expenditure to a sustainable level. This policy along with contractual obligations are reviewed on an annual basis and within the current context of the economic impact of Covid-19 to enable us to navigate any ongoing economic downturn during a time of organisational growth where increased reserves are vital.

The present level of unrestricted reserves available to the charity is £13,567, which falls short of our target of 6 months of expenditure. Although the strategy is to build reserves through future operating surpluses, the Trustee Board is well aware that it is unlikely that the target range can be reached in the near future, hence why we are working towards achieving this goal by March 2025. In the short term the Trustee Board is also considering the extent to which existing activities and expenditure could be curtailed, should adverse circumstances arise.

State of Finances

theMOVEMENT currently has no funds which are materially in deficit. The Trustees declare that the charity has no outstanding debts which are secured by an express charge on any of the assets of the charity at the date of the statement of assets & liabilities.

Our main areas of expenditure are our staffing cost related to our full time staff member and the costs associated with our Movement Classes, such as beneficiary clothing and DBS checks for volunteers. We expect our expenditure to increase over the next year as we accept new volunteers and look to increase our staffing hours to support sustainable growth.

Table of Receipts and Payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
Receipts				
Grants	8,000	25,009	33,009	6,000
Donations:				
Donations (recurring)	6,020	-	6,020	670
Donations (one-off)	2,692	-	2,692	2,593
Donations (gift aid claimed)	2,141	-	2,141	1,625
Fundraising:				
Fundraising Events	1,475	-	1,475	-
Fundraising Campaigns (crowfunder)	-	-	-	5,285
Charitable Activities	1,230	-	1,230	843
	-	-	-	-
Total:	21,558	25,009	46,567	17,016
Payments				
Cost of Fundraising	1,312		1,312	495
Staff Costs:				
Staff Salaries	7,718	12,637	20,355	9,508
Staff Training	423		423	263
Travel & Subsistence	262	203	465	-
Cost of Charitable Activities:				
Volunteer Costs	682	534	1,216	337
Cost of Goods	1,147	1,848	2,995	297
Postage	173	94	267	
Networking Cost	301	32	333	97
Marketing Costs	204		204	182
Phone	120		120	70
Stationery	74		74	109
Insurance	187		187	89
Bank charges	96	-	96	61
Virtual Office Costs	133	-	133	43
Governance Costs:				
Trustee Meetings	24		24	-
Professional Fees	-		-	600
Total:	12,856	15,348	28,204	12,151
Net of receipts/(payments)	8,702	9,661	18,363	4,865
A6 Cash funds last year end	4,865	-	4,865	-
Cash funds this year end	13,567	9,661	23,228	4,865
Other monetary assets:				
	Details	Unrestricted	Restricted	
	Donations (gift aid claimed)	73		
Liabilities:				
	Details	Fund to which	Amount due	
	HRMC Tax not yet paid for this period	Staff Salaries	1,516	
	Pension Contributions not yet paid for this period	Staff Salaries	139	
	Staff Travel on 28/2/22	Travel &	17	
	Beneficiary clothing and footwear	Cost of Goods	73	
	Independent Examiner Fees	Professional Fees	349	

Note: for comparison, figures given for “Last year” cover a slightly longer period from 3/2/20 to 28/2/21

Declarations

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

Signed on behalf of the charity's trustees:

Signature(s)

Robin Barden	Ben Hingston
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Full Name(s)

Robin Barden	Ben Hingston
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Position

Chair of Trustees	Treasurer of Trustees
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Date:

9.5.22	9.5.22
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