



theMovement
Trustees' Annual Report
1st March 2022- 28th Feb 2023

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 2023

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 Fricc

Ms Hara Markos

Mrs Harpreet Kaur [From October 2022]

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.

This year's focus was continuing to grow our exercise provision for women experiencing multiple disadvantages, as well as launching a CPD course for fitness professionals as part of our aim to create a more trauma informed fitness industry. Due to unforeseen funding challenges brought about by the cost of living crisis, we have not expanded as much as we had planned to, but are proud to have still seen an increase in the number of sessions we have been able to provide.

This year we have provided 408 trauma informed exercise sessions to 140 participants, led by 27 volunteer instructors. To date we have provided training on a trauma informed approach to exercise to 50 volunteer instructors and are partnered with 18 different charities where our volunteer instructors provide safe and supportive weekly exercise opportunities for women experiencing multiple disadvantages.

The volunteer interest from fitness professionals has continued to grow and we consistently receive feedback from charity partners affirming the positive impact of our services on the wellbeing of their clients. The growing 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.

This year we launched our CPD course for fitness professionals: A Trauma Informed Approach to Exercise Provision. 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 have already sold out and delivered two training courses to 20 fitness professionals and received excellent feedback as to the impact of our course on individual's understanding of and ability to deliver trauma informed practice within the fitness industry.

Although we have experienced a decrease in successful grant applications this year due to the cost of living crisis, the generosity of supporters' monthly donations, income from our new CPD course and our weekly fundraising classes has enabled the Movement to continue.

We look forward to continuing to develop and grow our services in the coming years with plans to increase our staff team and continue to grow the reach of our CPD course. 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 this year, as laid out in our September 2021 strategy document, were the following:

- Employ a part time London project worker to enable further growth as a charity in London through 2 volunteer intakes and resulting in 50 contact hours a week
- Employ a part time National project worker to expand our services nationally through 1 volunteer intake and resulting in 10 contact hours a week
- Launch our 'A Trauma Informed Approach to Exercise Provision' CPD course and deliver 3 courses
- Have an impact report on theMovement and shared findings with interested bodies

These objectives were set to facilitate progress towards our 2023 goals, contained in our September 2021 strategy document. These goals are to have: a minimum 80 contact hours a week across London and National charity partners; 130 fitness professionals having completed trauma awareness training provided by theMovement; and to have initiated a campaign based on impact report findings.

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, due to the unforeseen challenges of the cost of living crisis, we have been unable to reach all of our objectives, but are delighted to report growth of our services despite these challenges.

After resuming our volunteer recruitment in November 2021, we were able to facilitate one further volunteer intake of 11 instructors this year in April 2022. As we stated last year, it is crucial to us that any continued growth is sustainable and supported by a staff structure that could facilitate trauma informed care of participants 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 gain further staff members as we had planned. Unfortunately, we were unable to secure the funding for this, meaning there were no further volunteer intakes this year or expansion nationally.

Despite this pause, theMovement has been able to provide 408 trauma informed exercise sessions this year. This shows growth from the 356 sessions we provided in the previous year. This year we have had 140 participants attend at least one exercise session, increasing from 92 last year.

Due to the funding challenges we have experienced this year, in January 2023 our CEO voluntarily reduced her hours from full time to part time in order to reduce our costs. This decision was laid out in our November 2022 Crisis Funding Strategy. We are really grateful to the trustees for increasing their responsibilities to enable our services to continue despite this staffing hours reduction.

One of our biggest achievements of this year has been the launch of our CPD course, A Trauma Informed Approach to Exercise Provision. Following the development of the course last year, we were able to gain accreditation from the Chartered Institute for the Management of Sport and Physical Activity and endorsement from AVA, a leading trauma specialist organisation. This new resource enables us to equip many more fitness professionals with the knowledge and tools to create a more trauma informed fitness industry as a whole. We have delivered two courses so far, both of which have been sold out and received fantastic feedback.

The creation of this course 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 are moving away from a 'them and us' mentality and working together to create safe spaces for all of us to experience the benefits of movement.

We were delighted to invite Harpreet Kaur onto our trustee board in October 2022. Harpreet's experience as a national practice lead for a charity working with women who have experienced multiple disadvantages has brought much knowledge, wisdom and energy to the board.

We have also been able to expand our charity partners and are now working with 18 charity partners to provide exercise opportunities to women experiencing multiple disadvantages across London.

As many of the women attending our exercise sessions have experienced poverty and/or homelessness, one barrier to exercise can be suitable clothing and footwear. This year we have provided 549 pieces of exercise clothing, footwear and equipment to participants. We are so grateful for clothing donations, such as My Gym Wardrobe, Ran by Nature, Frost Wellness and Rerun Clothing, in making this possible.

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

Our Impact and Value

We continue to invite participants to feedback about our services, both informally and through our participant feedback form.

From the participants who completed our feedback form, 100% have said that the sessions helped them to increase the amount of exercise they do. 89% of participants added that the sessions have been beneficial to their mental health.

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 participants:

“The instructor makes me feel confident in doing things I never thought I could do”

“I left the session with a huge smile on my face and I had feeling like something inside of me, something that was dragging me down, had popped and I was feeling like the old me for a few days. I never thought yoga can do that. I am forever grateful”

“It’s my exercise & social time so very important to me”

“It always makes me smile”

“I haven’t felt this motivated and excited to exercise in years!”

“I felt I was able to move my body in different ways that I didn’t know about”

“I am feeling proud of myself”

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

“It’s such a blessing... they are absolutely loving the sports clothes and the classes.”

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. Due to the reduction of staff hours we were unable to conduct an impact report this year, but we plan to conduct an impact report in the future to better understand this reality.

As well as our charity exercise sessions, we received fantastic feedback from our CPD Course for fitness professionals, with 100% of attendees stating that following the course they feel better equipped to provide trauma informed exercise opportunities in the future. Feedback from the course has included:

“I appreciated the effort to make everyone feel comfortable. The content was varied and I learnt a lot.”

“A chance to learn with a group of incredible women”

“There was such a breadth of expertise so it was brilliant to learn from everyone”

“Trainers are really friendly and approachable”

Volunteers

We currently have 50 volunteer instructors who have completed our recruitment process and our trauma informed training. 27 instructors have run exercise sessions with our charity partners this year.

Here is some feedback from one of our volunteer instructors, who joined the Movement team in our November 2021 intake and has been volunteering at one of our charity partners:

"Each week is different depending on the participants. However, each week is their safe space to be themselves and enjoy their own strength.

Boxercise seems to be their choice of movement, which is an awesome skill to use, it helps with happiness, decreasing stress levels, strength & co-ordination, confidence, and social interaction. I totally admire the strength needed from these women to get themselves to my sessions and I love being part of their journey and supporting them along the bumps and hurdles thrown at them outside our sessions."

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.

Ambition and Long Term Strategies

Despite not being able to reach our goals for the year, as laid out in our September 2021 strategy document, over the next two years we plan to continue to develop and grow our work. Our strategy continues to focus on three areas, 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 plan to appoint a part time London Volunteer Coordinator in 23/34 to achieve the following outcomes.

Outcomes (by end of):

- 23/24 Facilitate 1 volunteer intake
- 24/25 Facilitate 2 volunteer intakes
- 24/25 Increase our contact hours weekly in London to 50.

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, and considering the continued impact of the cost of living crisis, we plan to delay the employment of a Part Time National Volunteer Coordinator until 24/25 to achieve the following outcomes.

Outcomes (by end of):

- 24/25 deliver 2 national volunteer intakes,
- 24/25 20 contact hours established nationally

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

As we now have an accredited and established CPD course, our next steps are to increase the delivery and reach of our training. As well as creating a positive impact on the fitness industry, our CPD also provides an income stream to fund our other projects. This ensures the future sustainability and growth of theMovement.

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

- 23/24 we plan to increase the number of CPD courses we deliver to individual fitness professionals
- 24/25 continuation of CPD courses for individual fitness professionals and grow our private bookings to further resource the fitness industry

Outcomes (by end of):

- 23/24 Have delivered 5 CPD courses
- 24/25 Have delivered 5 CPD courses to individuals and 10 private booking 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 in this field.

As we were unable to complete it this year, next year we plan to conduct an impact report of our work. 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:

- 23/24 we plan to better communicate the impact of theMovement to our stakeholders and

interested parties

- 24/25 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):

- 23/24 Have an impact report on the Movement and shared findings with interested bodies
- 24/25 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 2023, which are set out on pages 17-21.

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.

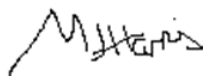
Independent examiner's statement

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: 14/12/23

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 £8,570 of grants from the Sport England Tackling Inequalities Fund, Sport England Queen's Platinum Jubilee Activity Fund, EMD UK and Magic Little Grants. We note this is a significant decrease from last year, which seems to be reflective of many small charities during the current cost of living crisis in the UK. The launch of our CPD course, 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 do not have any restricted funds at this time.

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 aims to fulfil our policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should represent 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 the cost of living crisis 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 £7,997, 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 one part 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

 CHARITY COMMISSION FOR ENGLAND AND WALES	Charity Name: theMovement		No: 1187782		CC16a	
	Receipts and payments accounts					
	For the period from	1/3/22	To	28/2/23		
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	449	8,121	-	8,570	33,009	
Donations:						
Donations (recurring)	6,290	-	-	6,290	6,020	
Donations (one-off)	5,518	-	-	5,518	2,692	
Donations (gift aid claimed)	873	-	-	873	2,141	
Fundraising:						
Fundraising Events	3,592	-	-	3,592	1,475	
Fundraising Campaigns (crowfunder)		-	-	-	-	
Charitable Activities		-	-	-	-	
CPD Course	2,940			2,940		
Other Charitable Activities	581			581	1,230	
		-	-	-	-	
	-	-	-	-	-	
Sub total (Gross income for AR)	20,241	8,121	-	28,362	46,567	
A2 Asset and investment sales, (see table).						
		-	-	-		
	-	-	-	-	-	
Sub total	-	-	-	-	-	
Total receipts	20,241	8,121	-	28,362	46,567	
A3 Payments						
Cost of Fundraising				-	1,312	
Staff Costs:						
Staff Salaries	19,666	12,496	-	32,162	20,355	
Staff Training	20			20	423	
Travel & Subsistence	358	285	-	643	465	
Cost of Charitable Activities:				-		
CPD Costs	755			755		
Fundraising Costs	1,095			1,095		
Volunteer Costs	841	942		1,783	1,216	
Cost of Goods	729	3,379	-	4,108	2,995	
Postage	275			275	267	
Networking Cost	606			606	333	
Marketing Costs	558			558	204	
Virtual Office Costs	172			172	133	
Phone	120			120	120	
Stationery	71			71	74	
Insurance	187			187	187	
Bank charges	68		-	68	96	
Governance Costs:						
Trustee Meetings	106			106	24	
Professional Fees	349			349	-	
Sub total	25,977	17,102	-	43,079	28,204	
A4 Asset and investment purchases. (see table)						
Equipment	14	500	-	514		
Sub total	14	500		514	-	
Total payments	25,991	17,602	-	43,593	28,204	
Net of receipts/(payments)	- 5,750	- 9,481	-	- 15,231	18,363	
A5 Transfers between funds	-	-	-	-	-	
A6 Cash funds last year end	13,747	9,481		23,228		
Cash funds this year end	7,997			7,997	18,363	
Section B Statement of assets and liabilities at the end of the period						
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £		
B2 Other monetary assets	Details					
	Donations (gift aid claimed)	754	-	-		
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)		
	Laptop	Equipment Fund	514		-	
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)		
	HMRC Tax not yet paid for this period	Staff Salaries	332	22 April 2023		
	Pension Contributions not yet paid for this period	Staff Salaries	51	20 March 2023		
	Staff Travel on 26/2/23 and 27/2/23	Travel & Subsistence	41			
	Beneficiary clothing, equipment and footwear purchased 24/2/23	Cost of Goods	69			
	CPD costs purchased on 22/2/23 and 25/2/23 and 27/2/23	CPD costs	65			
	Zoom payment 28/2/23	Vol costs	14			
	Independent Examiner Fees	Professional Fees	259			

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:

14/12/2023	14/12/2023
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Receipts and payments accounts

CC16a

For the period from

1/3/22

To

28/2/23

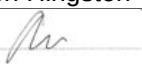
Section A Receipts and payments

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A6 Cash funds last year end	13,747	9,481	-	23,228	-
Cash funds this year end	7,997	-	-	7,997	18,363

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

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B1 Cash funds	CAF Bank current account	7,997	-	-
		-	-	-
		-	-	-
	Total cash funds	7,997	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B2 Other monetary assets	Donations (gift aid claimed)	754	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Laptop	Equipment Fund	514	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities		Fund to which liability relates	Amount due (optional)	When due (optional)
	HMRC Tax not yet paid for this period	Staff Salaries	332	22 April 2023
	Pension Contributions not yet paid for this period	Staff Salaries	51	20 March 2023
	Staff Travel on 26/2/23 and 27/2/23	Travel & Subsistence	41	
	Beneficiary clothing, equipment and footwear purchased 24/2/23	Cost of Goods	69	
	CPD costs purchased on 22/2/23 and 25/2/23 and 27/2/23	CPD costs	65	
	Zoom payment 28/2/23	Vol costs	14	
	Independent Exmainer Fees	Professional Fees	259	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
Ben Hingston	Ben Hingston	13.11.23
	Fiona Roberts	13.11.23



theMovement
Trustees' Annual Report
1st March 2022- 28th Feb 2023

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 2023

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 Fricc

Ms Hara Markos

Mrs Harpreet Kaur [From October 2022]

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.

This year's focus was continuing to grow our exercise provision for women experiencing multiple disadvantages, as well as launching a CPD course for fitness professionals as part of our aim to create a more trauma informed fitness industry. Due to unforeseen funding challenges brought about by the cost of living crisis, we have not expanded as much as we had planned to, but are proud to have still seen an increase in the number of sessions we have been able to provide.

This year we have provided 408 trauma informed exercise sessions to 140 participants, led by 27 volunteer instructors. To date we have provided training on a trauma informed approach to exercise to 50 volunteer instructors and are partnered with 18 different charities where our volunteer instructors provide safe and supportive weekly exercise opportunities for women experiencing multiple disadvantages.

The volunteer interest from fitness professionals has continued to grow and we consistently receive feedback from charity partners affirming the positive impact of our services on the wellbeing of their clients. The growing 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.

This year we launched our CPD course for fitness professionals: A Trauma Informed Approach to Exercise Provision. 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 have already sold out and delivered two training courses to 20 fitness professionals and received excellent feedback as to the impact of our course on individual's understanding of and ability to deliver trauma informed practice within the fitness industry.

Although we have experienced a decrease in successful grant applications this year due to the cost of living crisis, the generosity of supporters' monthly donations, income from our new CPD course and our weekly fundraising classes has enabled the Movement to continue.

We look forward to continuing to develop and grow our services in the coming years with plans to increase our staff team and continue to grow the reach of our CPD course. 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 this year, as laid out in our September 2021 strategy document, were the following:

- Employ a part time London project worker to enable further growth as a charity in London through 2 volunteer intakes and resulting in 50 contact hours a week
- Employ a part time National project worker to expand our services nationally through 1 volunteer intake and resulting in 10 contact hours a week
- Launch our 'A Trauma Informed Approach to Exercise Provision' CPD course and deliver 3 courses
- Have an impact report on theMovement and shared findings with interested bodies

These objectives were set to facilitate progress towards our 2023 goals, contained in our September 2021 strategy document. These goals are to have: a minimum 80 contact hours a week across London and National charity partners; 130 fitness professionals having completed trauma awareness training provided by theMovement; and to have initiated a campaign based on impact report findings.

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, due to the unforeseen challenges of the cost of living crisis, we have been unable to reach all of our objectives, but are delighted to report growth of our services despite these challenges.

After resuming our volunteer recruitment in November 2021, we were able to facilitate one further volunteer intake of 11 instructors this year in April 2022. As we stated last year, it is crucial to us that any continued growth is sustainable and supported by a staff structure that could facilitate trauma informed care of participants 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 gain further staff members as we had planned. Unfortunately, we were unable to secure the funding for this, meaning there were no further volunteer intakes this year or expansion nationally.

Despite this pause, theMovement has been able to provide 408 trauma informed exercise sessions this year. This shows growth from the 356 sessions we provided in the previous year. This year we have had 140 participants attend at least one exercise session, increasing from 92 last year.

Due to the funding challenges we have experienced this year, in January 2023 our CEO voluntarily reduced her hours from full time to part time in order to reduce our costs. This decision was laid out in our November 2022 Crisis Funding Strategy. We are really grateful to the trustees for increasing their responsibilities to enable our services to continue despite this staffing hours reduction.

One of our biggest achievements of this year has been the launch of our CPD course, A Trauma Informed Approach to Exercise Provision. Following the development of the course last year, we were able to gain accreditation from the Chartered Institute for the Management of Sport and Physical Activity and endorsement from AVA, a leading trauma specialist organisation. This new resource enables us to equip many more fitness professionals with the knowledge and tools to create a more trauma informed fitness industry as a whole. We have delivered two courses so far, both of which have been sold out and received fantastic feedback.

The creation of this course 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 are moving away from a 'them and us' mentality and working together to create safe spaces for all of us to experience the benefits of movement.

We were delighted to invite Harpreet Kaur onto our trustee board in October 2022. Harpreet's experience as a national practice lead for a charity working with women who have experienced multiple disadvantages has brought much knowledge, wisdom and energy to the board.

We have also been able to expand our charity partners and are now working with 18 charity partners to provide exercise opportunities to women experiencing multiple disadvantages across London.

As many of the women attending our exercise sessions have experienced poverty and/or homelessness, one barrier to exercise can be suitable clothing and footwear. This year we have provided 549 pieces of exercise clothing, footwear and equipment to participants. We are so grateful for clothing donations, such as My Gym Wardrobe, Ran by Nature, Frost Wellness and Rerun Clothing, in making this possible.

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

Our Impact and Value

We continue to invite participants to feedback about our services, both informally and through our participant feedback form.

From the participants who completed our feedback form, 100% have said that the sessions helped them to increase the amount of exercise they do. 89% of participants added that the sessions have been beneficial to their mental health.

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 participants:

“The instructor makes me feel confident in doing things I never thought I could do”

“I left the session with a huge smile on my face and I had feeling like something inside of me, something that was dragging me down, had popped and I was feeling like the old me for a few days. I never thought yoga can do that. I am forever grateful”

“It’s my exercise & social time so very important to me”

“It always makes me smile”

“I haven’t felt this motivated and excited to exercise in years!”

“I felt I was able to move my body in different ways that I didn’t know about”

“I am feeling proud of myself”

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

“It’s such a blessing... they are absolutely loving the sports clothes and the classes.”

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. Due to the reduction of staff hours we were unable to conduct an impact report this year, but we plan to conduct an impact report in the future to better understand this reality.

As well as our charity exercise sessions, we received fantastic feedback from our CPD Course for fitness professionals, with 100% of attendees stating that following the course they feel better equipped to provide trauma informed exercise opportunities in the future. Feedback from the course has included:

“I appreciated the effort to make everyone feel comfortable. The content was varied and I learnt a lot.”

“A chance to learn with a group of incredible women”

“There was such a breadth of expertise so it was brilliant to learn from everyone”

“Trainers are really friendly and approachable”

Volunteers

We currently have 50 volunteer instructors who have completed our recruitment process and our trauma informed training. 27 instructors have run exercise sessions with our charity partners this year.

Here is some feedback from one of our volunteer instructors, who joined the Movement team in our November 2021 intake and has been volunteering at one of our charity partners:

"Each week is different depending on the participants. However, each week is their safe space to be themselves and enjoy their own strength.

Boxercise seems to be their choice of movement, which is an awesome skill to use, it helps with happiness, decreasing stress levels, strength & co-ordination, confidence, and social interaction. I totally admire the strength needed from these women to get themselves to my sessions and I love being part of their journey and supporting them along the bumps and hurdles thrown at them outside our sessions."

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.

Ambition and Long Term Strategies

Despite not being able to reach our goals for the year, as laid out in our September 2021 strategy document, over the next two years we plan to continue to develop and grow our work. Our strategy continues to focus on three areas, 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 plan to appoint a part time London Volunteer Coordinator in 23/34 to achieve the following outcomes.

Outcomes (by end of):

- 23/24 Facilitate 1 volunteer intake
- 24/25 Facilitate 2 volunteer intakes
- 24/25 Increase our contact hours weekly in London to 50.

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, and considering the continued impact of the cost of living crisis, we plan to delay the employment of a Part Time National Volunteer Coordinator until 24/25 to achieve the following outcomes.

Outcomes (by end of):

- 24/25 deliver 2 national volunteer intakes,
- 24/25 20 contact hours established nationally

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

As we now have an accredited and established CPD course, our next steps are to increase the delivery and reach of our training. As well as creating a positive impact on the fitness industry, our CPD also provides an income stream to fund our other projects. This ensures the future sustainability and growth of theMovement.

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

- 23/24 we plan to increase the number of CPD courses we deliver to individual fitness professionals
- 24/25 continuation of CPD courses for individual fitness professionals and grow our private bookings to further resource the fitness industry

Outcomes (by end of):

- 23/24 Have delivered 5 CPD courses
- 24/25 Have delivered 5 CPD courses to individuals and 10 private booking 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 in this field.

As we were unable to complete it this year, next year we plan to conduct an impact report of our work. 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:

- 23/24 we plan to better communicate the impact of theMovement to our stakeholders and

interested parties

- 24/25 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):

- 23/24 Have an impact report on the Movement and shared findings with interested bodies
- 24/25 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 2023, which are set out on pages 17-21.

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.

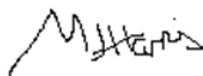
Independent examiner's statement

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: 14/12/23

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 £8,570 of grants from the Sport England Tackling Inequalities Fund, Sport England Queen's Platinum Jubilee Activity Fund, EMD UK and Magic Little Grants. We note this is a significant decrease from last year, which seems to be reflective of many small charities during the current cost of living crisis in the UK. The launch of our CPD course, 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 do not have any restricted funds at this time.

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 aims to fulfil our policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should represent 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 the cost of living crisis 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 £7,997, 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 one part 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

 CHARITY COMMISSION FOR ENGLAND AND WALES	Charity Name: theMovement		No: 1187782		CC16a	
	Receipts and payments accounts					
	For the period from	1/3/22	To	28/2/23		
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	449	8,121	-	8,570	33,009	
Donations:						
Donations (recurring)	6,290	-	-	6,290	6,020	
Donations (one-off)	5,518	-	-	5,518	2,692	
Donations (gift aid claimed)	873	-	-	873	2,141	
Fundraising:						
Fundraising Events	3,592	-	-	3,592	1,475	
Fundraising Campaigns (crowfunder)		-	-	-	-	
Charitable Activities		-	-	-	-	
CPD Course	2,940			2,940		
Other Charitable Activities	581			581	1,230	
		-	-	-	-	
	-	-	-	-	-	
Sub total (Gross income for AR)	20,241	8,121	-	28,362	46,567	
A2 Asset and investment sales, (see table).						
		-	-	-		
	-	-	-	-	-	
Sub total	-	-	-	-	-	
Total receipts	20,241	8,121	-	28,362	46,567	
A3 Payments						
Cost of Fundraising				-	1,312	
Staff Costs:						
Staff Salaries	19,666	12,496	-	32,162	20,355	
Staff Training	20			20	423	
Travel & Subsistence	358	285	-	643	465	
Cost of Charitable Activities:				-		
CPD Costs	755			755		
Fundraising Costs	1,095			1,095		
Volunteer Costs	841	942		1,783	1,216	
Cost of Goods	729	3,379	-	4,108	2,995	
Postage	275			275	267	
Networking Cost	606			606	333	
Marketing Costs	558			558	204	
Virtual Office Costs	172			172	133	
Phone	120			120	120	
Stationery	71			71	74	
Insurance	187			187	187	
Bank charges	68		-	68	96	
Governance Costs:						
Trustee Meetings	106			106	24	
Professional Fees	349			349	-	
Sub total	25,977	17,102	-	43,079	28,204	
A4 Asset and investment purchases. (see table)						
Equipment	14	500	-	514		
Sub total	14	500		514	-	
Total payments	25,991	17,602	-	43,593	28,204	
Net of receipts/(payments)	- 5,750	- 9,481	-	- 15,231	18,363	
A5 Transfers between funds	-	-	-	-	-	
A6 Cash funds last year end	13,747	9,481		23,228		
Cash funds this year end	7,997			7,997	18,363	
Section B Statement of assets and liabilities at the end of the period						
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £		
B2 Other monetary assets	Details					
	Donations (gift aid claimed)	754	-	-		
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)		
	Laptop	Equipment Fund	514		-	
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)		
	HMRC Tax not yet paid for this period	Staff Salaries	332	22 April 2023		
	Pension Contributions not yet paid for this period	Staff Salaries	51	20 March 2023		
	Staff Travel on 26/2/23 and 27/2/23	Travel & Subsistence	41			
	Beneficiary clothing, equipment and footwear purchased 24/2/23	Cost of Goods	69			
	CPD costs purchased on 22/2/23 and 25/2/23 and 27/2/23	CPD costs	65			
	Zoom payment 28/2/23	Vol costs	14			
	Independent Examiner Fees	Professional Fees	259			

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:

14/12/2023	14/12/2023
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