

LACTATION CONSULTANTS OF GREAT BRITAIN

England & Wales · Charity number 1187793

Details

Other names LCGB

Status Registered

Legal form CIO

Registered 2020-02-06

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

Contact

Address 19 Ascott Close
Hull
HU4 6EQ

Phone 07590642208

Email info@lcgb.org

Website www.lcgb.org

Activities

Objects: THE OBJECTS OF THE CIO ARE:1)TO PROMOTE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF THE GENERAL PUBLIC THROUGH INCREASING SKILLED AND EXPERT BREASTFEEDING SUPPORT TO AND FOR MOTHERS AND BABIES.2)TO ADVANCE THE EDUCATION OF THE GENERAL PUBLIC, AND ESPECIALLY THOSE PERSONS CONCERNED WITH CARE OF CHILDREN, ON THE IMPORTANCE OF BREASTFEEDING (AS A PUBLIC HEALTH ISSUE), BOTH IN THE IMMEDIATE AND LONG-TERM, AND TO PROMOTE A HIGH STANDARD OF EDUCATION AND KNOWLEDGE ABOUT BREASTFEEDING, EVIDENCE BASED PRACTICE AND LACTATION INCLUDING SPECIALISED CARE.

Activities: LCGB works to protect and support breastfeeding, in order to improve the health and wellbeing of families across the country through advocacy and by providing expert breastfeeding care. Founded in 1994 to serve as a professional voice for breastfeeding, LCGB also provides advanced education and training for infant feeding specialists.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£66,384	£64,346	-	-
2023-12-31	£84,170	£58,109	-	-
2022-12-31	£52,586	£33,776	-	-
2021-12-31	£48,385	£19,766	-	-
2020-12-31	£24,674	£9,928	-	-

Trustees

Name	Role	Appointed
Linda Jane Brownlie	Chair	2019-04-26
Heidi Ann Reiner Nowalany		2019-04-26
Helen Victoria Smith		2026-01-27
Holly Elizabeth Lathbury-Wilson		2025-02-21
Karen Williams		2026-01-27
Kaya Margaret Edith Thorpe		2026-01-27
Philip Anthony Smith		2025-02-21
Robyn Leah Nalty		2025-02-21
Victoria Mary Crawshay Kidd		2019-04-26
Zurina Binti Ali		2019-04-26

LACTATION CONSULTANTS OF GREAT BRITAIN

England & Wales - Charity number 1187793

Accounts

Registered Charity Number: 1187793

LACTATION CONSULTANTS OF GREAT BRITAIN

**REPORT OF THE TRUSTEES AND
UNAUDITED ACCOUNTS**

FOR THE YEAR ENDED 31 DECEMBER 2024



*The professional voice of
breastfeeding since 1994*

LACTATION CONSULTANTS OF GREAT BRITAIN

Contents

For the year ended 31 December 2024

	Page
Legal and Administrative Information	1
Trustees' Annual Report:	
Objects and activities	2
Achievements during the year	3
Structure, governance and management	10
Financial review	11
Future plans	12
Independent Examiner's Report	14
Statement of Financial Activities	15
Balance Sheet	16
Notes to the Accounts	17 – 22

LACTATION CONSULTANTS OF GREAT BRITAIN

Legal and Administrative Information For the year ended 31 December 2024

Charity Name:	Lactation Consultants of Great Britain Also known as LCGB
Registered Charity Number:	1187793
Legal form:	Charitable Incorporated Organisation, registered with the Charity Commission on 6 th February 2020.
Charity address:	19 Ascott Close, Hull, HU4 6EQ
Website:	www.lcgb.org
Email:	info@lcgb.org
Board of Trustees:	<i>Trustees serving for the whole year:</i> Linda Brownlie (Chair) Vikki Kidd Zurina Ali Marion Jones Heidi Nowalany Amanda Smith Lyndsey Hookway Shazlynn Omar
Bankers:	Cooperative Bank
Independent Examiner:	Elaine Alsop ACA DChA FCIE EA Independent Ltd 5 South Charlotte Street, Edinburgh, EH2 4AN

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

The Trustees present their report for the year ended 31 December 2024. The financial statements comply with the Charities Act 2011 and Accounting and Reporting by Charities Statement of Recommended Practice Applicable to charities preparing their accounts in accordance with the Financial Reporting Standard Applicable in the UK (FRS 102) (effective 1 January 2019).

Objects, activities and public benefit

Objects or purposes of the charity

The charity aims to promote and protect public health by increasing skilled breastfeeding support for mothers and babies.

It also seeks to advance public education on breastfeeding as a key public health issue, emphasising both immediate and long-term benefits.

The charity promotes high standards of education and knowledge regarding breastfeeding and lactation and evidence-based lactation practices, including specialised care.

Activities that the charity carries out in relation to those purposes

The Lactation Consultants of Great Britain (LCGB) primarily focuses on promoting and protecting public health through expert breastfeeding support, while advancing education about breastfeeding as a public health issue. The charity has engaged in several key activities to achieve these objectives:

- *Provision of Online Education:* Offering accessible online learning opportunities related to breastfeeding and lactation.
- *Advocacy:* Promoting awareness of breastfeeding's significance at both the public and policy levels.
- *Contributions to Working Groups:* Actively participating in various working groups aimed at improving breastfeeding practices and standards.

Public benefit

The Trustees of LCGB confirm that they have fully adhered to the guidance provided by the Charity Commission on public benefit when determining the charity's activities. The work of LCGB is rooted in advancing public health and education for the benefit of mothers and parents, babies, and families through breastfeeding and lactation support and evidence-based practices

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

Achievements during the year

The LCGB Education Team

The LCGB Education Team is responsible for facilitating and delivering high quality education to lactation professionals, including IBCLCs, clinicians, and other members of the lactation community. The team focuses on identifying educational needs, organising educational sessions, and ensuring that content aligns with LCGB's objectives and values. Educational offerings cover a variety of topics relevant to the IBLCE Detailed Content Outline and are delivered online, in person, or regionally, depending on member needs.

2024 marked the year a new LCGB Education Team was formally developed, bringing together a group of committed volunteers to coordinate learning activities in a more structured and strategic way. This collaboration has enhanced LCGB's ability to plan, deliver, and evaluate its educational content, ensuring that members and non-members alike have regular access to relevant, high quality professional development.

The Education Team operates under the guidance of the LCGB Board of Trustees, which provides strategic oversight and final approval for key decisions such as speaker selection and budget allocations. By creating a structured and responsive Education Team, LCGB ensures that lactation professionals have ongoing access to learning opportunities that directly support their work with families.

Membership

The LCGB membership continues to grow year on year, with 706 members (537 full IBCLC members and 169 associate members). In 2024, LCGB introduced a free "Subscriber" membership option, enabling individuals who are not yet ready to commit to full membership to stay informed about educational opportunities, grants, and professional updates. This initiative ensures that access to information about scholarships, grants, and events is open to all who share LCGB's aims, supporting inclusion and widening participation in lactation education.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

The LCGB 2024 Hybrid Conference

The 2024 LCGB Annual Conference marked an important milestone celebrating 30 years since LCGB's founding and reaffirming our commitment to education, inclusion, and collaboration within the lactation field. The event took place on 18–19 September 2024 at the Signing Tree Venue in Birmingham, a charitable and fully accessible venue reflecting LCGB's values of equity and community engagement.

The theme, "The Diversity of Lactation Support: A Team Effort," showcased the wide range of professionals and volunteers contributing to infant-feeding care. The programme featured a diverse line up of speakers and panel discussions offering the latest evidence, practical learning, and critical reflection on current practice.

Key topics included:

- Latest thinking on thrush, challenging common misconceptions and exploring new clinical insights.
- Working with social media professionally and ethically, including representation, bias awareness, and avoidance of stereotypes.
- Peer support in practice, through a panel exploring the vital role of volunteers and lived experience in supporting families.
- Equitable and ethical imagery use, and how this influences inclusion and cultural competence in infant feeding communication.
- Global perspectives on reducing disparities in access to lactation care and professional representation.

Speakers included Dr Naomi Dow, Caoimhe Whelan, Dr Alex Pinto, Ali Thomas, Dr Justice Reilly, Shurron Rosales, and Nekisha Killings, among others. The programme balanced clinical insight with ethical discussion, cultural awareness, and advocacy, reflecting LCGB's unique role in bridging professional expertise and compassionate, community centred practice.

The conference was delivered in hybrid format, ensuring broad access for delegates across the UK and beyond. A total of 115 people attended in person and 148 participated online, engaging through live Q&A and shared discussion spaces. LCGB provided scholarships prioritising volunteer peer supporters and individuals from underrepresented groups to remove barriers to attendance and ensure equitable access to education.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report

For the year ended 31 December 2024

2024 conference continued

A highlight of the event was the presentation of the Outstanding Award for Contributions to Breastfeeding and Human Milk to the Gaza Infant Nutrition Alliance (GINA). This recognition celebrated their extraordinary work supporting infant and young child feeding in a complex humanitarian setting. Their evidence based, compassionate approach exemplifies LCGB's values of professionalism, advocacy, and global solidarity showing the power of skilled lactation support even under the most difficult conditions.

The 2024 Conference strengthened LCGB's reputation as a trusted provider of high-quality, evidence-based education and directly supported our beneficiaries the professionals, peer supporters, and volunteers who extend skilled care to families across the UK. Feedback consistently reflected appreciation for the inclusivity of the event, the quality of learning, and the sense of shared purpose across attendees.

World Breastfeeding Trends Initiative (WBTi UK) 2024–2025

In 2024, LCGB provided a £2,500 grant to support the work of the World Breastfeeding Trends Initiative (WBTi UK), a volunteer led project that assesses and reports on the implementation of the WHO Global Strategy for Infant and Young Child Feeding across the four UK nations. LCGB's contribution covered a proportion of the cost of professional design and printing for the 2024 UK Report, which included scorecards for England, Scotland, Wales, and Northern Ireland, plus an online Executive Summary.

The WBTi UK Report was launched at Guy's Hospital, London, in March 2025, followed by a formal Parliamentary launch in June 2025, attended by MPs, members of the House of Lords, and representatives from Royal Colleges and public health organisations. The report drew national attention to the importance of improving health professional training and strengthening implementation of the WHO Code on marketing of breast milk substitutes.

Coverage in the British Medical Journal and Nursing Times amplified these messages, while social media engagement and parliamentary discussion reinforced the report's policy impact.

LCGB's financial support enabled this project to achieve far greater professional reach and visibility. Supporting WBTi directly advances LCGB's charitable aims promoting public education, strengthening evidence-based practice, and ensuring that infant feeding policy reflects the needs of families and professionals throughout the UK.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

Working with Partner Organisations

LCGB recognises that collaboration with aligned organisations is essential to fulfilling its charitable aims. During 2024, the charity has focused on maintaining constructive relationships while identifying opportunities for future collaboration as part of our emerging strategic priorities.

LCGB continues to be a supporting member of the Baby Feeding Law Group (BFLG UK), contributing to advocacy for full implementation of the WHO International Code of Marketing of Breast milk Substitutes and related UK policy. Through this work, LCGB helps to ensure that the voices of professionals and families are represented in national discussions on infant feeding regulation and marketing ethics.

LCGB also maintains a relationship with ELACTA (the European Lactation Consultants Alliance). Membership of ELACTA is available to LCGB members who choose to opt in, providing access to European education, research updates, and networking opportunities that extend the reach of LCGB's educational impact.

Connections with the Association of Lactation Consultants in Ireland (ALCI) continue to develop positively, with reciprocal memberships and event attendance supporting shared professional learning across the British-Irish region. LCGB also maintains reciprocal event attendance with the International Lactation Consultant Association (ILCA), ensuring the organisation remains engaged in global discussions on lactation ethics, research, and professional standards.

These developing relationships reflect LCGB's commitment to strengthening education, advocacy, and ethical standards across the profession, while ensuring that partnerships enhance the charity's ability to support its beneficiaries both professionals and the families they serve.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

Contribution made by volunteers and network groups

We currently have 35 LCGB volunteers listed and this year we have introduced a 'volunteer agreement' that highlights the expectations of and for an LCGB volunteer. One of our volunteers creates the monthly Lactation Education & Resources Bulletin that is emailed with the LCGB Newsletter. This is a unique and popular resource providing information on up-coming educational events and other learning opportunities associated with lactation.

LCGB hosts Regional Network groups to encourage the sharing of lactation knowledge. These function differently according to each group and there are some geographical areas that are still in need of a representative. These groups have recently been opened to anyone interested in becoming involved.

Sally Brooks Grant 2024

This was introduced in 2022 as the first cycle and 2024 was the second cycle. The Sally Brooks Grant was designed to support individuals preparing to take the IBLCE exam but facing financial challenges. This grant covers the IBLCE examination fees for two successful candidates, allowing them to pursue certification and contribute to breastfeeding support services across the UK.

The 2024 cycle was eligible for applicants who intend to sit the IBLCE exam in September 2024, April 2025, or September 2025. September 2024 applicants must have completed all the necessary eligibility requirements, while those applying for the April 2025 or September 2025 exam cycles must have either met or be close to meeting all requirements. Candidates were asked to confirm their eligibility during the application process.

The Grant Selection Criteria was particularly aimed at applicants who intend to offer their IBCLC services within the UK, ideally in sectors such as the NHS, charities, or other not-for-profit organisations and those who are from communities or backgrounds facing social and economic challenges. Applications were open from 12th January to 12th February 2024, with a two-phase selection process involving an initial application form submission followed by an informal interview for shortlisted candidates.

This year's recipients are Kerryanne O'Rourke, an Occupational Therapist and co-founder of Breastfeeding Support Scotland, and Farhana Nasir, an Infant Feeding Practitioner with over 20 years of experience, originally from Bangladesh.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

Scholarships

For the LCGB Hybrid Conference 2024, scholarships were awarded based on a detailed selection rubric designed to assess applicants' eligibility and alignment with the conference's goals. The scholarship selection process involved initial screening, scoring, and ranking of applications based on criteria that prioritised voluntary breastfeeding support, diversity and inclusion, financial need, and alignment with the conference theme, "The Diversity of Lactation Support: A Team Effort."

The evaluation considered several factors, such as whether applicants were volunteer breastfeeding peer supporters, their financial situation, and how attending the conference would benefit both the applicant and their community. Extra points were awarded for individuals from underrepresented groups in the lactation support community and for new scholarship applicants.

After thorough assessment, five (5) applicants were awarded scholarships for in-person attendance, while the remaining (11) were offered scholarships for online participation.

Support given to members and non-members in accessing high-quality lactation education and progress made in offering scholarships to increase equitable access

We have made significant efforts to support both members and non-members in accessing high-quality lactation education through various initiatives:

1. Offering a hybrid conference, allowing participants to attend either in person or online. This flexibility reduces barriers to attendance, such as caring responsibilities, illness, disability, or financial constraints. The in-person option was provided without accommodation, giving attendees the freedom to choose lodging that fit their budgets and access needs.
2. Increasing equitable access by providing scholarships to individuals who met specific criteria, enabling them to attend the conference despite financial challenges.
3. Implementing an Infant and Young Child in Emergency (IYCE) strategy, which allows LCGB to offer high-quality lactation education to up-skill healthcare professionals, charities, volunteers, and breastfeeding supporters on evidence-based infant feeding practices. This strategy ensures compliance with the World Health Organization (WHO) Code on the Marketing of Breast Milk Substitutes.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

Progress in embedding our Equity, Diversity, and Inclusion (EDI) policy into our activities

In 2023/24, LCGB, as a Charitable Incorporated Organisation (CIO), has been reflecting on our compliance with the guidelines provided by the Charity Commission and the progress made in embedding the EDI policy into our activities. In line with our strategic plan to reach the broadest range of beneficiaries, especially underrepresented groups and communities, we have carefully planned activities to reflect our “Commitment to Action”.

EDI should be at the heart of every step we take, and we've spent significant time consulting with those who can support us in making the organisation more inclusive.

When LCGB became a CIO, we made it a priority to ensure EDI was central to our plans, and we have demonstrated this commitment through several key initiatives:

1. The Sally Brooks Grant, which covered IBLCE examination fees for candidates who meet specific criteria, helping to reduce financial barriers.
2. Offering online education through our OWL (Ongoing Web Learning) platform, which is available to both members and non-members either for free or at a low cost. This platform provides educational opportunities not only for those in the UK but also internationally.
3. Amplifying marginalised voices by offering opportunities to showcase their work and expertise on LCGB's social media platforms.
4. Curating a diverse group of expert speakers for the 2024 conference, while also encouraging new speakers and local researchers to present their work.
5. Collaborating with a charity that supports individuals with disabilities, enabling us to provide inclusive services at the 2024 conference, such as a quiet room for live streaming and a prayer room. Our financial contribution also benefited the charity's clients, helping us create a more accessible event.

Expanding access by opening regional network and WhatsApp groups to non-members, allowing them to engage with local support and benefit from peer interactions.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

Structure, governance and management

Constitution

Lactation Consultants of Great Britain is a Charitable Incorporated Organisation (CIO). The CIO was registered at the Charity Commission on 6 February 2020. LCGB's constitution outlines how the charity operates, including its structure, membership, and trustee appointments. It allows for voting members other than its charity trustees.

Membership

Membership is open to any individual supporting the work of LCGB to meet its objects. There are a range of membership levels which include associate, student, IBCLC and retired status.

Recruitment and appointment of Trustees

Trustees are appointed or re-appointed for a term of three years following their election at the general meeting.

The constitution requires that there be at least eight trustees, but there is no maximum limit. Trustees are selected based on their skills and experience, with the goal of ensuring the effective management of the charity in accordance with charity law. Trustees are not required to be IBCLCs to hold the position.

Induction and training of new Trustees

Each new charity trustee is provided with essential documentation, including a copy of the constitution, the latest trustees' annual report, minutes of previous Board meetings, and policies and procedures.

Full role descriptions for trustees ensure transparency regarding the responsibilities of the role. New trustees are encouraged to undertake training, primarily using programs offered by NCVO (National Council for Voluntary Organisations) and The Association of Chairs. The charity promotes a welcoming environment for new trustees, allowing opportunities for shadowing experienced members and participating in operational meetings before running for election.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

Financial Review

The results of the year are set out in the statement of financial activities. This shows income for the year of £66,384 (2023: £84,170) and expenditure of £64,346 (2023: £58,365) resulting in net income of £2,038 (2023: net income of £25,805). Total reserves at 31 December 2024 of £119,217 (2023: £117,179) consist of unrestricted reserves of £116,093 (2023: £113,015) and restricted reserves of £3,124 (2023: £4,164).

Reserves

The Charity's policy on reserves is to generate and maintain a balance which is sufficient:

1. To preserve the financial viability of the Charity in the event that unforeseen and / or unavoidable circumstance precipitate a short-term fall in its income;
2. To enable the Charity, in the interests of meeting its objectives, to undertake from time to time the setting up of new and innovative projects on a pilot basis to demonstrate the viability and potential benefits of such activities as a precursor to securing the external funding necessary to maintain such projects on an on-going basis.

For these purposes the reserves policy requires the minimum level of reserves (to cover 9 months of operating costs and some conference venue costs if necessary) to be in the region of £35,000 to £45,000.

At the end of the year the charity held unrestricted reserves of £116,093 mainly held in cash at bank which is considered by the trustees to be sufficient for the charity to carry out its objectives and explore opportunities to further its work.

At the end of the year the charity held restricted reserves of £3,124 which is for the Sally Brookes Award.

Remuneration of Trustees

All Trustees act in a voluntary capacity and receive no remuneration or other material benefits from their services to the Charity.

Out-of-pocket expenses necessarily and reasonably incurred by Trustees in promoting the purposes of the Charity are reimbursed at cost.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

Statutory Statements on Liabilities

The Trustees declare that:

- ✓ The charity has given no guarantees where potential liability under the guarantee is outstanding at the date of this statement (eg: any outstanding/ongoing contract or legal undertaking to buy or provide specific services);
- ✓ The charity has no debt outstanding at the date of this statement which is owed by the CIO, and which is secured by an express charge on any assets of the CIO (eg.: a mortgage on property owned by the charity);

Risks

A key risk to the organisation is the availability of resources include people, specific skill sets and funds to further the objectives. Attracting, developing and leading people is a priority alongside offering good, evidence based education that meets the needs of the communities of the people LCGB members and beyond, serve.

Future plans

Looking ahead to 2025 and beyond, LCGB's strategic direction is to ensure that all projects, partnerships, and day to day activities are aligned with our four cornerstone priorities, each designed to strengthen our charitable purpose and the support provided to our beneficiaries.

1. Education – LCGB will continue to prioritise high-quality, accessible education for lactation professionals and volunteers. This includes the development of a national LCGB Roadshow, designed to take evidence-based education and professional development directly into communities, improving accessibility for those unable to attend national events. We will also continue to expand hybrid and online learning, ensuring relevance to the evolving needs of families and practitioners. LCGB also aims to build stronger, more interactive relationships with its members and volunteers ensuring that the organisation remains responsive, inclusive, and member led.
2. Grants and Scholarships – Building on the success of the Sally Brooks Grant and our 2024 conference scholarships, LCGB will explore additional opportunities to provide financial support for training and certification. This ensures that those from underrepresented or financially constrained backgrounds can continue to enter and thrive within the profession.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2024

3. Advocacy – LCGB will strengthen its advocacy by aligning closely with national and international partners such as the Baby Feeding Law Group (BFLG UK) and WBTi UK, promoting policy and practice that safeguard breastfeeding, human milk feeding, and the right to equitable, skilled support. Advocacy will remain central to representing the needs of families and the professionals who support them.
4. Human Milk, Breastfeeding, and Lactation Promotion – LCGB will continue to raise awareness of the value of human milk and skilled lactation support through professional education, communications, and collaboration. The goal is to reinforce breastfeeding and lactation as key components of public health, while promoting accurate, inclusive, and compassionate messaging.

By aligning all areas of work with these four cornerstones and by strengthening direct engagement with our members, volunteers, and wider community LCGB will continue to advance its charitable purpose, ensuring that education, advocacy, and professional development directly benefit the ultimate beneficiaries: families, infants, and the professionals who care for them.

On behalf of the Board

L Brownlie

Linda Brownlie
Chair
30 October 2025

LACTATION CONSULTANTS OF GREAT BRITAIN

Independent Examiner's report to the Trustees of Lactation Consultants of Great Britain

I report to the trustees on my examination of the accounts of Lactation Consultants of Great Britain for the year ended 31 December 2024.

Respective responsibilities of trustees and examiner

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of Independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. 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 a consideration of any unusual items or disclosures in the accounts and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination 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; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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.



Elaine Alsop ACA DChA FCIE
EA Independent Ltd,
5 South Charlotte Street,
Edinburgh,
EH2 4AN
30 October 2025

LACTATION CONSULTANTS OF GREAT BRITAIN

Statement of Financial Activities For the year ended 31 December 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Total 2023 £
Income from:					
Donations and legacies	4	1,205	-	1,205	1,600
Charitable activities	5	65,179	-	65,179	82,570
Total income		<u>66,384</u>	<u>-</u>	<u>66,384</u>	<u>84,170</u>
Expenditure on:					
Charitable activities	6	63,306	1,040	64,346	58,365
Total expenditure		<u>63,306</u>	<u>1,040</u>	<u>64,346</u>	<u>58,365</u>
Net income/(expenditure)		3,078	(1,040)	2,038	18,810
Reconciliation of funds:					
Fund balances at 1 January		113,015	4,164	117,179	91,374
Fund balances at 31 December		<u>116,093</u>	<u>3,124</u>	<u>119,217</u>	<u>117,179</u>

The notes on pages 17 to 22 form part of these financial statements

LACTATION CONSULTANTS OF GREAT BRITAIN

Balance Sheet

As at 31 December 2024

	Notes	2024		2023	
		£	£	£	£
Current assets					
Debtors	10	326		110	
Cash at bank and in hand		<u>136,087</u>		<u>131,498</u>	
			136,413		131,608
Liabilities					
Creditors: Amounts falling due within one year	11		<u>(17,196)</u>		<u>(14,429)</u>
Net current assets			<u>119,217</u>		<u>117,179</u>
Net assets			<u><u>119,217</u></u>		<u><u>117,179</u></u>
Funds					
Unrestricted funds	12	116,093		113,015	
Restricted Funds	12	3,124		4,164	
Total Charity Funds			<u><u>119,217</u></u>		<u><u>117,179</u></u>

These accounts were approved and authorised for issue by the Board of Trustees on 30 October 2025.

L Brownlie

Linda Brownlie
Chair

The notes on pages 17 to 22 form part of these financial statements

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2024

1 ACCOUNTING POLICIES

1.1 General Information

Lactation Consultants of Great Britain is a Charitable Incorporated Organisation (CIO) registered in England and Wales. The charity's registered number is 118779. The principal address of the charity is 19 Ascott Close, Hull, HU4 6EQ.

The entity constitutes a public benefit entity as defined by FRS 102.

1.2 Basis of Preparation

The accounts have been prepared under the historical cost convention accordance with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Charities Act 2011.

These financial statements are presented in Pounds Sterling (GBP) as that is the currency in which the charity's transactions are denominated. Monetary amounts in these financial statements are rounded to the nearest pound (£).

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires Trustees to exercise their judgement in the process of applying the accounting policies. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 2.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2024

1 ACCOUNTING POLICIES (continued)

1.3 Going Concern

The accounts have been prepared on a going concern basis as the Trustees are of the opinion that the charitable company can continue to meet its obligations as they fall due for the foreseeable future. They regularly monitor the funding streams and evaluate the projected expenditure and the free reserves available.

1.4 Income

All income is included in the Statement of Financial Activities when the charity is entitled to the income, receipt is probable, and the amount can be measured reliably. The following specific policies are applied to the particular categories of income:

- Donations and similar incoming resources are included in the period in which they are receivable, which is when the charitable company becomes entitled to the resource.
- Membership income for charitable purposes is recognised for the year it is due.

1.5 Expenditure

Expenditure is recognised when the charity has entered into a legal or constructive obligation, it is probable that settlement will be required and the amount of the obligation can be measured reliably. It has been accounted for on an accruals basis and has been classified under relevant headings.

The charity is not registered for VAT, and accordingly expenditure is shown gross of irrecoverable VAT.

1.6 Taxation

The charity is accepted by HMRC as a charity under section 521 to 563, Income Tax Act 2007, and accordingly no provision is required for taxation surpluses.

1.7 Funds

Unrestricted funds are available to use and are administered on a discretionary basis under the direction of the Trustees, and in line with the objects of the charity.

Restricted funds are to be used for particular restricted purposes within the charitable company's objectives. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2024

1 ACCOUNTING POLICIES (continued)

1.8 Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less and bank overdrafts.

1.9 Debtors

Trade and other debtors are measured at transaction price.

1.10 Creditors

Creditors and provisions are recognised where the charitable company has a present obligation resulting from a past event that will probably result on the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

2 CRITICAL JUDGEMENTS AND ESTIMATES

The preparation of financial statements in compliance with the Charities SORP (FRS 102) requires the use of certain critical accounting estimates. It also requires the Trustees to exercise judgement in applying the charity's accounting policies. The Trustees do not consider there to be any material accounting judgement required in preparing these accounts. The Trustees are satisfied that accounting policies are appropriate and applied consistently.

3 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
Income from:			
Donations and legacies	1,600	-	1,600
Charitable activities	82,570	-	82,570
Total income	84,170	-	84,170
Expenditure on:			
Charitable activities	58,109	256	58,365
Net income	26,061	(256)	25,805

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2024

4 DONATIONS AND LEGACIES

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Total 2023 £
Donations from individuals	<u>1,205</u>	<u>-</u>	<u>1,205</u>	<u>1,600</u>

Donations received in 2023 of £1,600 were unrestricted.

5 INCOME FROM CHARITABLE ACTIVITIES

	2024 £	2024 £	2024 £	2023 £
Membership fees	35,994	-	35,994	34,807
Events and seminars	26,194	-	26,194	44,638
Website adverts	2,991	-	2,991	3,125
	<u>65,179</u>	<u>-</u>	<u>65,179</u>	<u>82,570</u>

Income from charitable activities received in 2023 of £82,570 was unrestricted.

6 CHARITABLE ACTIVITIES

	2024 £	2024 £	2024 £	2023 £
Event costs	33,369	-	33,369	38,882
Staff costs	15,663	-	15,663	-
Attendance at events/conferences	-	-	-	960
Grants and donations made	-	1,040	1,040	3,806
IT, website and membership	7,089	-	7,089	5,508
Meeting costs	1,848	-	1,848	3,008
Insurance	96	-	96	96
Administration	963	-	963	478
Bank and similar charges	1,685	-	1,685	1,495
Trustees' training	-	-	-	1,286
Trustees' travel	45	-	45	1,246
Legal fees	948	-	948	-
Independent Examiner's fee	1,600	-	1,600	1,600
	<u>63,306</u>	<u>1,040</u>	<u>64,346</u>	<u>58,365</u>

Expenditure on charitable activities in 2023 of £58,109 was unrestricted and £256 was restricted..

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2024

7 INDEPENDENT EXAMINATION FEES

Fees of £1,600 were charged for preparation and independent examination of the annual accounts for the year ended 31 December 2024 (2023: £1,600).

8 TRUSTEE REMUNERATION AND EXPENSES

No remuneration or other benefits were paid to trustees for the year ended 31 December 2024 (2023: £nil).

Trustees are reimbursed for travel and similar expenses incurred on behalf of the charity. In 2024, a total of £418 was paid to 4 trustees in relation to travel for meetings and as part of the conference expenses (2023: £1,246, 6).

Trustees make payments to the charity in line with other members towards memberships, events, website adverts and books and other resources. These transactions are at market rate, and any discounts applied were discounts available to any member who fitted the relevant criteria.

9 TRANSACTIONS WITH RELATED PARTIES

There were no related party transactions for the year ended 31 December 2024 (2023: none).

10 DEBTORS

	2024	2023
	£	£
Trade debtors	326	110

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	2,799	1,680
Accruals	3,500	2,271
Deferred income	10,897	10,478
	17,196	14,429

Income is deferred where it has been received in advance and the service it has been received for has not yet been fulfilled. Deferred income relates to membership incomes paid in advance.

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2024

12 MOVEMENT OF FUNDS

	Balance at 1 Jan 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 Dec 2024 £
Unrestricted					
General fund	113,015	66,384	(63,306)	-	116,093
Restricted					
Sally Brookes Award	4,164	-	(1,040)	-	3,124
Total Funds	117,179	66,384	(63,346)	-	119,217

Movements in funds – comparative figures

	Balance at 1 Jan 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 Dec 2023 £
Unrestricted					
General fund	86,954	84,170	(58,109)	-	113,015
Restricted					
Sally Brookes Award	4,420	-	(256)	-	4,164
Total Funds	91,374	84,170	(58,365)	-	117,179

Purpose of restricted funds:

Sally Brookes Award. This is monies received from a member which is to be used to fund grants towards exam fees for Lactation Consultants of Great Britain members.

13 ANALYSIS OF NET ASSETS REPRESENTING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 December 2024 are represented by:			
Net current assets	116,093	3,124	119,217
Fund balances at 31 December 2023 are represented by:			
Net current assets	113,016	4,164	117,179

LACTATION CONSULTANTS OF GREAT BRITAIN

England & Wales - Charity number 1187793

Accounts

Registered Charity Number: 1187793

LACTATION CONSULTANTS OF GREAT BRITAIN
REPORT OF THE TRUSTEES AND
UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023



*The professional voice of
breastfeeding since 1994*

LACTATION CONSULTANTS OF GREAT BRITAIN

Contents

For the year ended 31 December 2023

	Page
Legal and Administrative Information	1
Trustees' Annual Report:	
Objects and activities	2
Achievements during the year	3
Structure, governance and management	8
Financial review	9
Future plans	11
Independent Examiner's Report	12
Statement of Financial Activities	13
Balance Sheet	14
Notes to the Accounts	15 – 21

LACTATION CONSULTANTS OF GREAT BRITAIN

Legal and Administrative Information For the year ended 31 December 2023

Charity Name:	Lactation Consultants of Great Britain Also known as LCGB
Registered Charity Number:	1187793
Legal form:	Charitable Incorporated Organisation, registered with the Charity Commission on 6 th February 2020.
Charity address:	19 Ascott Close, Hull, HU4 6EQ
Website:	www.LCGB.org
Email:	info@LCGB.org
Board of Trustees:	<i>Trustees serving for the whole year:</i> Linda Brownlie (Chair) Vikki Kidd Zurina Ali Marion Jones Heidi Nowalany Amanda Smith Lyndsey Hookway Shazlynn Omar Hilary English (sadly passed away June 2024) <i>Trustees resigned at the AGM in August 2023:</i> Zoe Faulkner (Chair) Helen Gray Sophie Burrows
Bankers:	Cooperative Bank
Independent Examiner:	Elaine Alsop ACA DChA FCIE EA Independent Ltd 5 South Charlotte Street, Edinburgh, EH2 4AN

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report

For the year ended 31 December 2023

The Trustees present their report for the year ended 31 December 2023. The financial statements comply with the Charities Act 2011 and Accounting and Reporting by Charities Statement of Recommended Practice Applicable to charities preparing their accounts in accordance with the Financial Reporting Standard Applicable in the UK (FRS 102) (effective 1 January 2019).

Objects, activities and public benefit

Objects or purposes of the charity

The charity aims to promote and protect public health by increasing skilled breastfeeding support for mothers and babies.

It also seeks to advance public education on breastfeeding as a key public health issue, emphasising both immediate and long-term benefits.

The charity promotes high standards of education and knowledge regarding breastfeeding and evidence-based lactation practices, including specialised care.

Activities that the charity carries out in relation to those purposes

The Lactation Consultants of Great Britain (LCGB) primarily focuses on promoting and protecting public health through expert breastfeeding support, while advancing education about breastfeeding as a public health issue. The charity has engaged in several key activities to achieve these objectives:

- *Provision of Online Education:* Offering accessible online learning opportunities related to breastfeeding and lactation.
- *Advocacy:* Promoting awareness of breastfeeding's significance at both the public and policy levels.
- *Contributions to Working Groups:* Actively participating in various working groups aimed at improving breastfeeding practices and standards.

Public benefit

The Trustees of LCGB confirm that they have fully adhered to the guidance provided by the Charity Commission on public benefit when determining the charity's activities. The work of LCGB is rooted in advancing public health and education for the benefit of mothers, babies, and families through breastfeeding support and evidence-based practices

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report

For the year ended 31 December 2023

Achievements during the year

Education

2023 conference

LCGB's educational offering is paramount to the delivery of the organisation's purpose and the conference is a high priority to LCGB. It is a meeting of those who work with the families that LCGB ultimately supports via those with the expertise to support breastfeeding families.

21-22nd April 2023 LCGB held its first in person and online (hybrid) conference, "from science to practice", bringing together speakers from the U.K. and overseas to deliver 10 hours of education to lactation consultants, breastfeeding counsellors and peer supporters, individuals from the NHS and allied health care professionals along with others supporting breastfeeding families.

Experience gained from hosting an online conference throughout Covid, stood LCGB in good stead to deliver both an in person gathering and have online attendees both "live streaming" during the event itself and having access to the presentations for a number of months after the event.

The ability to offer this hybrid model presented an opportunity to reach more people than ever before and to offer a lower cost alternative to an in person event.

During Covid, the organisation invested resources (including considerable volunteer hours) into building an online education platform and website that could be easily accessed by those undertaking the training offered. The legacy of that platform continues today as it is enhanced and adapted over time to meet changing needs or to optimise new technologies embedded within.

The number of attendees at the 2023 conference were: 126 in person and 135 online. 3 in person scholarships were allocated to individuals who had applied and 50 scholarships for online attendance, with a cohort of those scholarships offered to Ukrainian lactation consultants. At the in-person conference, attendees were invited to identify what steps they would take to work on being more inclusive and supporting marginalised communities in their work and day to day life.

LCGB further asked its supporters to let us know what you have been doing in your community to amplify the voices of those who are impacted by discrimination every day. We will share some of this activity as we collate more responses.

Let's work together. We don't have all the answers but we can learn together. Let us know if you have any ideas how we can improve awareness and understanding in this important area of all of ours' work.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report

For the year ended 31 December 2023

Education continued

Following on from the conference further online offerings were produced and delivered via OWL. LCGB announced an open access conversation with #ActuallyAutistic researcher Dr Aimee Grant, celebrating and supporting neurodiverse families, communities and lactation supporters.

This presentation discusses:

- How to use respectful, accurate language
- How to support neurodiverse children and parents
- Breastfeeding experiences of neurodiverse parents
- How to care for yourself while working as a lactation advocate if you identify as neurodiverse
- How we're moving away from a medical model of Autism

And... the positive stories and experiences of being Autistic

Following consultation with Dr Grant, this session is free to view and may be disseminated widely to amplify it's important message. Dr Grant has also included resources written and curated by Autistic parents and researchers.

The session is now available via <https://www.lcgb-owl.org/list-courses> and will be available to watch at your leisure until further notice. There also continue to be other presentations that are available on OWL for people to watch free of charge.

Grants

Sally Brooks Grant 2023: In 2023 the Sally brooks grant project saw its first candidate pass their IBCLC exam and qualify as an International Board Certified Lactation Consultant which is incredible news.

Sally Brooks grant was kindly donated to LCGB to widen access to the IBCLC credential especially amongst underserved communities.

Jenya Taylor was one of the original recipients, chosen from an underserved population, being West Wales, and has now passed the IBCLC exam. Congratulations to Jenya!

Look out for future rounds of the award coming soon. Awards are given based on criteria to ensure that support is allocated to individuals who can make a difference despite facing challenges which might include discrimination amongst other obstacles to furthering their work.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report

For the year ended 31 December 2023

Advocacy

LCGB's Policy and Advocacy lead Helen Gray, supported two submissions to the Committee on the Rights of the Child, authoring the submission from World Breastfeeding Trends Initiative (WBTi) UK and supporting the submission from Baby Feeding Law Group (BFLG) for the 2022 Civil Society Alternative Report.

The Concluding Observations of the Committee to the UK State Party have now been published, including some specific recommendations with respect to breastfeeding in Section H 41 (f):

the UK State Party should continue its efforts to promote breastfeeding, including by:

- (i) strengthening support for mothers, including through flexible working arrangements;
- (ii) fully implementing the International Code of Marketing of Breast-milk Substitutes and strengthening relevant legislation; and
- (iii) raising awareness of the importance of breastfeeding among families and the general public.

In addition to recommendations on increasing early intervention and preventive services for infants and young children, and for reducing infant mortality, food insecurity, malnutrition and obesity, and for supporting working parents with policies such as parental leave.

WBTi

LCGB is pleased to announce it is working with a number of individuals and organisations to support WBTi with the work on a future report on breastfeeding trends in the UK. Those parties being Association of Breastfeeding Mothers, UNICEF UK, BFLG UK, Baby Milk Action, Breastfeeding Alliance, The Breastfeeding Network (UK), First Steps Nutrition, HIFN Institute of Health Visiting, La Leche League, National Childbirth Trust Maternity Action the Royal College of Midwives and researchers from MAINN at The University of Central Lancashire and Maria Herron and representatives from all four nations (England, Northern Ireland, Scotland and Wales).

The first meeting was held in May 2023 to kick off the planning stages. LCGB has agreed to donate funds to help produce the report, and Trustee time to carry out the work.

During the year, LCGB's Policy and Advocacy Team attended a Breastfeeding Alliance focus group with NHS England on the refreshed Delivery Plan for Maternity and Neonatal Services. The team provided feedback on issues around breastfeeding support in neonatal and paediatric settings.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report

For the year ended 31 December 2023

Board changes

Zoe Faulkner and Helen Gray stepped down from the Board of LCGB at the end of their first term as Chair and Advocacy and Policy Lead, respectively.

Departing words from Zoe:

"It has been a great pleasure to work with so many of my colleagues to further the aims of LCGB, advocating for the importance of breastfeeding as a public health priority. The teamwork and shared effort has led to a real transformation of LCGB with our establishment as a registered charity (CIO) in 2020.

This teamwork has never been more important than in recent years, supporting our members and steering the charity successfully through the pandemic. I am delighted to see LCGB is in a good position with a strong board of trustees for the next phase in its strategic development."

Departing words from Helen:

"I just want to say a huge thank you to all of you for your support and friendship over the years, and for your wholehearted backing of the work I've done on LCGB's behalf.

I first came to LCGB national committee meetings and stayed because it was the only place where people actually "got" what I was doing as an IBCLC, who understood what I had worked for to get there, who valued my work and my vision, when like most of us I was on my own in a little silo in the community most of the time!

I was thrilled to be awarded a partial LCGB sponsorship to ILCA in my early days as an IBCLC, and I've volunteered for LCGB ever since. I'm so delighted that the "Who's Who" resource, that I developed based on that experience, has gone on to become an LCGB classic and a valuable resource for parents all over.

I also really, really value being part of a community and organisation with so much integrity, working so hard to make this world better for families and babies, and not taking short cuts or being swayed by industry influence or popular opinion."

LCGB is grateful for the years of commitment and impact from both Zoe and Helen and wishes them well in their future endeavours.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report

For the year ended 31 December 2023

Board changes continued

The following Trustees stood for re-election at the AGM, at the end of their first term with LCGB.

Zurina Ali
Linda Brownlie
Hilary English
Marion Jones
Vikki Kidd
Heidi Nowalany

All were re-elected.

Linda Brownlie was elected chair, moving from the role of treasurer and Heidi Nowalany stepped into the treasurer role, both officer roles.

Lyndsey Hookway and Amanda Smith took over the mantle from Helen in respect of advocacy and policy.

The following co-opted Trustees stood for election at the AGM and were elected by the membership.

Lyndsey Hookway
Shazlynn Omar
Amanda Smith

Trustee, Hilary English sadly passed away in June 2024. Hilary was a long-standing member of LCGB's former committee and then stood on LCGB's Board of Trustees as Deputy Chair. She was a cherished member of our community whose legacy in breastfeeding support, advocacy and education will be fondly remembered.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report

For the year ended 31 December 2023

Structure, governance and management

Constitution

Lactation Consultants of Great Britain is a Charitable Incorporated Organisation (CIO). The CIO was registered at the Charity Commission on 6 February 2020. LCGB's constitution outlines how the charity operates, including its structure, membership, and trustee appointments. It allows for voting members other than its charity trustees.

Membership

Membership is open to any individual supporting the work of LCGB to meet its objects. There are a range of membership levels which include subscriber, associate, student, IBCLC and retired status. LCGB also has sponsored members and anyone interested in scholarships for membership or events can contact info@lcgb.org to find out more.

Recruitment and appointment of Trustees

Trustees are appointed or re-appointed for a term of three years following their election at the general meeting.

The constitution requires that there be at least eight trustees, but there is no maximum limit. Trustees are selected based on their skills and experience, with the goal of ensuring the effective management of the charity in accordance with charity law. Trustees are not required to be IBCLCs to hold the position.

Induction and training of new Trustees

Each new charity trustee is provided with essential documentation, including a copy of the constitution, the latest trustees' annual report, minutes of previous Board meetings, and policies and procedures.

Full role descriptions for trustees ensure transparency regarding the responsibilities of the role. New trustees are encouraged to undertake training, primarily using programs offered by NCVO (National Council for Voluntary Organisations) and The Association of Chairs. The charity promotes a welcoming environment for new trustees, allowing opportunities for shadowing experienced members and participating in operational meetings before running for election.

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2023

Strategic teams

The CIO is structured with various strategic teams, including Communications, Education, Equality, Diversity and Inclusion, Finance, Policy and Advocacy and Administration. Additionally, there are operational Task Groups that focus on events, membership, newsletters, and ongoing web learning.

Working with partner organisations

LCGB's Relationship with Related Organisations:

Over the years, LCGB has formed valuable partnerships with several organisations that share our vision for promoting breastfeeding and lactation care. These collaborations have enabled us to broaden our impact and amplify the work of our related partners through various platforms, including our social media channels, newsletter and during events. Below are some key organisations we have worked with:

1. European Lactation Consultants Alliance (ELACTA)
2. Association of Lactation Consultants Ireland (ALCI)
3. Breastfeeding Twins & Triplets UK
4. World Breastfeeding Trends Initiative
5. iLactation
6. Lactation Education Resources (LER)
7. Association of Tongue Tie Practitioners (ATP)

Financial Review

The results of the year are set out in the statement of financial activities. This shows income for the year of £84,170 (2022: £52,586) and expenditure of £58,365 (2022: £33,776) resulting in net income of £25,805 (2022: net income of £18,810). Total reserves at 31 December 2023 of £117,179 (2022: £91,374) consist of unrestricted reserves of £113,015 (2022: £86,954) and restricted reserves of £4,164 (2022: £4,420).

Reserves

The Charity's policy on reserves is to generate and maintain a balance which is sufficient:

1. To preserve the financial viability of the Charity in the event that unforeseen and / or unavoidable circumstance precipitate a short-term fall in its income;

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report

For the year ended 31 December 2023

2. To enable the Charity, in the interests of meeting its objectives, to undertake from time to time the setting up of new and innovative projects on a pilot basis to demonstrate the viability and potential benefits of such activities as a precursor to securing the external funding necessary to maintain such projects on an on-going basis.

For these purposes the reserves policy requires the minimum level of reserves (to cover 9 months of operating costs and some conference venue costs if necessary) to be in the region of £35,000 to £45,000.

At the end of the year the charity held unrestricted reserves of £113,015 (2022: £86,954) mainly held in cash at bank (2022: £93,772) which is considered by the trustees to be sufficient for the charity to carry out its objectives and explore opportunities to further its work.

At the end of the year the charity held restricted reserves of £4,164 (2022: £4,420) which is for the Sally Brookes Award.

Remuneration of Trustees

All Trustees act in a voluntary capacity and receive no remuneration or other material benefits from their services to the Charity.

Out-of-pocket expenses necessarily and reasonably incurred by Trustees in promoting the purposes of the Charity are reimbursed at cost.

Statutory Statements on Liabilities

The Trustees declare that:

- ✓ The charity has given no guarantees where potential liability under the guarantee is outstanding at the date of this statement (eg: any outstanding/ongoing contract or legal undertaking to buy or provide specific services);
- ✓ The charity has no debt outstanding at the date of this statement which is owed by the CIO, and which is secured by an express charge on any assets of the CIO (eg.: a mortgage on property owned by the charity);

LACTATION CONSULTANTS OF GREAT BRITAIN

Trustees' Annual Report For the year ended 31 December 2023

Risks

A key risk to the organisation is the availability of resources include people, specific skill sets and funds to further the objectives. Attracting, developing and leading people is a priority alongside offering good, evidence based education that meets the needs of the communities of the people LCGB members and beyond, serve.

Future plans

The organisation is undergoing transition and change with review of key areas of governance and operations. A focus on the core projects that lend themselves to the overall vision in the strategy is essential.

On behalf of the Board



Linda Brownlie

Chair

29 October 2024

LACTATION CONSULTANTS OF GREAT BRITAIN

Independent Examiner's report to the Trustees of Lactation Consultants of Great Britain

I report to the trustees on my examination of the accounts of Lactation Consultants of Great Britain for the year ended 31 December 2023.

Respective responsibilities of trustees and examiner

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of Independent examiner's report

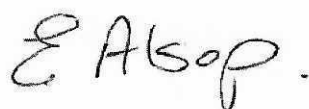
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes a consideration of any unusual items or disclosures in the accounts and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination 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; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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.



Elaine Alsop ACA DChA FCIE
EA Independent Ltd,
5 South Charlotte Street,
Edinburgh,
EH2 4AN
30 October 24

LACTATION CONSULTANTS OF GREAT BRITAIN

Statement of Financial Activities For the year ended 31 December 2023

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Total 2022 £
Income from:					
Donations and legacies	4	1,600	-	1,600	3,127
Charitable activities	5	82,570	-	82,570	49,459
Total income		<u>84,170</u>	<u>-</u>	<u>84,170</u>	<u>52,586</u>
Expenditure on:					
Charitable activities	6	58,109	256	58,365	33,776
Total expenditure		<u>58,109</u>	<u>256</u>	<u>58,365</u>	<u>33,776</u>
Net income/(expenditure)		26,061	(256)	25,805	18,810
Reconciliation of funds:					
Fund balances at 1 January		86,954	4,420	91,374	72,564
Fund balances at 31 December		<u>113,015</u>	<u>4,164</u>	<u>117,179</u>	<u>91,374</u>

The notes on pages 15 to 21 form part of these financial statements

LACTATION CONSULTANTS OF GREAT BRITAIN

Balance Sheet

As at 31 December 2023

	Notes	2023 £	2022 £
Current assets			
Debtors	10	110	4,684
Cash at bank and in hand		131,498	98,772
		<u>131,608</u>	<u>103,456</u>
Liabilities			
Creditors: Amounts falling due within one year	11	(14,429)	(12,082)
Net current assets		<u>117,179</u>	<u>91,374</u>
Net assets		<u>117,179</u>	<u>91,374</u>
Funds			
Unrestricted funds	12	113,015	86,954
Restricted Funds	12	4,164	4,420
Total Charity Funds		<u>117,179</u>	<u>91,374</u>

These accounts were approved and authorised for issue by the Board of Trustees on 29 October 2024.

Linda Brownlie
Chair

The notes on pages 15 to 21 form part of these financial statements

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2023

1 ACCOUNTING POLICIES

1.1 General Information

Lactation Consultants of Great Britain is a Charitable Incorporated Organisation (CIO) registered in England and Wales. The charity's registered number is 118779. The principal address of the charity is 19 Ascott Close, Hull, HU4 6EQ.

The entity constitutes a public benefit entity as defined by FRS 102.

1.2 Basis of Preparation

The accounts have been prepared under the historical cost convention accordance with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Charities Act 2011.

These financial statements are presented in Pounds Sterling (GBP) as that is the currency in which the charity's transactions are denominated. Monetary amounts in these financial statements are rounded to the nearest pound (£).

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires Trustees to exercise their judgement in the process of applying the accounting policies. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 2.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2023

1 ACCOUNTING POLICIES (continued)

1.3 Going Concern

The accounts have been prepared on a going concern basis as the Trustees are of the opinion that the charitable company can continue to meet its obligations as they fall due for the foreseeable future. They regularly monitor the funding streams and evaluate the projected expenditure and the free reserves available.

1.4 Income

All income is included in the Statement of Financial Activities when the charity is entitled to the income, receipt is probable, and the amount can be measured reliably. The following specific policies are applied to the particular categories of income:

- Donations and similar incoming resources are included in the period in which they are receivable, which is when the charitable company becomes entitled to the resource.
- Membership income for charitable purposes is recognised for the year it is due.

1.5 Expenditure

Expenditure is recognised when the charity has entered into a legal or constructive obligation, it is probable that settlement will be required and the amount of the obligation can be measured reliably. It has been accounted for on an accruals basis and has been classified under relevant headings.

The charity is not registered for VAT, and accordingly expenditure is shown gross of irrecoverable VAT.

1.6 Taxation

The charity is accepted by HMRC as a charity under section 521 to 563, Income Tax Act 2007, and accordingly no provision is required for taxation surpluses.

1.7 Funds

Unrestricted funds are available to use and are administered on a discretionary basis under the direction of the Trustees, and in line with the objects of the charity.

Restricted funds are to be used for particular restricted purposes within the charitable company's objectives. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2023

1 ACCOUNTING POLICIES (continued)

1.8 Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less and bank overdrafts.

1.9 Debtors

Trade and other debtors are measured at transaction price.

1.10 Creditors

Creditors and provisions are recognised where the charitable company has a present obligation resulting from a past event that will probably result on the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

2 CRITICAL JUDGEMENTS AND ESTIMATES

The preparation of financial statements in compliance with the Charities SORP (FRS 102) requires the use of certain critical accounting estimates. It also requires the Trustees to exercise judgement in applying the charity's accounting policies. The Trustees do not consider there to be any material accounting judgement required in preparing these accounts. The Trustees are satisfied that accounting policies are appropriate and applied consistently.

3 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £
Income from:			
Donations and legacies	3,127	-	3,127
Charitable activities	49,459	-	49,459
Total income	52,586	-	52,586
 Expenditure on:			
Charitable activities	33,196	580	33,776
Net income	19,390	(580)	18,810

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2023

4 DONATIONS AND LEGACIES

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Total 2022 £
Donations from individuals	1,600	-	1,600	3,127

Donations received in 2022 of £3,127 were unrestricted.

5 INCOME FROM CHARITABLE ACTIVITIES

	2023 £	2023 £	2023 £	2022 £
Membership fees	34,807	-	34,807	31,183
Events and seminars	44,638	-	44,638	15,046
Website adverts	3,125	-	3,125	3,230
	82,570	-	82,570	49,459

Income from charitable activities received in 2022 of £49,459 was unrestricted.

6 CHARITABLE ACTIVITIES

	2023 £	2023 £	2023 £	2022 £
Event costs	38,882	-	38,882	12,673
Attendance at events/conferences	960	-	960	3,348
Grants and donations made	3,550	256	3,806	2,453
IT, website and membership	5,508	-	5,508	3,883
Meeting costs	3,008	-	3,008	4,608
Insurance	96	-	96	96
Administration	478	-	478	1,005
Bank and similar charges	1,495	-	1,495	995
Trustees' training	1,286	-	1,286	1,412
Trustees' travel	1,246	-	1,246	1,703
Independent Examiner's fee	1,600	-	1,600	1,600
	58,109	256	58,365	33,776

Expenditure on charitable activities in 2022 of £33,196 was unrestricted and £580 was restricted..

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2023

7 INDEPENDENT EXAMINATION FEES

Fees of £1,600 were charged for preparation and independent examination of the annual accounts for the year ended 31 December 2023 (2022: £1,600).

8 TRUSTEE REMUNERATION AND EXPENSES

No remuneration or other benefits were paid to trustees for the year ended 31 December 2023 (2022: £nil).

One trustee was paid a speaker fee of £450 for delivering a session at the conference.

Trustees are reimbursed for travel and similar expenses incurred on behalf of the charity. In 2022, a total of £1,246 was paid to 6 trustees (2022: £1,703, 7)

Trustees make payments to the charity in line with other members towards memberships, events, website adverts and books and other resources. These transactions are at market rate, and any discounts applied were discounts available to any member who fitted the relevant criteria.

9 TRANSACTIONS WITH RELATED PARTIES

There were no related party transactions for the year ended 31 December 2023 (2022: none).

10 DEBTORS

	2023 £	2022 £
Trade debtors	110	140
Prepayments	-	4,544
	<u>110</u>	<u>4,684</u>

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2023

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	1,680	487
Accruals	2,271	1,600
Deferred income	10,478	9,995
	<u>14,429</u>	<u>12,082</u>

Income is deferred where it has been received in advance and the service it has been received for has not yet been fulfilled. Deferred income relates to membership incomes paid in advance.

12 MOVEMENT OF FUNDS

	Balance at 1 Jan 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 Dec 2023 £
Unrestricted					
General fund	86,954	84,170	(58,109)	-	113,015
Restricted					
Sally Brookes Award	4,420	-	(256)	-	4,164
Total Funds	<u>91,374</u>	<u>84,170</u>	<u>(58,365)</u>	<u>-</u>	<u>117,179</u>

Movements in funds – comparative figures

	Balance at 1 Jan 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 Dec 2022 £
Unrestricted					
General fund	67,564	52,586	(33,196)	-	86,954
Restricted					
Sally Brookes Award	5,000	-	(580)	-	4,420
Total Funds	<u>72,564</u>	<u>52,586</u>	<u>(33,776)</u>	<u>-</u>	<u>91,374</u>

Purpose of restricted funds:

Sally Brookes Award. This is monies received from a member which is to be used to fund grants towards exam fees for Lactation Consultants of Great Britain members.

LACTATION CONSULTANTS OF GREAT BRITAIN

Notes to the Accounts

For the year ended 31 December 2023

13 ANALYSIS OF NET ASSETS REPRESENTING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 December 2023 are represented by:			
Net current assets	113,016	4,164	117,179
	<u> </u>	<u> </u>	<u> </u>
<i>Fund balances at 31 December 2022 are represented by:</i>			
<i>Net current assets</i>	<i>86,954</i>	<i>4,420</i>	<i>91,374</i>
	<u> </u>	<u> </u>	<u> </u>

LACTATION CONSULTANTS OF GREAT BRITAIN

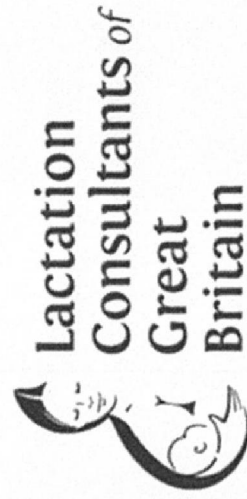
England & Wales - Charity number 1187793

Accounts

LACTATION CONSULTANTS OF GREAT BRITAIN

**REPORT OF THE TRUSTEES AND
UNAUDITED ACCOUNTS**

FOR THE YEAR ENDED 31 DECEMBER 2022



*The professional voice of
breastfeeding since 1994*

	Page
Legal and Administrative Information	1
Trustees' Annual Report:	
Objects and activities	2
Structure, governance and management	2
Activities and achievements during the year	4
Financial review	11
Future plans	13
Independent Examiner's Report	14
Statement of Financial Activities	15
Balance Sheet	16
Notes to the Accounts	17 – 22

Legal and Administrative Information

For the year ended 31 December 2022

Charity Name:	Lactation Consultants of Great Britain Also known as LCGB
Registered Charity Number:	1187793
Legal form:	Charitable Incorporated Organisation, registered with the Charity Commission on 6 th February 2020.
Charity address:	19 Ascott Close, Hull, HU4 6EQ
Website:	www.lcgb.org
Email:	info@lcgb.org
Board of Trustees:	<i>Trustees serving for the whole year:</i> Zoe Faulkner (Chair) Hilary English Linda Brownlie (Treasurer) Zurina Ali Helen Gray Marion Jones Vikki Kidd Heidi Nowalany Sophie Burrows
	<i>Trustees appointed during the year:</i> Amanda Smith (19 November 2022) Lyndsey Hookway (25 November 2022) Shazlynn Omar (1 December 2022)
	<i>Trustees who also served during the year:</i> Clare Meynell (resigned February 2022) Heather Kale (resigned July 2022)
Bankers:	Cooperative Bank
Independent Examiner:	Elaine Alsop ACA DChA FCIE EA Independent Ltd 1 Rosebery Place, Dunbar, East Lothian, EH42 1AQ

Trustees' Annual Report For the year ended 31 December 2022

The Trustees present their report for the year ended 31 December 2022. The financial statements comply with the Charities Act 2011 and Accounting and Reporting by Charities Statement of Recommended Practice Applicable to charities preparing their accounts in accordance with the Financial Reporting Standard Applicable in the UK (FRS 102) (effective 1 January 2019).

Objects, activities and public benefit

Lactation Consultants of Great Britain (LCGB); a registered charity working to improve the health and wellbeing of families through advocacy and expert IBCLC breastfeeding care.

Objects

To promote and protect the physical and mental health of the general public through increasing skilled and expert breastfeeding support to and for mothers and babies.

To advance the education of the general public, and especially those persons concerned with care of children, on the importance of breastfeeding as a public health issue/ both in the immediate and long-term, and to promote a high standard of education and knowledge about breastfeeding, evidence-based practice and lactation including specialised care.

Activities

The primary activities undertaken to achieve the objects are:

1. Provision of online education
2. Advocacy
3. Contribution to working groups

Public benefit

The Trustees of Lactation Consultants of Great Britain confirm that they have paid due regard to the guidance issued by the Charity Commission on public benefit in deciding what activities the charity should undertake.

Structure, governance and management

Constitution

Lactation Consultants of Great Britain is a Charitable Incorporated Organisation (CIO). The CIO was registered at the Charity Commission on 6 February 2020. Its constitution allows for voting members other than its charity trustees.

Membership

Membership is open to any individual supporting the work of LCGB to meet its objects. There are a range of membership levels which include associate, student, IBCLC and retired status.

Trustees' Annual Report For the year ended 31 December 2022

Recruitment and appointment of Trustees

There must be at least eight charity trustees. There is no maximum number of trustees.

In accordance with the Constitution, Trustees are appointed or re-appointed for a term of three years from the conclusion of the general meeting at which they are elected.

In appointing Trustees, due consideration is given to ensuring that the Trustees have, between them, the skills and experience necessary to manage the charity effectively and in accordance with charity law. There is no requirement to be an IBCLC to be a Trustee of LCGB.

Induction and training of new Trustees

Each new charity trustee is provided with a copy of the constitution, a copy of the CIO's latest trustees' annual report and statement of accounts, minutes of previous Board meetings and copies of policies and procedures.

We have developed full role descriptions for trustees in order that the commitment to and requirements of the role are fully transparent to those considering becoming a trustee. To support trustees in their role, new trustees are asked to undertake trustee training. We have been using the NCVO's training programs. We welcome interest from members in the role of trustee and encourage them to attend operational meetings and to observe the running of the CIO, as well as to be involved at a volunteer level in some aspect of the CIO, before running for election as Trustee.

We work hard to make all new trustees feel welcome and to grow in confidence in their role by providing opportunities to gain new skills through shadowing experienced trustees, to attend meetings with external organisations and by identifying areas of interest where they can develop skills and take training to follow-up these interests. We mainly use training offered by NCVO and The Association of Chairs.

Additional governance matters

LCGB has a number of strategic teams:

- Education
- Equality, Diversity and Inclusion
- Finance
- Policy and Advocacy
- Advancing the IBCLC profession

And a number of Task groups working on either short term projects or longer term recurring activities that operationalise the strategic priorities, including:

- Education - Events / Conference

Trustees' Annual Report

For the year ended 31 December 2022

- Membership
- Members' newsletter
- Network Groups
- Awards Team (inc educational scholarships, Sally Brooks grant and outstanding contribution)
- NICE guidance response
- OWL Ongoing Web Learning
- Social media
- Supervision development

Towards the end of the year, a Project Management Committee (which will have Terms of Reference) was established to undertake assessments of project proposals and review grant requests. The primary objectives of the team to allocate resources and ensure that the aims of the charity are met. In addition it is expected that this team will perform ongoing assessments of projects and act as a conduit to the board to ensure Trustees are appraised of project progress and challenges.

Activities and achievements during the year

The priorities of LCGB, why and what has happened over the year have been:

1. To develop an equitable process for trustee recruitment and on boarding, and use the process to recruit new board members.
2. To manage succession planning, via planning and recruitment of trustees to fulfil officer roles, including secretary and Treasurer in preparing for the Chair to retire at the next AGM.
3. To develop trustee role clarity with a focus on governance and strategic responsibly and public accountability, including a focused working weekend.

We prioritised these three areas as we need to invest in our Board skills, to further embed our charitable status and to develop the organisation in line with our charitable objectives; to run efficiently and effectively, thus providing value to our members and consequently enabling them to provide a high standard of lactation care to the families they serve. We also focused on development; accessing training, and recruitment to ensure we have a strong confident and cohesive team for the next phase in LCGB's evolution.

To achieve this, we developed our trustee recruitment processes, application forms, recruitment pack and interview proforma, by looking at other organizations, and

Trustees' Annual Report

For the year ended 31 December 2022

available templates including from NCVO and then developed our own, both for general trustees and the secretary officers' role.

To develop a project management approach, individual and team skills using external training and software to apply to operational and defined projects.

We prioritised this to increase clarity around Board governance and strategic responsibilities and using tools to assist with decision making around projects, both operational and defined project work, given the limitations of recourses, both financial and volunteer / people's time.

We achieved it by undertaking training, six trustees undertook two day project management training

Updated our strategic plan 2022 – 2025, indemnifying our strategic priorities and embedding our Equity, Diversity and Inclusion policy.

We prioritised this to provide clarity on our direction of travel and identify key priorities to enable better planning and prioritization of resources.

We achieved this by ratifying our strategic plan, following a year of meetings and workshops to examine our work to date and goals and priorities.

To raise awareness of the vital importance of skilled breastfeeding support, particularly through the involvement of the Chair and several of our members in developing the Infant feeding workforce's competencies framework.

We prioritised this to be a key player in the collaborative working group with the breastfeeding organizations to increase the understanding and value of the entire infant feeding workforce and increase clarity on the skills and knowledge offered by different roles, to elevate the entire infant feeding workforce, and the IBCLC's role within it. Undertaken on behalf of the breastfeeding alliance.

LCGB Chair is chair of the expert working group. The working group includes two further IBCLC members and one associate member.

Trustees' Annual Report For the year ended 31 December 2022

To support our members, via maintaining our membership benefits and developing a supervision programme.

We prioritised this to meet our member's learning, support needs and increase our membership numbers, and thereby financial position. Ensure the specialist workforce is supported, and can access continued education via CERPs.

Supervision working group has met regularly, we have part funded one person to undertake masters level training, with a view to developing our in-house supervisor training and programme.

To maintain our advocacy and policy national work, including the British Association of Perinatal Medicine (BAPM) guidelines, All Party Parliamentary Group (APPG) on Infant Feeding and Inequalities, Baby Feeding Law Group (BFLG), & Breastfeeding Alliance.

We prioritised this to maintain our ability to advocate for the needs of breastfeeding families, clinical skills, and education and that our policy and advocacy work may continue. This includes recruiting new trustees with the skills and interest for this advocacy work.

Several trustees including our advocacy and policy lead and EDI lead and Chair, actively participate in meetings and contribute to policy consultations.

To provide members and non-members with high quality lactation education and to support them to access and carry out their education and provide scholarships to increase equitable access to the learning.

We prioritised this to ensure the IBCLCs and other members of the infant feeding support workforce can update their skills. To reduce barriers to accessing and maintaining the IBCLC credential with consideration of our EDI policy and Commitment to Action, including anyone with protected characteristics as defined by the Equality Act 2010.

We delivered an online conference, and the Jill Dye memorial talk was offered as scholarship places, including inviting our Ukrainian colleagues to attend as guests.

Trustees' Annual Report For the year ended 31 December 2022

To continue to develop and manage succession planning with international partners, ALCI, ELACTA, ILCA and IBLCE.

We prioritised this to maintain our contribution and dialogue with partners to share learning and collective planning.

The Chair attended ELACTA presidents' meetings and conference, speaks regularly with ALCI president and met with ALCI council. LCGB Chair has also been elected to the ILCA board in July 2022. Written dialogue with IBLCE about membership concerns and to update data.

We continue to maintain inter organisational relationships with our key partners and stakeholders. This work is valuable as it supports the shared interests of supporting a membership that holds an international credential.

Safeguarding

The membership secretary is the designated safeguarding lead and they have undertaken additional training to support this. Safeguarding related resources for LCGB members are being developed and added to the members' area of the website.

Equality, Diversity and Inclusion

During 2022, LCGB reflected on our ongoing work, in respect of the highlighted global issues on inequalities, racism and discrimination. We recognise that within our profession and organisation there are inequalities, including the barrier to accessing the IBCLC qualification among underrepresented groups. There is also a barrier for appropriate remuneration for IBCLCs that are not dual qualified in the NHS setting. Whilst there is some positive change in some Trusts and geographical areas, there is more work to be done to ensure there is a career path that enables people to earn a living. This is key to ensuring the workforce can reflect the diversity of the UK population.

In demonstrating our commitment we;

- Introduced the Sally Brooks Grants (SBG) – this was a pilot project. This project aimed to address the barrier to accessing the IBCLC qualification among underrepresented groups. LCGB allocated the fund to support two successful recipients to pay the IBLCE examination fees.

Trustees' Annual Report

For the year ended 31 December 2022

- Continued introducing a reduced fee for Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC examination.
- Offered free-to-members education on the OWL platform.
- Worked to make OWL releases as accessible as possible.
- Continued supporting network groups across the UK for all members to meet to discuss issues relevant to their practice and to provide the opportunity for support for one another.
- Sought out training for trustees to attend around issues of Diversity and Inclusion such as "leading tough conversations" by NVCO; Attended a training on "Equality, Diversity and Inclusion in the Charity Governance by NVCO; The EDI lead also attended the UNICEF Baby Friendly conference with a focus on the session on issues around creating safe space and gendered language use in healthcare.
- Introduced in the trustees' selection process the points taken from the trustee recruitment approach based on attracting a diverse mix of candidates training in 2020. LCGB has appointed three trustees which fulfilled the aim to make the LCGB Board of Trustees a diverse mix in terms of ethnics and skills mix.
- Provided a collection of resources for members to access on the LCGB website, that strive to challenge unconscious bias in our practice.
- Introduced training and resources for the Board of Trustees and Operational volunteers to challenge unconscious bias via WhatsApp discussion and at the Trustees away days.
- Continued the work to amplify diverse voices through our education program, by encouraging speaker suggestions from a broad range of backgrounds. Working as a wide team of volunteers has started this process which will be continued by social media outreach and advertising.
- Provided over a dozen fully funded places to each of our Virtual Conferences 2022, for aspiring and re-registering IBCLCs, in recognition of the barriers existing in the already significant costs of certifying and re-registering.
- Unlimited places offered for conference attendance to those meeting the criteria to obtaining a scholarship or those working in infant feeding in emergencies where the cause aligned with LCGB's Commitment to Action.

Membership

The member numbers of IBCLCs and associate members is 650 at the time of writing and have continued to grow year on year, as do the number of qualified IBCLCs in the UK – 734 as of March 2023. The membership online system continues to benefit the documentation and updating of members' details. Members are reminded they can maintain and update their own profile at any time. The membership secretary continues to develop the links with members by working with and supporting them. The members' certification Whatsapp groups have been a success and there are now three available – Recertification by CERPs, Exam

Trustees' Annual Report

For the year ended 31 December 2022

Preparation and Post Exam groups. The membership secretary also works closely with the network groups co-ordinator to encourage members to interact via their regional groups.

Volunteering within LCGB

As a charity, LCGB functions through the generosity and support of volunteers. All the Trustees also participate in the day to day running of the charity in addition to their Trustee role. A number of non-Trustees also volunteer, and LCGB continues to be incredibly grateful to the volunteers for their time.

Some examples of roles undertaken by volunteers are;

- support for provision of education such as OWL
- creating content for social media
- contributing to working groups developing valuable resources such as supervision for IBCLCs
- developing a consultation document on infant feeding support competencies
- acting as guides during our virtual conference
- assembling and coordinating the monthly newsletter
- coordinating the network groups
- attending meetings of outside organisations such as the APPG on Infant Feeding and Equalities, the MMHA (Maternal Mental Health Association) and BFLG, the Baby Feeding Law Group

Opportunities to attend relevant training are provided to all volunteers to build skills that may be transferable outside of LCGB. Recently a number of volunteers attended Project Management training and a working weekend was held to undertake Trustee responsibility training along with other broad skills such as psychological safety awareness, project management and effective decision making.

We recognise that volunteering requires time and financial resources that not everyone has access to. The roles within LCGB are being reviewed particularly where the commitment is ongoing and necessary, to identify the opportunities to outsource to individuals who cannot ordinarily volunteer.

Education

Annual conference – online 2022

Providing members and non-members with high quality lactation education Virtual Conference 2022

The goal of the annual LCGB conference in relation to the charity's objects is to; a) increase skilled and expert breastfeeding support to and for mothers and babies in order to promote and protect the

Trustees' Annual Report

For the year ended 31 December 2022

physical and mental health of the general public and to b) promote a high standard of education and knowledge about breastfeeding, evidence-based practice and lactation, including specialised care. In endeavouring to achieve the above we;

- sought speakers whom we knew would have important, high quality, evidence based information to share with our delegates.
- looked for at least one Ethics Continuing Education Recognition Point (CERP) and a range of diversity.
- balanced the programme presentations over the two days, to vary the pace and content.
- previewed the presentation recordings, and viewed them again to approve the accompanying subtitles, which we consider a requirement for equity of access.
- set fees for and contacted potential stall holders in SpatialChat and on Facebook
- set the criteria for and invited applications for poster presentations. Applications were reviewed and approved based on the criteria
- had very frequent communication between all LCGB teams throughout the conference planning process.
- provided delegates with a programme of the event, speaker handouts and access information, in a timely manner.
- pre-recorded all presentations and released on LCGB-OWL at set times during the event, so that delegates could participate in real time if they chose to. This allowed communication to happen in our Facebook Group, Twitter, and WhatsApp etc. The recordings were viewable to delegates for up four months after the event.

Over 200 delegates attended the 2022 virtual conference. The conference was very well received. Very positive feedback was received from delegates on the live networking opportunities offered by SpatialChat, to interact with speakers, the trustees and each other, view the posters and stalls and participate in the question-and-answer sessions.

The main constraint identified in delivering the virtual conference effectively in 2021, was the time involved in developing and overseeing the technical aspects of the online format. We were fortunate to have volunteers who had the necessary technical skill to put on the virtual conference in 2021, however, this took place during an exceptional time with restrictions imposed on normal working practices due to the pandemic enabling more time to be spent on alternative activities than would normally be possible. It was soon recognised that it would be neither feasible or ethical to ask volunteers to deliver the same level of input for a second year running, particularly as more normal work and living conditions resumed. As a result, the 2022 conference was successfully outsourced in terms of technical delivery.

The 2022 conference was planned and delivered mainly by volunteers. The Events team consists of trustees, who planned the conference. They were joined by many member-volunteers who took on roles during the event, ensuring its smooth running and the creation of a welcoming, sociable, and inspiring environment. Volunteers came forward to take on roles such as meeting and greeting in the SpatialChat rooms. In recognition of their invaluable contribution to the conference, volunteers were given a reduction in the cost of attending and we are grateful for their support.

LCGB OWL in-house education platform

Having LCGB's own, bespoke education platform has given LCGB the freedom to create and publish learning events in a much more flexible and affordable way, giving access to high quality lactation related education to both professionals and the wider public. It also allows

Trustees' Annual Report

For the year ended 31 December 2022

the charity to be able to offer significant discounts, thus broadening equity of access. It also better enables to uphold the commitment to reduce barriers and celebrate diversity, by keeping accessibility at the heart of all activity, i.e. provide subtitles, transcripts/slides, ensure clear speaker video and clear/large fonts.

Education Bulletin

The monthly members' newsletter incorporates the Lactation Education and Resources Bulletin. This is a unique and popular resource providing members with information about up-coming study days, conferences, courses, and other learning opportunities related to breastfeeding practice.

It is important for IBCLCs to access up-to-date education and evidence-based information, as there are specific requirements to maintain accreditation which must be evidenced every five years with IBLCE (International Board of Lactation Consultant Examiners) to be able to continue to offer their services as a qualified IBCLC lactation consultant.

Contributing to Activities Run by Other Organisations

LCGB promotes the work of the World Association of Breastfeeding Action (WABA), as an associate member. The WABA World Breastfeeding Week campaigns held annually in August receive particular emphasis and draw the global lactation and breastfeeding community together.

We have a close association with WBTi, (World Breastfeeding Trends Initiative), supporting them to carry out their work through both financial contributions for production of materials and through promoting their work on our communication platforms

LCGB are active contributors to several breastfeeding support and related organisations; such as APPG on Infant Feeding and Inequalities, Maternal Mental Health Association (MMHA), Baby Feeding Law Group (BFLG), The Breastfeeding Alliance

Financial Review

The results of the year are set out in the statement of financial activities. This shows income for the year of £52,586 (2021: £48,385) and expenditure of £33,776 (2021: £19,766), resulting in net income of £18,810 (2021: net income of £28,619). Total reserves at 31 December 2022 of £91,374 (2021: £72,564) consist of unrestricted reserves of £86,954 (2021: £67,564) and restricted reserves of £4,420 (2021: £5,000).

Trustees' Annual Report

For the year ended 31 December 2022

Reserves

The Charity's policy on reserves is to generate and maintain a balance which is sufficient:

1. To preserve the financial viability of the Charity in the event that unforeseen and / or unavoidable circumstance precipitate a short-term fall in its income;
2. To enable the Charity, in the interests of meeting its objectives, to undertake from time to time the setting up of new and innovative projects on a pilot basis to demonstrate the viability and potential benefits of such activities as a precursor to securing the external funding necessary to maintain such projects on an on-going basis.

For these purposes the reserves policy requires the minimum level of reserves (to cover 9 months of operating costs and some conference venue costs if necessary) to be £35,000.

At the end of the year the charity held unrestricted reserves of £86,954 (2021: £67,564) including cash reserves of £93,772 (2021: £77,942) which is considered by the trustees to be sufficient for the charity to carry out its objectives.

At the end of the year the charity held restricted reserves of £4,420 (2021: £5,000) which is for the Sally Brookes Award.

Remuneration of Trustees

All Trustees act in a voluntary capacity and receive no remuneration or other material benefits from their services to the Charity.

Out-of-pocket expenses necessarily and reasonably incurred by Trustees in promoting the purposes of the Charity are reimbursed at cost.

Financial Status

LCGB currently has a surplus that exceeds the reserves required to maintain the organisation should there be an event that limits the capacity to source funds. The surplus was partly derived from the first year of the Covid outbreak when little activity incurring cost was carried out and the involvement of volunteers was higher. LCGB is undergoing an extensive review of its planned projects with the objective of allocating funds to each piece of work and to identify whether alternative funds need to be sourced to further larger projects that can create tangible change in the profession. Education, being a core activity, is one area that LCGB continues to explore how it can be delivered in an accessible way that will mean more investment in technology that is reliable and user friendly. In addition the scope to offer free or subsidised education is continuously explored.

Trustees' Annual Report For the year ended 31 December 2022

Statutory Statements on Liabilities

The Trustees declare that:

- ✓ The charity has given no guarantees where potential liability under the guarantee is outstanding at the date of this statement (eg: any outstanding/ongoing contract or legal undertaking to buy or provide specific services);
- ✓ The charity has no debt outstanding at the date of this statement which is owed by the CIO, and which is secured by an express charge on any assets of the CIO (eg.: a mortgage on property owned by the charity);

Risks

A key risk to the organisation is the availability of resources include people, specific skill sets and funds to further the objectives. Attracting, developing and leading people is a priority alongside offering good, evidence based education that meets the needs of the communities of the people LCGB members and beyond, serve.

Future plans

The organisation is undergoing transition and change with review of key areas of governance and operations. A focus on the core projects that lend themselves to the overall vision in the strategy is essential.

On behalf of the Board



Name **LINDA BROWNIE**
Chair
14 August 2023

LACTATION CONSULTANTS OF GREAT BRITAIN

England & Wales - Charity number 1187793

Accounts

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021
FOR
LACTATION CONSULTANTS OF GREAT BRITAIN**

Duncan & Toplis Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Page
Report of the Trustees	1 to 21
Independent Examiner's Report	22
Statement of Financial Activities	23
Balance Sheet	24
Notes to the Financial Statements	25 to 30
Detailed Statement of Financial Activities	31



Registered Charity Number 1187793

Lactation Consultants of Great Britain

Report of the Trustees for the year ended 31 December 2021

**Trustees' Annual Report
& Statement of Financial Activity
for the Year Ended 31st December 2021**

Contents

1. Activities	3
1.1. Statutory Declaration	3
2. Achievements & Performance	3
2.1. Outputs and Outcomes for the Charity's Beneficiaries.....	16
2.2. Contributing to Activities Run by Other Organisations.....	16
2.3. Trustee Development	17
3. Financial Review	17
3.1. Details of Any Funds Materially in Deficit.....	17
3.2. Policy on Reserves.....	17
3.3. Remuneration of Trustees.....	18
3.4. Financial Status	18
3.5. Statutory Statements on Liabilities	18
4. Reference and Administration Details	19
4.1. Charity Name & Registration.....	19
4.2. Charity's Address	19
4.3. Names of the Trustees Who Manage the Charity.....	19
4.4. Names of Advisors & Senior Members of Staff.....	19
4.5. Bank.....	20
5. Structure, Governance & Management	20
5.1. Type of Governing Document	20
5.2. Charitable Objects.....	20
5.3. Trustee Selection Methods	20

**Trustees Annual Report
& Statement of Financial Activity
for the Period Ended 31st December 2021**

The Trustees of Lactation Consultants of Great Britain present their annual report for the year ended 31 December 2021 and confirm they comply with the requirements of the Charities Act 1993, as amended by the Charities Act 2006 and subsequently by the Charities Act 2011.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

1. Activities

1.1. Statutory Declaration

The Trustees of Lactation Consultants of Great Britain confirm that they have paid due regard to the guidance issued by the Charity Commission on public benefit in deciding what activities the charity should undertake.

2. Achievements & Performance

The priorities of LCGB over the year have been:

1. To strengthen and develop our structure and governance, and our operational efficiency
2. To raise awareness of the vital importance of skilled breastfeeding support, particularly through the Covid-19 crisis
3. To provide members and non-members with high quality lactation education and to support them to access and carry out their education
4. To continue to work to make LCGB as inclusive as possible, to better represent our membership and the public whom our members serve
5. To develop and add value to volunteering with LCGB

Why did we focus on these areas and what did we do to achieve this?

1. **To strengthen and develop our structure and governance, and our operational efficiency.**

We prioritised this area to embed charitable status into LCGB and to develop the organisation to run more efficiently and effectively, thus providing value to

our members and consequently enabling them to provide a high standard of lactation care to the families they serve.

To achieve this, we:

- a. Updated policies and reviewed our governance
- b. Began the process of reviewing our Strategic Plan
- c. Conducted meetings of trustees with specific focus on organisational structure and ways of working
- d. Invested in a new membership system. This has resulted in an increase of around 200 members in the 12 months since the launch in January 2021.
- e. Undertaken a whole website refresh, launched in January 2021
- f. Researched and began to implement more effective ways of communicating, co-working, storing and archiving, with a focus on security of information sharing.

2. To raise awareness of the vital importance of skilled breastfeeding support particularly through the Covid-19 crisis.

We prioritised this area because, as a new charity and the only organisation representing International Board Certified Lactation Consultants (IBCLCs) in the UK, LCGB is in a unique position and as such, has a responsibility to advocate at a national level. This action facilitates the highest level of skilled lactation care being available to families across the UK.

To achieve this we:

- a. Engaged with government and other initiatives affecting families with infants
- b. Advocated for breastfeeding to be part of the UK's national public health strategies and response to the COVID-19 pandemic
- c. Advocated for skilled support for breastfeeding dyads
- d. Collaborated with other breastfeeding organisations in the writing of a consultation document on infant feeding support competencies.

3. To provide members and non-members with high quality lactation education and with support to access and carry out their education.

We prioritised this area because it is our purpose to provide members, non-members, and other people active in breastfeeding support with opportunities to gain and develop the skills and knowledge to carry out their roles to a high standard. The educational requirements to qualify initially and to maintain certification as an IBCLC are rigorous. LCGB's education program over recent months has provided opportunities to hear of new research and developments in lactation and to update skills and knowledge and has facilitated networks of support. To achieve this, we:

- a. Developed an online learning platform (OWL) to deliver education - 13,000 visitors during 2021, averaging around 30 visitors a day between larger events

- b. Delivered our 2021 annual conference online – we hosted 350 delegates over the two-day, live event
 - c. Released several educational presentations - to date, a total of 2037 people have signed up, 547 people have completed and gained the certificate
 - d. Compiled and distributed a comprehensive monthly lactation education and resources bulletin
 - e. Provided our members with free or preferential rate access to international, professional lactation journals (Clinical Lactation by United States Lactation Consultants Association - USLCA, Breastfeeding and Lactation by European Lactation Consultants Alliance - ELACTA)
 - f. Subscribed 28 Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC exam
 - g. Facilitated a study group for members sitting the IBCLC exam for the first time or re-certifying by exam, on WhatsApp
 - h. Facilitated a post-exam support group, on WhatsApp
 - i. Initiated a project looking to develop a supervision program for IBCLCs
4. **To continue to work to make LCGB as inclusive as possible, to better represent our membership and the public whom our members serve.**
- We prioritised this area because we recognise that work on equity, diversity and inclusion is never complete. We identified that we need to better represent our membership and also the public whom our members serve and that it is important for us to be proactive in addressing the issue of E,D,I within the breastfeeding support landscape of the UK. To achieve this, we:
- a. Developed and adopted a new E,D,I policy in June 2020
 - b. Produced and promoted a commitment to Action on Equity, Diversity and Inclusion
 - c. Subscribed 28 Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC exam
 - d. Welcomed 12 new members under our sponsored members' scheme
 - e. Hosted 77 members at our virtual AGM, held by Zoom webinar – this was an increase from attendance at in-person AGM
 - f. Offered free education to members on the OWL platform
 - g. Offered low-cost education to non-members on the OWL platform
 - h. Supported network groups across the UK for all members to meet to discuss issues relevant to their practice and to provide the opportunity for support for one another
 - i. Supported the development of a new network group for LGBTQI+ members and allies, launched in October 2021
 - j. Awarded several scholarships to attend our annual conference and made gifts of access to the recordings from the conference
 - k. Approached organisations which represent minority groups, to discuss ways that LCGB can best support them

- l. Continued our work to amplify seldom heard voices from the lactation community and IBCLCs working predominantly in the UK by encouraging speakers from diverse backgrounds and through development of our OWL speaker list
- m. Planned the promotion, selection, and award of a grant to support members to sit the IBLCE exam
- n. Undertaken Cultural Awareness training with Breastfeeding Alliance by two representatives from LCGB who passed on key information such as cultural safety training aimed at practitioners as breastfeeding supporters, using active listening skills, avoiding jumping to conclusions, avoiding stereotyping.

5. Developing and adding value to the volunteer experience

- a. Retaining trustees as volunteers for example, Education Bulletin coordinator, to advise on ongoing projects, to assist with statutory charity admin tasks, and in areas where historical organisational knowledge is useful etc.
- b. Trustee Role description – developed by the Board along with Trustee Code of Conduct
- c. Encouraging trustees and other volunteers to take training aligned with their role and areas of interest

The following provides further detail on the above priorities:

Strengthening and developing our structure, governance, and our operational efficiency

Investing in a new membership system (Membership Works)

Launched in January 2021 this provides an enhanced, interactive, and responsive experience to members. The new system has freed up the time of trustees and other volunteers to focus on other important areas of LCGB's running, such as volunteer development, advocacy, and education provision.

Much of the work is now automated within it and this saves a great amount of time.

In September 2021 we celebrated signing up our 600th member, an increase of around 200 members in the 12 months since the beginning of the year.

The new membership system has freed up the membership secretary's time enabling work on nurturing other aspects of strengthening support for and involvement of members, eg. supporting the network groups and members who are preparing to sit the IBCLC exam or re-certify, via dedicated WhatsApp groups, with established governance structures in place.

Undertaking website refresh

The launch of the refreshed website took place in January 2021. LCGB email addresses were created for all trustees and volunteers. Support was provided in the installation and use of these and in keeping the website maintained.

The website is the primary route for the public to seek information about LCGB as well as providing information and support about breastfeeding. The 'Find an IBCLC' facility and the information and resources about how to train to become an IBCLC are the most searched items reflecting the dual role of LCGB to support families to find quality lactation support and to enable those wishing to develop their career and qualify as an IBCLC. The website has a monthly traffic average of around 10,000 visitors. Our engagement is steadily increasing, and Google clicks have been growing over the past year since the website refresh.

Developing Communications

We have enhanced communications by;

- a. Maintaining and developing LCGB's social media presence
- b. Subscribing to Canva (graphic design platform) to create content
- c. Attracting volunteers to help create content through a social media recruitment drive
- d. Creating and scheduling content and communication to other areas of the organisation across different channels i.e., Instagram, Facebook, Twitter

LCGB's communications channels, including social media, present the work of LCGB to the public, providing specialist resources, such as breastfeeding and HIV and breastfeeding in emergencies, on the website and disseminating important public health messages through the social media channels. For instance, during the early weeks of the COVID pandemic, our team kept abreast of the rapidly changing scientific evidence around breastfeeding during COVID, and our messages about the importance of continuing to breastfeed for the infant's health if the mother was COVID positive, following World Health Organisation (WHO) guidance, were widely read and disseminated.

Raising awareness of the vital importance of skilled breastfeeding support within the UK

Coordinating LCGB's engagement with government and other initiatives affecting families with infants

Writing evidence-based responses focused on the importance and impact of breastfeeding to public health via national consultations on prevention, public health, maternal and infant health and wellbeing.

LCGB is represented at national meetings and participates in national alliances. LCGB actively participates in the emerging Breastfeeding Alliance, The Baby Feeding Law

Group (BFLG), The All Party Parliamentary Group (APPG) on Infant feeding and inequalities, the Maternal Mental Health Alliance, (MMHA) the World Breastfeeding Trends Initiative (WBTi) UK project and the 1001 Days Movement. LCGB is also a Global Partner with the International Lactation Consultants Association (ILCA), member of the European Lactation Consultants Alliance (ELACTA) and meets with other IBCLC professional associations via these networks to collaborate and learn how to best further our charitable and shared aims.

Advocating for breastfeeding to be part of the UK's national public health strategies and response to the COVID-19 pandemic and advocating for skilled support for breastfeeding dyads

The COVID-19 pandemic saw the disintegration of breastfeeding support services across the country, as midwifery staff on infant feeding teams were redeployed to core services, health visitor infant feeding teams were redeployed to safeguarding and to COVID public health roles, and community centres and local NHS and third sector breastfeeding drop-ins were closed. At the beginning of the pandemic, some hospitals were implementing COVID precautions that saw mothers and babies separated if COVID was suspected, and many NICUs severely restricted parental visiting hours. These policies had a huge impact on families' mental health, and disrupted breastfeeding, which affected both physical and mental health.

LCGB gathered evidence on how breastfeeding combats viruses, evidence on the impact of COVID on newborns as it emerged, and global evidence-based guidelines from WHO, and disseminated these to medical colleagues and Royal Colleges who were developing and updating UK guidelines. This was a global effort and LCGB's policy team liaised closely with IBCLC colleagues around the world.

The UK joint Royal Colleges guidance on COVID in pregnancy, birth and postnatal periods eventually included guidance to support women to breastfeed, and for the statutory services to include the third sector in providing support to families.

The importance of this global level of communication in disseminating accurate information and evidence-based guidelines was reported in Moukarzel 2020 – LCGB's Policy and Advocacy Lead was one of the key nodes of communication.

LCGB also contributed in every way possible to initiatives responding to the crisis. Our members were working flat out supporting parents in their roles in the health services and devising ways to continue supporting families remotely in the community. In fact, many of our members in independent practice found that their reach grew with virtual services, reaching families from around the world.

Our team responded to the call to support maternity services from Dame Julia Cumberlege and the Deputy Chief Midwife, contributing in every possible way that our IBCLC members and our organisation could, to support midwifery staff by

providing skilled specialist breastfeeding services when staff numbers meant that midwives had to focus on the labour ward.

We developed a proposal for a national specialist breastfeeding service to support the National Breastfeeding Helpline and the statutory services; however, this proposal was not taken up.

We participated in the development of a new digital platform to support new parents, Peppy Baby, through the government initiatives NHSX and TechForce19 to reach underserved communities during COVID. LCGB advised on ethical and professional standards as well as how to structure support group chats and referral systems for one-to-one specialist help with breastfeeding or with mental health. LCGB's members participated in the project as group leaders and providing specialist support. This benefited everyone as families received highly skilled support, the Peppy team had a cadre of skilled providers delivering their programme, and many of our IBCLC members who had seen their professional work dry up during the pandemic were able to find paying roles.

The pilot of the project showed incredibly positive feedback from parents and strong improvement in mental health scores and has been expanded through the NHS into other areas.

We worked with other breastfeeding organisations to develop guidance for resuming breastfeeding support following the national lockdown and gradual lifting of restrictions <https://www.breastfeedingnetwork.org.uk/wp-content/uploads/2021/04/NCT-BfN-GuideToDeliveringSupport-Covid19-V1.pdf>

After the evacuation of Afghan families to the UK, it was immediately apparent that many of these families would require support with feeding their infants and young children, and our LCGB team reached out to our contacts on the National Maternity Stakeholder Council and throughout local maternity and infant feeding teams, as well as our contacts at NGOs such as UNICEF, Save the Children and the Infant Feeding in Emergencies Core Group (IFE Core Group). We helped to build a network of concerned volunteers (including many IBCLCs) and organisations and supported the WBTi team with collating and disseminating a library of resources on infant feeding in Afghan languages.

The enthusiastic support of many of our IBCLC members reflects the fact that IBCLCs are among the very few infant feeding specialists who have any training in infant and young child feeding in emergencies (see the WBTi UK 2016 report).

We supported the IFE Core Group with the production of a letter to MPs to raise awareness of the plight of these families and the serious gaps in local support services

provided to them. Local infant feeding leads are already using the library of resources to support Afghan families in their care.

Lessons learnt and future plans

LCGB's advocacy work is only as strong as the input of our skilled, knowledgeable, and passionate members. They have strengthened our consultation responses with their broad knowledge of the evidence base, they have widened the reach of our work with their invaluable local knowledge and contacts, and they have put hours of work in to support LCGB's work and to support families around the country.

We will be regularly reaching out to members to invite them to participate in projects or to join the team. Participating in national consultations and national meetings will also help to develop the knowledge and skills of our members.

Providing members and non-members with high quality lactation education

Virtual Conference 2021

The goal of the annual LCGB conference in relation to the charity's objects is to;

- a) increase skilled and expert breastfeeding support to and for mothers and babies in order to promote and protect the physical and mental health of the general public and to
- b) promote a high standard of education and knowledge about breastfeeding, evidence-based practice and lactation, including specialised care.

In endeavouring to achieve the above we;

- sought speakers whom we knew would have important, high quality, evidence based information to share with our delegates.
- looked for at least one Ethics Continuing Education Recognition Point (CERP) and a range of diversity.
- balanced the programme presentations over the two days, to vary the pace and content.
- previewed the presentation recordings, and viewed them again to approve the accompanying subtitles, which we consider a requirement for equity of access.
- set fees for and contacted potential stall holders in SpatialChat and on Facebook
- set the criteria for and invited applications for poster presentations. Applications were reviewed and approved based on the criteria.
- had very frequent communication between all LCGB teams throughout the conference planning process.
- provided delegates with a programme of the event, speaker handouts and access information, in a timely manner.
- pre-recorded all presentations and released on LCGB-OWL at set times during the event, so that delegates could participate in real time if they chose to. This

allowed communication to happen in our Facebook Group, Twitter, and WhatsApp etc. The recordings were viewable to delegates for up four months after the event.

Impact of the conference

Over 150 delegates attended the 2021 virtual conference.

Very positive feedback was received from delegates on the live networking opportunities offered by SpatialChat, to interact with speakers, the trustees and each other, view the posters and stalls and participate in the question-and-answer sessions. Constraints identified in delivering the activity efficiently, effectively and economically

Constraints identified in delivering the virtual conference

The main constraint identified in delivering the virtual conference effectively in 2021, was the time involved in developing and overseeing the technical aspects of the online format. We were fortunate to have volunteers who had the necessary technical skill to put on the virtual conference in 2021, however, this took place during an exceptional time with restrictions imposed on normal working practices due to the pandemic enabling more time to be spent on alternative activities than would normally be possible. It was soon recognised that it would be neither feasible or ethical to ask volunteers to deliver the same level of input for a second year running, particularly as more normal work and living conditions resumed.

Future conference planning

In planning for the 2022 conference, when an in-person event was still not viable considering ongoing Covid infection and restrictions, we built on the success of the 2021 virtual conference to deliver a second virtual event. Changes were made to the model of delivery in response to the experience of the volunteer teams in 2021, the main change being that a large part of the technical element was outsourced.

Contribution of volunteers to the conference

The entire 2021 conference was planned and delivered by volunteers. The Events team consists of trustees, who planned the conference. They were joined by around 20 member-volunteers who took on roles during the event, ensuring its smooth running and the creation of a welcoming, sociable, and inspiring environment. Volunteers came forward to take on roles such as meeting and greeting in the SpatialChat rooms. In recognition of their invaluable contribution to the conference, volunteers were given a reduction in the cost of attending.

LCGB OWL in-house education platform

The development and launch of LCGB Ongoing Web Learning (OWL) has been a big achievement for LCGB. The website works in parallel with the main LCGB website.

Having our own, bespoke education platform has given us the freedom to create and publish learning events in a much more flexible and affordable way, giving access to high quality lactation related education to both professionals and the wider public. It also allows us to be able to offer significant discounts, thus broadening our equity of access. It also better enables us to uphold our commitment to reduce barriers and celebrate diversity, by keeping accessibility at the heart of our activity, i.e. provide subtitles, transcripts/slides, ensure clear speaker video and clear/large fonts.

Since its launch in Spring 2020, OWL has been host to our 2020 (virtual) AGM and our highly successful virtual conference (May 2021) which attracted 350 delegates over the two-day event. Owl has also offered two stand-alone presentations.

Jill Dye Memorial 2020 (second release), Nancy Mohrbacher, A History of Positioning and Attachment

Following the successful test release to members it was decided that we should use the OWL platform to do a wider release of this talk to the public. The presentation is free to access and continues to be available.

To date 1788 people have signed up for the course from across the globe and there is a steady stream each day (a total of 2037 including the members from the first release). 547 people have completed and gained the certificate. We have had £355 of donations from attendees.

A close working relationship with the speaker has meant increased engagement and the possibility of the talk being updated and remaining available in the future. Attendees have been unanimous in their praise;

“Oh, my goodness, it was an inspiring revelation. I have been qualified as a lactation consultant for years and although I try and recommend Biological Nurturing, sometimes I have felt I just have not had the time or energy to fully support it. Now I understand and recognise it even more and you have given me a gift of inspiration, confidence and more knowledge, thanks”

“Thank you! This was one of the best webinars I have seen. Excellent material.”

“Loved online access as life is a juggle right now and I could watch it at my own pace.”

“I loved this presentation and am so grateful to have such high-quality training. Thank you to Nancy and LCGB “.

A further presentation, ‘An Introduction to Mindful Breastfeeding’, was kindly gifted to LCGB by its author, member Anna Le Grange. We hope that this will be the first of many presentations by members. A significant advantage of having our own education platform is that we can more easily support the development of UK based

IBCLCs to share their knowledge and expertise. This project was used to help train and up-skill other volunteers to be able to work on developing our education program and its delivery via the OWL website thus broadening the sustainability of the project.

From this project we hope to learn how to capitalize on the contact list we have developed from the engagement on the website so far.

Constraints identified in undertaking the OWL project have been that the learning curve has been steeper and more challenging than anticipated and limited availability of OWL team members has had an impact on being able to achieve all goals. The team has learnt that forward planning and taking account of team member availability is crucial so that delivery of projects is realistic and that they do not overlap.

OWL is also host to a short film about LCGB's history, (the organisation celebrated its 25th birthday in 2019) and a motivational discussion from our founding members about the importance of encouraging and nurturing involvement of members.

The OWL website has welcomed over 13,000 visitors in the last year and averages around 30 visitors a day between larger events.

Education Bulletin

The online monthly members' newsletter, collated by a member-volunteer, incorporates the Lactation Education and Resources Bulletin. This is a unique and popular resource providing members with information about up-coming study days, conferences, courses, and other learning opportunities related to breastfeeding practice.

It is important for IBCLCs to access up-to-date education and evidence-based information, as there are specific requirements to maintain accreditation which must be evidenced every five years with IBLCE (International Board of Lactation Consultant Examiners) to be able to continue to offer their services as a qualified IBCLC lactation consultant.

Equality, Diversity and Inclusion

During 2021, LCGB reflected on our ongoing work, in respect of the highlighted global issues on inequalities, racism and discrimination. We recognise that within our profession and organisation there are inequalities, including the barrier to accessing the IBCLC qualification among underrepresented groups. In drafting our Commitment to Action, we deliberately paused to reflect and ensure we were making positive, meaningful change within both our commitment and actions. LCGB wants to demonstrate deep commitment to changing the culture of not only our own organisation but also of IBCLCs, and access to both the profession and to specialist IBCLC services for all families, as stated in our Equity, Diversity and Inclusion policy; "LCGB, in carrying out its function, as a charitable organisation, strives to uphold,

promote and ensure equality of opportunity for all and that no individual or community is discriminated against unconsciously or overtly in the planning and delivery of any of our activities.”

In demonstrating our commitment we;

- welcomed new members under our Sponsored Members scheme
- introduced a reduced fee for Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC exam
- offered free-to-members education on the OWL platform
- worked to make accessibility of OWL releases as accessible as possible
- offered low-cost education to non-members on the OWL platform
- supported network groups across the UK for all members to meet to discuss issues relevant to their practice and to provide the opportunity for support for one another
- met with Breaking Breastfeeding Barriers (BBB) to explore how LCGB can best support them through information, resources, and a modest donation. BBB is a non-profit Black African & Caribbean breastfeeding organisation in the UK.
- supported the launch of an LCGB network group for members from the LGBTQI+ community, and allies – this has been an initiative by one of our members and demonstrates the value of member involvement in meeting the needs of all
- sought out training for trustees to attend around issues of Diversity and Inclusion, such as Addressing Racial Inequalities and Implicit Bias within the Maternity System, delivered by Yvonne Insch, IBCLC, through Blossom Antenatal – attended by two trustees in May 2021
- created a series of posts for social media to celebrate Black Breastfeeding Week
- attended trustee training developing a trustee recruitment approach based on attracting a diverse mix of candidates (Two trustees attended NCVO training during 2020)
- initiated a collection of resources for members to access on our website that strive to challenge unconscious bias in our practice
- worked to amplify diverse voices through our education program, by encouraging speaker suggestions from a broad range of backgrounds. Working as a wide team of volunteers has started this process which will be continued by social media outreach and advertising
- provided over a dozen free sponsored places to each of our Virtual Conferences in 2021 and 2022, for aspiring and re-registering IBCLCs, in recognition of the barriers existing in the already significant costs of certifying and re-registering.

Network Groups

LCGB has a valued network of groups for their members, providing a forum for local & regional members to be in contact through meetings and social media.

The Network Group coordinator is responsible for providing guidance and support to the network groups, to receive meetings' summaries and give feedback to the Trustees about their activities and any issues of concern, as well as keeping members in touch with the activities of the Board.

Traditionally meetings have been held face to face, however during the pandemic they became virtual, providing a very welcome opportunity to discuss practice in the uncertain times. Members have shared their knowledge, experiences, concerns, and their skills particularly as they mastered virtual consultations during the pandemic and informed as to what clinics and facilities were available to parents and babies locally, in their locality. Many services were suspended during the pandemic so having updated information on what was available was a lifeline to many families.

Meeting virtually has enabled increased attendance so is likely to remain a feature of the network groups into the future. Some groups also use social media to maintain contact, both for support and day to day issues.

Volunteering

Trustees not only undertake their strategic role but also participate in the day to day running of the Charity. Alongside the trustees is a band of committed member-volunteers who generously give their time and without whom LCGB could not function. Some examples of roles undertaken by volunteers are;

- creating content for social media
- contributing to working groups developing valuable resources such as supervision for IBCLCs
- developing a consultation document on infant feeding support competencies
- acting as guides during our virtual conference
- assembling and coordinating the monthly newsletter
- coordinating the network groups
- attending meetings of outside organisations such as the APPG on Infant Feeding and Equalities, the MMHA (Maternal Mental Health Association) and BFLG, the Baby Feeding Law Group
- organising international speakers with relevant and current topics to provide programmes, venues and/or the provision of technology for our annual educational conferences

This is by no means a comprehensive list of activities undertaken for LCGB by its volunteers. We are enormously grateful to each member who contributes their time, skills and energies to our charity and would like to publicly recognise the importance of their contribution. The generosity of members in giving their time and support has been more valuable than ever in the particularly challenging months of the Covid-19 pandemic.

“OWL – this was great to create with a team. When it came to hosting large events, such as the virtual conference it took a huge amount of volunteer time.

Trustees recognise the indispensable role of volunteers to LCGB and will be putting a particular focus on developing and enhancing their experience, making this a priority in the Strategic Plan.

Towards the end of 2021 we began to research options of outsourcing some areas of work, such as admin support (particularly minute taking/writing up Board meeting minutes), technical facilitation of the 2022 virtual conference, assistance with setting up and training trustees and operational volunteers to use a shared digital workspace.

Areas of focus for coming months (September 2022):

The focus will be to streamline the projects that LCGB puts its energy into, to meet the needs of the membership whilst ensuring that the organisation remains viable in terms of the capacity of its volunteer workforce.

Some of the areas which we will be looking to concentrate on are;

- Communications – ongoing development
- Completing the infant feeding competences
- Further developing of the Supervision training, structure and pilot project – with budgetary commitment
- Building on the inaugural Sally Brooks (IBLCE exam funding) grant – following up with the successful candidates of 2022 and looking to open applications for future recipients
- Strengthening our Board and nurturing all our volunteers
- Consolidating work on the strategic plan
- Increasing admin support
- Anticipating increased expenditure

2.1. Outputs and Outcomes for the Charity’s Beneficiaries

These are outlined in the priorities in the above section

2.2. Contributing to Activities Run by Other Organisations

LCGB representatives met with Breaking Breastfeeding Barriers (BBB) to explore how LCGB can best support them through information, resources, promotion of their events and a modest donation. BBB is a non-profit Black African & Caribbean breastfeeding organisation in the UK

LCGB promotes the work of the World Association of Breastfeeding Action (WABA), as an associate member. The WABA World Breastfeeding Week campaigns held annually in August receive particular emphasis and draw the global lactation and breastfeeding community together.

We have a close association with WBTi, (World Breastfeeding Trends Initiative), supporting them to carry out their work through both financial contributions for production of materials and through promoting their work on our communication platforms

LCGB are active contributors to several breastfeeding support and related organisations; such as APPG on Infant Feeding and Inequalities, Maternal Mental Health Association (MMHA), Baby Feeding Law Group (BFLG), The Breastfeeding Alliance

2.3. Trustee Development

Trustees are encouraged to identify areas where they would like to develop their skills and supported to find training to do this. As a Board we put an emphasis on kindness because we believe that through kindness towards each other we can make the best progress for our charity. We recognise the benefits of 'team building' and we are planning for an in-person event for trustees and volunteers in 2022. We endeavour to meet socially when this is possible and to be in touch with one another outside of Board meetings to check-in on one another. This has been especially important over the past 18 months. We celebrate our Founders and the history of our organisation because we are proud of where LCGB started and the journey we have made. We require all new trustees to undertake trustee training when they take up their role and current trustees to complete refresher training every three years – we use NCVO resources to achieve this.

Other training undertaken by trustees over the 12 months has included Safeguarding for Charities training and Volunteer Coordinator training

3. Financial Review

3.1. Details of Any Funds Materially in Deficit

The Charity has no funds which are materially in deficit.

3.2. Policy on Reserves

The Charity's policy on reserves is to generate and maintain a balance which is sufficient:

- a) To preserve the financial viability of the Charity in the event that unforeseen and / or unavoidable circumstance precipitate a short-term fall in its income;
- b) To enable the Charity, in the interests of meeting its objectives, to undertake from time to time the setting up of new and innovative projects on a pilot basis to demonstrate the viability and potential benefits of such activities as

a precursor to securing the external funding necessary to maintain such projects on an on-going basis.

For these purposes the reserves policy requires the minimum level of reserves (to cover 9 months of operating costs and some conference venue costs if necessary) to be £25,000.

At the end of the year the charity held unrestricted reserves of £67,564 (2020: £38,945) including cash reserves of £77,942 (2020: £44,834) which is considered by the trustees to be sufficient for the charity to carry out its objectives.

At the end of the year the charity held restricted reserves of £5,000 (2020: £5,000).

3.3. Remuneration of Trustees

All Trustees act in a voluntary capacity and receive no remuneration or other material benefits from their services to the Charity.

Out-of-pocket expenses necessarily and reasonably incurred by Trustees in promoting the purposes of the Charity are reimbursed at cost.

3.4. Financial Status

- a) Though modest, LCGB's current resources from unrestricted donations are more than sufficient to meet its outgoings for at least next year. All the indications are that this will remain the case for the foreseeable future.
- b) Our activity was considerably impacted by the Covid pandemic. This has not had a significant impact on generated surplus for the year and it is expected that activity will increase as Covid restrictions allow. We have already seen increased activity during 2021. It is envisaged that activities and financial expenditure will increase over the coming year(s).

3.5. Statutory Statements on Liabilities

The Trustees declare that:

- ✓ The charity has given no guarantees where potential liability under the guarantee is outstanding at the date of this statement (eg.: any outstanding/ongoing contract or legal undertaking to buy or provide specific services);
- ✓ The charity has no debt outstanding at the date of this statement which is owed by the CIO, and which is secured by an express charge on any assets of the CIO (eg.: a mortgage on property owned by the charity);

4. Reference and Administration Details

4.1. Charity Name & Registration

Lactation Consultants of Great Britain

The charity is a Charitable Incorporated Organisation, registration no: 1187793 registered with the Charity Commission on 6th February 2020.

4.2. Charity's Address

19 Ascott Close, Hull, HU4 6EQ

e-mail: info@lcgb.org

website: www.lcgb.org

Name	Role	Appointed	Resigned
Zoe Faulkner -	Chair	April 2019	
Linda Brownlie -	Treasurer	April 2019	
Hilary English -	Deputy Chair	April 2019	
Heather Kale -	Secretary & Deputy Chair	April 2019	July 2022
Zurina Ali		April 2019	
Sophie Burrows		April 2019	
Helen Gray		April 2019	
Marion Jones		April 2019	
Vikki Kidd		April 2019	
Clare Meynell		April 2019	February 2022
Trish Molinari		April 2019	October 2021
Heidi Nowalany		April 2019	

4.3. Names of the Trustees Who Manage the Charity

Our constitution states: The first charity trustees of the CIO are listed below and shall serve for the term specified, (three years), to be calculated from the end of the first AGM. We officially gained charity status in February 2020 and held our first AGM as a charity in November 2020. Listed here are the names of the charity trustees of LCGB elected at the AGM held in April 2019 at which the Constitution of the charity was approved by the members.

4.4. Names of Advisors & Senior Members of Staff

None

4.5. Bank

Cooperative Bank

5. Structure, Governance & Management

5.1. Type of Governing Document

Constitution – based on the Charity Commission’s model governing document for Charitable Incorporated Organisations, with voting members other than its charity trustees

5.2. Charitable Objects

As defined in LCGB’s Constitution

The charity’s objects are:

- To promote and protect the physical and mental health of the general public through increasing skilled and expert breastfeeding support to and for mothers and babies.
- To advance the education of the general public, and especially those persons concerned with care of children, on the importance of breastfeeding (as a public health issue/ both in the immediate and long-term, and to promote a high standard of education and knowledge about breastfeeding, evidence-based practice and lactation including specialised care.

5.3. Trustee Selection Methods

There must be at least eight charity trustees. There is no maximum number of trustees.

In accordance with the Constitution, Trustees are appointed or re-appointed for a term of three years from the conclusion of the general meeting at which they are elected.

In appointing Trustees, due consideration is given to ensuring that the Trustees have, between them, the skills and experience necessary to manage the charity effectively and in accordance with charity law.

5.4. How New Trustees are Inducted and Trained

Each new charity trustee is provided with a copy of the constitution, a copy of the CIO’s latest trustees’ annual report and statement of accounts, minutes of previous Board meetings and copies of policies and procedures. We have developed full role descriptions for trustees in order that the commitment to and requirements of the role are fully transparent to those considering becoming a trustee. To support trustees in their role, new trustees are asked to undertake trustee training. We have been using the NCVO’s training programs. We welcome interest from members in the role of trustee and encourage them to attend Board meetings and to observe the running of the CIO, as well as to

be involved at a volunteer level in some aspect of the CIO, before running for election as Trustee. We work hard to make all new trustees feel welcome and to grow in confidence in their role by providing opportunities to gain new skills through shadowing experienced trustees, to attend meetings with external organisations and by identifying areas of interest where they can develop skills and take training to follow-up these interests. We mainly use training offered by NCVO and The Association of Chairs.

5.5 Additional Governance Issues

LCGB has a number of Strategic Teams:

- Communications
- Education
- Equality, Diversity and Inclusion
- Finance
- Policy and Advocacy
- And a number of Task groups working at an operational level including:
 - Advancing the IBCLC
 - Events / Conference
 - Membership
 - Members' newsletter
 - Network Groups
 - NICE guidance response
 - OWL Ongoing Web Learning
 - Social media
 - Stall
 - Supervision development
 - Website

Approved by the Trustees and signed on their behalf,



L J Brownlie

Date: 31/10/2022

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
LACTATION CONSULTANTS OF GREAT BRITAIN**

Independent examiner's report to the trustees of Lactation Consultants Of Great Britain

I report to the charity trustees on my examination of the accounts of Lactation Consultants Of Great Britain (the Trust) for the year ended 31 December 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

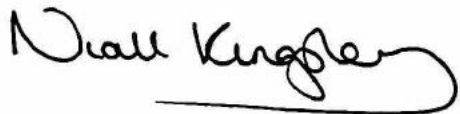
I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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.



Mr N A Kingsley
ACA
Duncan & Toplis Limited
3 Princes Court
Royal Way
Loughborough
Leicestershire
LE11 5XR

Date: 31/10/2022

LACTATION CONSULTANTS OF GREAT BRITAIN

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

		Unrestricted fund	Restricted fund	2021 Total funds	2020 Total funds as restated
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	676	-	676	7,267
Charitable activities					
Charitable Activities		<u>47,709</u>	<u>-</u>	<u>47,709</u>	<u>17,213</u>
Total		<u>48,385</u>	<u>-</u>	<u>48,385</u>	<u>24,480</u>
EXPENDITURE ON					
Charitable activities	5				
Charitable Activities		19,516	-	19,516	9,333
Other		<u>250</u>	<u>-</u>	<u>250</u>	<u>450</u>
Total		<u>19,766</u>	<u>-</u>	<u>19,766</u>	<u>9,783</u>
NET INCOME		28,619	-	28,619	14,697
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>38,945</u>	<u>5,000</u>	<u>43,945</u>	<u>29,248</u>
TOTAL FUNDS CARRIED FORWARD		<u>67,564</u>	<u>5,000</u>	<u>72,564</u>	<u>43,945</u>

The notes form part of these financial statements

LACTATION CONSULTANTS OF GREAT BRITAIN

BALANCE SHEET
31 DECEMBER 2021

		Unrestricted fund	Restricted fund	2021 Total funds	2020 Total funds as restated
	Notes	£	£	£	£
CURRENT ASSETS					
Debtors	11	12,307	-	12,307	9,700
Cash at bank		<u>77,942</u>	<u>5,000</u>	<u>82,942</u>	<u>49,834</u>
		90,249	5,000	95,249	59,534
CREDITORS					
Amounts falling due within one year	12	(22,685)	-	(22,685)	(15,589)
		<u>67,564</u>	<u>5,000</u>	<u>72,564</u>	<u>43,945</u>
NET CURRENT ASSETS					
		67,564	5,000	72,564	43,945
TOTAL ASSETS LESS CURRENT LIABILITIES					
		67,564	5,000	72,564	43,945
NET ASSETS		<u>67,564</u>	<u>5,000</u>	<u>72,564</u>	<u>43,945</u>
FUNDS	13				
Unrestricted funds				67,564	38,945
Restricted funds				<u>5,000</u>	<u>5,000</u>
TOTAL FUNDS				<u>72,564</u>	<u>43,945</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 31/10/2022 and were signed on its behalf by:



.....
L J Brownlie - Trustee

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. GENERAL INFORMATION

Lactation Consultants of Great Britain is a Charitable Incorporated Organisation (CIO) registered in England and Wales, whose only voting members are its trustees. The charity's registered number is 1187793 and the Company registration number is CE020590. The principal address of the charity is 19 Ascott Close, Hull, HU4 6EQ.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The financial statements cover the individual entity.

The entity constitutes a public benefit entity as defined by FRS 102.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The accounts (financial statements) have been prepared in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern

The financial statements have been prepared on the going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

3. DONATIONS AND LEGACIES

	2021	2020 as restated
	£	£
Donations	<u>676</u>	<u>7,267</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021	2020 as restated
		£	£
Membership fees	Charitable Activities	24,863	16,946
Events and seminars	Charitable Activities	20,996	167
Website adverts	Charitable Activities	<u>1,850</u>	<u>100</u>
		<u>47,709</u>	<u>17,213</u>

Funds received as agent

During the year the charity received £9,175 (2020: £7,779) from members to purchase tickets, courses and resources on their behalf in furtherance of the charity's objectives of providing quality education.

These amounts were paid over to the respective suppliers, subject to currency and transaction fee differences arising. As such the residual balance of £486 (2020: £361) has been allocated towards events income included within charitable activities income.

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6)	Support costs	Totals
	£	£	£
Charitable Activities	<u>15,849</u>	<u>3,667</u>	<u>19,516</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021	2020 as restated
	£	£
Insurance	96	199
Postage and stationery	514	125
Sundries	1,621	423
Subscriptions	1,217	1,380
Computer Costs	531	2,653
Events Costs	11,655	2,700
Trustees' professional subscriptions	105	-
Clinical Lactation	-	692
Trustees' Training	110	-
Subsistence	-	669
	<u>15,849</u>	<u>8,841</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

7. INDEPENDENT EXAMINERS' REMUNERATION

	2021	2020 as restated
	£	£
Fees payable to the charity's independent examiners for other services:		
Preparation and independent examination of the financial statements	<u>3,600</u>	<u>-</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2021 nor for the year ended 31 December 2020.

Transactions with trustees

During the year the charity was in receipt of payments totalling £1,974 from 13 individuals (2020: £4,189 from 12 individuals) who served as trustees during the year, towards memberships, events, website adverts and books and other resources. These transactions were at market rate, and any discounts applied were discounts available to any member who fitted the relevant criteria.

Trustees' expenses

The reimbursement of trustees' expenses was as follows:

	2021 Number	2020 Number	2021 £	2020 £
Reimbursement of charity expenditure incurred personally	4	10	<u>673</u>	<u>4,490</u>
			<u>673</u>	<u>4,490</u>

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted fund	Total funds as restated £
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,267	5,000	7,267
Charitable activities			
Charitable Activities	<u>17,213</u>	<u>-</u>	<u>17,213</u>
Total	<u>19,480</u>	<u>5,000</u>	<u>24,480</u>
EXPENDITURE ON			
Charitable activities			
Charitable Activities	9,333	-	9,333
Other	<u>450</u>	<u>-</u>	<u>450</u>
Total	<u>9,783</u>	<u>-</u>	<u>9,783</u>
NET INCOME	9,697	5,000	14,697

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund	Restricted fund	Total funds as restated
	£	£	£
RECONCILIATION OF FUNDS			
Total funds brought forward	29,248	-	29,248
TOTAL FUNDS CARRIED FORWARD	<u>38,945</u>	<u>5,000</u>	<u>43,945</u>

10. PRIOR YEAR ADJUSTMENT

The comparative figures in these accounts are different to those in the prior year submitted accounts at the charity commission. The net incoming resources reported was correct, subject to minor adjustment of £49, but the unrestricted funds as shown on the balance sheet were overstated by £32,028 in error as at 31 December 2020. This was as a result of the cash at bank figure being reported as at the date the report was made rather than 31 December 2020. The current year comparatives show the correct figures for the period ended 31st December 2020 and have been restated in order to ensure that these accounts show a true and fair view.

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020 as restated
	£	£
Trade debtors	7,300	9,587
Prepayments	5,007	113
	<u>12,307</u>	<u>9,700</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020 as restated
	£	£
Trade creditors	135	219
Accruals	4,361	-
Deferred income	18,189	15,370
	<u>22,685</u>	<u>15,589</u>

Income has been deferred where it has been received in advance and the service it has been received for has not yet been fulfilled.

Deferred income relates to membership incomes paid in advance, subject to £795 (2020: £1,050) in respect to funds received as agent which will be allocated against the payment for these services when these are incurred.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

13. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	38,945	28,619	67,564
Restricted funds			
Sally Brookes Award	5,000	-	5,000
TOTAL FUNDS	<u>43,945</u>	<u>28,619</u>	<u>72,564</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	48,385	(19,766)	28,619
TOTAL FUNDS	<u>48,385</u>	<u>(19,766)</u>	<u>28,619</u>

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	29,248	9,697	38,945
Restricted funds			
Sally Brookes Award	-	5,000	5,000
TOTAL FUNDS	<u>29,248</u>	<u>14,697</u>	<u>43,945</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	19,480	(9,783)	9,697
Restricted funds			
Sally Brookes Award	5,000	-	5,000
TOTAL FUNDS	<u>24,480</u>	<u>(9,783)</u>	<u>14,697</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

13. MOVEMENT IN FUNDS - continued

Sally Brookes Award

This is monies received from a member which is to be used to fund grants towards exam fees for Lactation Consultants of Great Britain members.

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2021 or the year ended 31 December 2020.

LACTATION CONSULTANTS OF GREAT BRITAIN

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021	2020 as restated
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	676	7,267
Charitable activities		
Membership fees	24,863	16,946
Events and seminars	20,996	167
Website adverts	<u>1,850</u>	<u>100</u>
	<u>47,709</u>	<u>17,213</u>
Total incoming resources	48,385	24,480
EXPENDITURE		
Charitable activities		
Insurance	96	199
Postage and stationery	514	125
Sundries	1,621	423
Subscriptions	1,217	1,380
Computer Costs	531	2,653
Events Costs	11,655	2,700
Trustees' professional subscriptions	105	-
Clinical Lactation	-	692
Trustees' Training	110	-
Subsistence	<u>-</u>	<u>669</u>
	15,849	8,841
Other		
Donations	250	450
Support costs		
Finance		
Professional Fees	-	52
Bank and Paypal Charges	<u>67</u>	<u>127</u>
	67	179
Governance costs		
Independent examiners' remuneration	3,600	-
Legal Fees	<u>-</u>	<u>313</u>
	<u>3,600</u>	<u>313</u>
Total resources expended	<u>19,766</u>	<u>9,783</u>
Net income	<u>28,619</u>	<u>14,697</u>

This page does not form part of the statutory financial statements

LACTATION CONSULTANTS OF GREAT BRITAIN

England & Wales - Charity number 1187793

Accounts



*The professional voice of
breastfeeding since 1994*

Registered Charity Number 1187793

Lactation Consultants of Great Britain

**Trustees' Annual Report &
Statement of Financial Activity
For the Period Ended December 31st 2020**

Trustees' Report to September 30th 2021

**Trustees' Annual Report
& Statement of Financial Activity
for the Year Ended 31st December 2020**

Contents

1. Activities	3
1.1. Statutory Declaration	3
2. Achievements & Performance	3
2.1. Outputs and Outcomes for the Charity's Beneficiaries	11
2.2. How the Public Have Benefitted.	3
2.3. Contributing to Activities Run by Other Organisations	11
2.4. Trustee Development	12
3. Financial Review.....	12
3.1. Details of Any Funds Materially in Deficit.....	12
3.2. Policy on Reserves.....	12
3.3. Remuneration of Trustees	12
3.4. Financial Status	12
3.5. Statutory Statements on Liabilities	13
4. Reference and Administration Details	13
4.1. Charity Name & Registration.....	13
4.2. Charity's Address	13
4.3. Names of the Trustees Who Manage the Charity.....	13
4.4. Names of Advisors & Senior Members of Staff.....	14
4.5. Bank	14
5. Structure, Governance & Management	14
5.1. Type of Governing Document	14
5.2. Charitable Objects	14
5.3. Trustee Selection Methods.....	15
6. Statement of Financial Activity	6
6.1. Receipts & Payments Accounts for the Financial Year Ended 30-Jun-197	
6.2. Notes to the Accounts.....	9

**Trustees Annual Report
& Statement of Financial Activity
for the Period Ended 31st December 2020**

1. Activities

1.1. Statutory Declaration

The Trustees of Lactation Consultants of Great Britain confirm that they have paid due regard to the guidance issued by the Charity Commission on public benefit in deciding what activities the charity should undertake.

2. Achievements & Performance

**2020/2021 Annual Report to Charity Commission
LCGB's Activities, Achievements and Performance**

The priorities of LCGB over the past 18 months have been:

1. To strengthen and develop our structure and governance, and our operational efficiency
2. To raise awareness of the vital importance of skilled breastfeeding support, particularly through the Covid-19 crisis
3. To provide members and non-members with high quality lactation education and to support them to access and carry out their education
4. To continue to work to make LCGB as inclusive as possible, to better represent our membership and the public whom our members serve

Why did we focus on these areas and what did we do to achieve this?

1. **To strengthen and develop our structure and governance, and our operational efficiency.**
We prioritised this area to embed charitable status into LCGB and to develop the organisation to run more efficiently and effectively, thus providing value to our members and consequently enabling them to provide a high standard of lactation care to the families they serve.
To achieve this we have:
 - a. Updated policies and reviewed our governance
 - b. Begun the process of reviewing our Strategic Plan
 - c. Conducted meetings of trustees with specific focus on organisational structure and ways of working
 - d. Invested in a new membership system. This has resulted in an increase of around 200 members in the 12 months since the launch in January 2021. We now have 600 members
 - e. Undertaken a whole website refresh, launched in January 2021
 - f. Developed our methods and modes of communication, both internally and externally
2. **To raise awareness of the vital importance of skilled breastfeeding support particularly through the Covid-19 crisis.** We prioritised this area because, as a new charity and the only organisation representing International Board Certified Lactation Consultants (IBCLCs) in the UK, LCGB is in a unique position and as such, has a responsibility to advocate at a

national level. This action facilitates the highest level of skilled lactation care being available to families across the UK.

To achieve this we have:

- a. Engaged with government and other initiatives affecting families with infants
- b. Advocated for breastfeeding to be part of the UK's national public health strategies and response to the COVID-19 pandemic
- c. Advocated for skilled support for breastfeeding dyads
- d. Undertaken the writing of a consultation document on infant feeding support competencies.

3. **To provide members and non-members with high quality lactation education and with support to access and carry out their education.** We prioritised this area because it is our purpose to provide members, non-members and other people active in breastfeeding support with opportunities to gain and develop the skills and knowledge to carry out their roles to a high standard. The educational requirements to qualify initially and to maintain certification as an IBCLC are rigorous. LCGB's education program over the past 18 months has provided opportunities to hear of new research and developments in lactation and to update skills and knowledge and has facilitated networks of support. To achieve this, we have:

- a. Developed an online learning platform (OWL) to deliver education - 13,000 visitors in the last year, averaging around 30 visitors a day between larger events
- b. Delivered our annual conference online – we hosted 350 delegates over the two-day, live event
- c. Released several educational presentations - to date, a total of 2037 people have signed up, 547 people have completed and gained the certificate
- d. Compiled and distributed monthly lactation education bulletin
- e. Provided our members with free or preferential rate access to international, professional lactation journals (Clinical Lactation by USCLA, Breastfeeding and Lactation by ELACTA)
- f. Subscribed 28 Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC exam
- g. Facilitated a study group for members sitting the IBCLC exam for the first time or re-certifying by exam, on WhatsApp
- h. Facilitated a post-exam support group, on WhatsApp
- i. Initiated a project looking to develop a supervision program for IBCLCs

4. **To continue to work to make LCGB as inclusive as possible, to better represent our membership and the public whom our members serve.** We prioritised this area because we recognise that work on equity, diversity and inclusion is never complete. We identified that we need to better represent our membership and also the public whom our members serve and that it is important for us to be proactive in addressing the issue of E,D,I within the breastfeeding support landscape of the UK. To achieve this, we have:

- a. Developed and adopted a new E,D,I policy in June 2020
- b. Produced and promoted a commitment to Action on Equity, Diversity and Inclusion, summer 2020
- c. Subscribed 28 Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC exam
- d. Welcomed 12 new members under our Sponsored Members scheme
- e. Hosted 77 members at our virtual AGM, held by Zoom webinar – this was an increase from attendance at in-person AGM
- f. Offered free education to members on the OWL platform

- g. Offered low-cost education to non-members on the OWL platform
- h. Supported network groups across the UK for all members to meet to discuss issues relevant to their practice and to provide the opportunity for support for one another.
- i. Supported the development of a new network group for LGBTQI+ members and allies, launched in October 2021
- j. Awarded several scholarships to attend our annual conference and made gifts of access to the recordings from the conference
- k. Approached organisations which represent minority groups, to discuss ways that LCGB can best support them
- l. We are working to amplify diverse voices and those working in the UK by encouraging speaker suggestions from a wide background through development of our OWL speaker list
- m. Prepared to launch a grant to support members financially to sit the IBCLC exam

The following provides further detail on the above priorities:

Strengthening and developing our structure, governance, and our operational efficiency

Investing in a new membership system (Membership Works)

Launched in January 2021 this provides an enhanced, interactive and responsive experience to members. The new system has freed up the time of trustees and other volunteers to focus on other important areas of LCGB's running, such as volunteer development, advocacy, and education provision.

"While it was an exceptionally massive job to update and input the new membership system for the website, now that large amount of work is out of the way it's a much better "beast" to watch over now. Much of the work is now automated within it and this saves a great amount of time. If another website refresh was needed it would need to be considered a paid cost from the organisation due to the level of volunteer hours it took but clearly due to the increase in membership this is well worth the value." (Website and Membership System update coordinator).

In September 2021 we celebrated signing up our 600th member, an increase of around 200 members in the 12 months since the beginning of the year.

Undertaking website refresh

The launch of the refreshed website took place in January 2021. This involved moving the website to a new host, creating new email addresses for all volunteers, and supporting their use of these, keeping the website up to date and running smoothly to prevent outages which are a risk to the organisation's reputation.

The website gives a "shop front" for anyone seeking support from our organisation. It is the general public's way of sourcing what LCGB offers and helps by providing information and support about breastfeeding to the public and other interested parties. The 'Find an IBCLC' facility and the information and resources about how to train to become an IBCLC are the most searched items on our website, reflecting the dual role of LCGB to support families to find quality lactation support and to enable those wishing to develop their career as an IBCLC. The website has a monthly traffic average of around 10,000 visitors. Our engagement is steadily increasing, and Google clicks have been growing over the past year since the website refresh.

Developing our Communications

We have enhanced our communications by;

- a. Developing our social media presence.
- b. Subscribing to Canva (graphic design platform) to create content.
- c. Attracting volunteers to help create content through a social media recruitment drive.
- d. Creating and scheduling content and communication to other areas of the organisation across different channels ie. Instagram, Facebook, Twitter

The Communications team helped to improve public physical and mental health through presenting the work of LCGB to the public, providing specialist resources on our website and disseminating important public health messages through our social media. For instance, during the early weeks of the COVID pandemic, our team kept abreast of the rapidly changing scientific evidence around breastfeeding during COVID, and our messages about the importance of continuing to breastfeed for the infant's health if the mother was COVID positive, following WHO guidance, were widely read and disseminated.

Raising awareness of the vital importance of skilled breastfeeding support within the UK

Coordinating LCGB's engagement with government and other initiatives affecting families with infants

Writing evidence-based responses that demonstrate the impact of breastfeeding to national consultations on prevention, public health, maternal and infant health and wellbeing. Ensuring that LCGB is represented at national meetings and in national alliances. LCGB is part of the Breastfeeding Alliance, Baby Feeding Law Group, the Maternal Mental Health Alliance, the World Breastfeeding Trends Initiative (WBTi) UK project and the 1001 Days Movement, and a Global Partner with the International Lactation Consultants Association (ILCA).

Advocating for breastfeeding to be part of the UK's national public health strategies and response to the COVID-19 pandemic, and advocating for skilled support for breastfeeding dyads.

The COVID-19 pandemic saw the disintegration of breastfeeding support services across the country, as midwifery staff on infant feeding teams were redeployed to core services, health visitor infant feeding teams were redeployed to safeguarding and to COVID public health roles, and community centres and local NHS and third sector breastfeeding drop ins were closed. At the beginning of the pandemic, some hospitals were implementing COVID precautions that saw mothers and babies separated if COVID was suspected, and many NICUs severely restricted parental visiting hours. These policies had a huge impact on families' mental health, and disrupted breastfeeding, which affected both physical and mental health.

LCGB gathered evidence on how breastfeeding combats viruses, evidence on the impact of COVID on newborns as it emerged, and global evidence based guidelines from WHO, and disseminated these to medical colleagues and Royal Colleges who were developing and updating UK guidelines. This was a global effort and LCGB's policy team liaised closely with IBCLC colleagues around the world.

During the early weeks of the COVID pandemic, our team kept abreast of the rapidly changing scientific evidence around breastfeeding during COVID, and our messages about the importance of continuing to breastfeed for the infant's health if the mother was COVID positive, following WHO guidance, were widely read and disseminated.

The UK joint Royal Colleges guidance on COVID in pregnancy, birth and postnatal periods eventually included guidance to support women to breastfeed, and for the statutory services to include the third sector in providing support to families.

The importance of this global level of communication in disseminating accurate information and evidence based guidelines was reported in Moukarzel 2020 – LCGB's Policy and Advocacy Lead was one of the key nodes of communication.

LCGB also contributed in every way possible to initiatives responding to the crisis. Our members were working flat out supporting parents in their roles in the health services and devising ways to continue supporting families remotely in the community. In fact, many of our members in independent practice found that their reach grew with virtual services, reaching families from around the world.

Our team responded to the call to support maternity services from Dame Julia Cumberlege and the Deputy Chief Midwife, contributing all the ways that our IBCLC members and our organisation could to support midwifery staff by providing skilled specialist breastfeeding services when staff numbers meant that midwives had to focus on labour ward.

We developed a proposal for a national specialist breastfeeding service to support the National Breastfeeding Helpline and the statutory services; however, this proposal was not taken up.

We participated in the development of a new digital platform to support new parents, Peppy Baby, through the government initiatives NHSX and TechForce19 to reach underserved communities during COVID. LCGB advised on ethical and professional standards as well as how to structure support group chats and referral systems for one-to-one specialist help with breastfeeding or with mental health. LCGB's members participated in the project as group leaders and providing specialist support. This benefited everyone as families received highly skilled support, the Peppy team had a cadre of skilled providers delivering their programme, and many of our IBCLC members who had seen their professional work dry up during the pandemic were able to find paying roles.

The pilot of the project showed very positive feedback from parents and strong improvement in mental health scores and has been expanded through the NHS in more areas.

We worked with other breastfeeding organisations to develop guidance for resuming breastfeeding support following the national lockdown and gradual lifting of restrictions <https://www.breastfeedingnetwork.org.uk/wp-content/uploads/2021/04/NCT-BfN-GuideToDeliveringSupport-Covid19-V1.pdf>

More recently, after the evacuation of Afghan families to the UK, it was immediately apparent that many of these families would require support with feeding their infants and young children, and our LCGB team reached out to our contacts on the National Maternity Stakeholder Council and throughout local maternity and infant feeding teams, as well as our contacts at NGOs such as UNICEF, Save the Children and the Infant Feeding in Emergencies Core Group (IFE CoreGroup). We helped to build a network of concerned volunteers (including many IBCLCs) and organisations, and supported the WBTi team with collating and disseminating a library of useful resources on infant feeding in Afghan languages.

The enthusiastic support of many of our IBCLC members reflects the fact that IBCLCs are among the very few infant feeding specialists who have any training in infant and young child feeding in emergencies (see the WBTi UK 2016 report).

We supported the IFE Core Group with the production of a letter to MPs to raise awareness of the plight of these families and the serious gaps in local support services provided to them. Local infant feeding leads are already using the library of resources to support Afghan families in their care.

Lessons learnt and plans for the future

LCGB's advocacy work is only as strong as the input of our skilled, knowledgeable, and passionate members. They have strengthened our consultation responses with their broad knowledge of the evidence base, they have widened the reach of our work with their invaluable local knowledge and contacts, and they have put hours of work in to support LCGB's work and to support families around the country.

We will be regularly reaching out to members to invite them to participate in projects or to join the team. Participating in national consultations and national meetings will also help to develop the knowledge and skills of our members.

Providing members and non-members with high quality lactation education

OWL Website

The development and launch of LCGB Ongoing Web Learning website (www.lcgb-owl.org) has been a big achievement for LCGB. The website works in parallel with the main LCGB website.

Having our own, bespoke education platform has given us the freedom to create and publish learning events in a much more flexible and affordable way, giving access to high quality lactation related education to both professionals and the wider public. It also allows us to be able to offer significant discounts, thus broadening our equity of access. It also better enables us to uphold our commitment to reduce barriers and celebrate diversity, by keeping accessibility at the heart of our activity. ie provide subtitles, transcripts/slides, ensure clear speaker video and clear/large fonts.

Since its launch in Spring 2020, OWL has been host to our 2020 (virtual) AGM and our highly successful virtual conference (May 2021) which attracted 350 delegates over the two-day event. Owl has also offered two stand-alone presentations.

Jill Dye Memorial 2020 (second release), Nancy Mohrbacher, A History of Positioning and Attachment

Following the successful test release to members it was decided that we should use the OWL platform to do a wider release of this talk to the public. The presentation is free to access and continues to be available.

To date 1788 people have signed up for the course from across the globe and there is a steady stream each day (a total of 2037 including the members from the first release). 547 people have completed and gained the certificate. We have had £355 of donations from attendees.

A close working relationship with the speaker has meant increased engagement and the possibility of the talk being updated and remaining available in the future. Attendees have been unanimous in their praise;

"Oh my goodness, it was an inspiring revelation. I have been qualified as a lactation consultant for years and although i try and recommend Biological Nurturing sometimes i have felt i just haven't

had the time or energy to fully support it. Now i understand and recognise it even more and you have given me a gift of inspiration, confidence and more knowledge, thanks”

“Thank you! This was one of the best webinars I've seen. Excellent material.”

“Loved online access as life is a juggle right now and I could watch it at my own pace.”

“I loved this presentation and am so grateful to have such high quality training. Thank you to Nancy and LCGB “.

Following this release we started using Asana to communicate and plan more effectively as a team.

Our most recent offering is, ‘An Introduction to Mindful Breastfeeding’, by Anna Le Grange. Anna, a member, kindly gifted this release to LCGB. We hope that this will be the first of many presentations by members. A significant advantage of having our own education platform is that we can more easily support the development of UK based IBCLCs to share their knowledge and expertise. We used this project to help to train and up-skill other volunteers to be able to work on developing our education program and it’s delivery via the OWL website.

From this project we hope to learn how to capitalize on the contact list we have developed from the engagement on the website so far. We are also finding that there may be a steeper learning curve for the development team than we anticipated as well as the impact of limited availability. Timing is crucial so that projects do not overlap with each other, especially when relying on volunteers.

OWL is also host to a short film about LCGB’s history, (the organisation celebrated its 25th birthday in 2019) and a motivational discussion from our founding members about how important it is to encourage and nurture involvement of members.

The OWL website has welcomed over 13,000 visitors in the last year and averages around 30 visitors a day between larger events.

Education Bulletin

The online monthly members newsletter incorporates the Education Bulletin. This is a unique and popular resource providing members with information about up-coming study days, conferences, courses, and other learning opportunities and resources related to breastfeeding practice.

It is collated by a volunteer who researches online for items considered of interest to LCGB members. It is important for IBCLCs to access up-to-date education and evidence-based information, as there are specific requirements in order to maintain accreditation which must be evidenced every five years with IBLCE (International Board of Lactation Consultant Examiners) to be able to continue to offer their services as a qualified IBCLC lactation consultant.

Equality, Diversity and Inclusion

During 2020, LCGB reflected on our ongoing work, in respect of the highlighted global issues on inequalities, racism and discrimination. We recognise that within our profession and organisation there are inequalities, including the barrier to accessing the IBCLC qualification among underrepresented groups. In drafting our Commitment to Action we deliberately paused to reflect and ensure we were making positive, meaningful change within both our commitment and actions. LCGB wants to demonstrate deep commitment to changing the culture of LCGB, IBCLCs

and access to both the profession and to specialist IBCLC services for all families, as stated in our Equity, Diversity and Inclusion policy. Our policy states; “LCGB, in carrying out its function, as a charitable organisation, strives to uphold, promote and ensure equality of opportunity for all and that no individual or community is discriminated against unconsciously or overtly in the planning and delivery of any of our activities.”

In demonstrating our commitment we have;

- welcomed new members under our Sponsored Members scheme
- introduced a reduced fee for Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC exam
- offered free-to-members education on the OWL platform
- worked to make accessibility of OWL releases as accessible as possible
- offered low cost education to non-members on the OWL platform
- supported network groups across the UK for all members to meet to discuss issues relevant to their practice and to provide the opportunity for support for one another
- met with Breaking Breastfeeding Barriers (BBB) to explore how LCGB can best support them through information, resources, and a modest donation. BBB is a non-profit Black African & Caribbean breastfeeding organisation in the UK.
- supported the launch of an LCGB network group for members from the LGBTQI+ community, and allies – this has been an initiative by one of our members and demonstrates the value of member involvement in meeting the needs of all
- sought out training for trustees to attend around issues of Diversity and Inclusion, such as Addressing Racial Inequalities and Implicit Bias within the Maternity System, delivered by Yvonne Insch, IBCLC through Blossom Antenatal – attended by two trustees in May 2021
- created a series of posts put out on social media to celebrate Black Breastfeeding Week
- Attended trustee training developing a trustee recruitment approach based on attracting a diverse mix of candidates (Two trustees attended NCVO training during 2020)
- Initiated a collection of resources for members to access on our website that strive to challenge unconscious bias in our practice
- Worked to amplify diverse voices through our education program, by encouraging speaker suggestions from a broad range of backgrounds. Working as a wide team of volunteers has started this process which will be continued by social media outreach and advertising

Network Groups

LCGB has a valued network of groups for their members, providing a forum for local & regional members to be in contact through meetings and social media.

The Network co-ordinator is responsible to provide guidance and support to the Network groups, to receive meetings summaries and give feedback to the Trustees about their activities and any issues of concern, as well as keeping members in touch with the activities of the Board.

Traditionally meetings have been held face to face, however during the pandemic they became virtual, providing a very welcome opportunity to discuss practice in the uncertain times. Members have shared their knowledge, experiences, concerns, and their skills particularly as they mastered virtual consultations during the pandemic, and informed as to what clinics and facilities are available to parents and babies locally, both NHS, and voluntary organisations, which have been a lifeline to many families over the past 18 months.

Meeting virtually has enabled increased attendance so is likely to remain a feature of the network groups. Some groups also use social media to maintain contact, both for support and day to day issues.

Volunteering

All LCGB's activities are carried out by volunteers. We have not undertaken an audit of volunteer time spent but we know that it runs into thousands of hours each year. Trustees not only undertake their strategic role but also in the day to day running of the Charity. Alongside the trustees are a band of committed volunteers who generously give their time and without whom LCGB could not function. Some examples of what volunteers have done in the past 18 months are, to create content for social media, to contribute to working groups developing valuable resources such as supervision for IBCLCs and a consultation document on infant feeding support competencies, to act as guides during our virtual conference, to put together the monthly newsletter, to coordinate the network groups and to attend meetings of outside organisations such as the APPG on Infant Feeding and Equalities, the MMHA (Maternal Mental Health Association) and BFLG, the Baby Feeding Law Group.

This is by no means a comprehensive list of activities undertaken for LCGB by its volunteers. We are enormously grateful to each member who contributes their time, skills and energies to our charity and would like to publicly recognise the importance of their contribution. The generosity of members in giving their time and support has been more valuable than ever in the very challenging 18 months we have all been through.

Comments on volunteering for LCGB;

"Communications - This is a hard job, its weaved into the whole organisation and when there is an error the organisation needs to learn how to best deal with it as it has caused some volunteers to avoid helping again. Because it is a volunteer position it can feel very overwhelming with the true load it carries."

'It is realistic to consider bringing in consultants to coordinate and facilitate future events as the level of volunteer engagement is significant and cannot be taken for granted.'

"OWL – this was great to create with a team. When it came to hosting large events, such as the virtual conference it took a huge amount of volunteer time. Significant volunteer input is required particularly to manage technical issues. Realistic to consider bringing in consultants to coordinate and facilitate future events as the level of volunteer engagement is significant and cannot be taken for granted."

Trustees recognise the indispensable role of volunteers to LCGB and will be putting a particular focus on developing and enhancing their experience, making this a priority in the Strategic Plan.

In recognition of striving for organisational excellence whilst also retaining, developing and nurturing our volunteers we have begun to explore options of paying consultants to carry out some tasks for the charity.

2.1. Outputs and Outcomes for the Charity's Beneficiaries

These are outlined in the priorities in the above section

2.2. Contributing to Activities Run by Other Organisations

We met with Breaking Breastfeeding Barriers (BBB) to explore how LCGB can best support them through information, resources, promotion of their events and a modest donation. BBB is a non-profit Black African & Caribbean breastfeeding organisation in the UK

We promote the work of WABA, as an associate member, particularly their World Breastfeeding Week campaigns held annually in August

We have a close association with WBTi, (World Breastfeeding Trends Initiative), supporting them to carry out their work through both financial contributions for production of materials and through promoting their work on our communication platforms

We are active contributors to a number of breastfeeding support and related organisations; such as APPG on Infant Feeding and Inequalities, Maternal Mental Health Association (MMHA), Baby Feeding Law Group (BFLG), The Breastfeeding Alliance

2.3. Trustee Development

We encourage trustees to identify areas where they would like to develop their skills and support them to find training to do this. As a Board we put an emphasis on kindness because we believe that through kindness towards each other we can make the best progress for our charity. We recognise the benefits of 'team building' and we are planning for an in-person event for trustees and volunteers in 2022. We endeavour to meet socially when this is possible and to be in touch with one another outside of Board meetings to check-in on one another. This has been especially important over the past 18 months. We celebrate our Founders and the history of our organisation because we are proud of where LCGB started and the journey we have made. We require all trustees to complete refresher training every three years.

3. Financial Review

3.1. Details of Any Funds Materially in Deficit

The Charity has no funds which are materially in deficit.

3.2. Policy on Reserves

The Charity's policy on reserves is to generate and maintain a balance which is sufficient:

- a) To preserve the financial viability of the Charity in the event that unforeseen and / or unavoidable circumstance precipitate a short-term fall in its income;
- b) To enable the Charity, in the interests of meeting its objectives, to undertake from time to time the setting up of new and innovative projects on a pilot basis to demonstrate the viability and potential benefits of such activities as a precursor to securing the external funding necessary to maintain such projects on an on-going basis.

For these purposes the reserves policy requires the minimum level of reserves (to cover 9 months of operating costs and some conference venue costs if necessary) to be £25,000.

3.3. Remuneration of Trustees

All Trustees act in a voluntary capacity and receive no remuneration or other material benefits from their services to the Charity.

Out-of-pocket expenses necessarily and reasonably incurred by Trustees in promoting the purposes of the Charity are reimbursed at cost.

3.4. Financial Status

- a) Though modest, LCGB's current resources from unrestricted donations are more than sufficient to meet its outgoings for at least next year. All the indications are that this will remain the case for the foreseeable future.
- b) Our activity was considerably impacted by the Covid pandemic. This has not had a significant impact on generated surplus for the year and it is expected that activity will increase as Covid restrictions allow. We have already seen increased activity during 2021.

3.5. Statutory Statements on Liabilities

The Trustees declare that:

- ✓ The charity has given no guarantees where potential liability under the guarantee is outstanding at the date of this statement (*eg*: any outstanding/ongoing contract or legal undertaking to buy or provide specific services);
- ✓ The charity has no debt outstanding at the date of this statement which is owed by the CIO and which is secured by an express charge on any assets of the CIO (*eg*: a mortgage on property owned by the charity);

4. Reference and Administration Details

4.1. Charity Name & Registration

Lactation Consultants of Great Britain

The charity is a Charitable Incorporated Organisation, registration no: 1187793 registered with the Charity Commission on 6th February 2020.

4.2. Charity's Address

6 Livingstone Terrace, Bath, BA2 3LE, UK

e-mail: info@lcgb.org

website: www.lcgb.org

4.3. Names of the Trustees Who Manage the Charity

Our constitution states; First charity trustees, The first charity trustees of the CIO are listed below and shall serve for the term specified, (three years), to be calculated from the end of the first AGM. We officially gained charity status in February 2020 and held our first AGM as a charity in November 2020. Listed here are the names of the charity trustees of LCGB elected at the AGM held in April 2019 at which the Constitution of the charity was approved by the members.

Name	Role	Appointed	Resigned
Zoe Faulkner -	Chair	April 2019	
Linda Brownlie -	Treasurer	April 2019	

Hilary English -	Deputy Chair	April 2019	
Heather Kale -	Secretary & Deputy Chair	April 2019	
Zurina Ali		April 2019	
Shel Banks		April 2019	Nov 2020
Sophie Burrows		April 2019	
Sally Etheridge	Deputy Chair	April 2019	April 2021
Helen Gray		April 2019	
Marion Jones		April 2019	
Vikki Kidd		April 2019	
Clare Meynell		April 2019	
Trish Molinari		April 2019	
Heidi Nowalany		April 2019	
Cath Stone	Treasurer	April 2019	May 2020

4.4. Names of Advisors & Senior Members of Staff

None

4.5. Bank

Cooperative Bank

5. Structure, Governance & Management

5.1. Type of Governing Document

Constitution – based on the Charity Commission’s model governing document for Charitable Incorporated Organisations, with voting members other than its charity trustees

5.2. Charitable Objects

As defined in LCGB’s Constitution

The charity’s objects are:

- To promote and protect the physical and mental health of the general public through increasing skilled and expert breastfeeding support to and for mothers and babies.
- To advance the education of the general public, and especially those persons concerned with care of children, on the importance of breastfeeding (as a public health issue/ both in the immediate and long-term, and to promote a high standard of education and knowledge about breastfeeding, evidence-based practice and lactation including specialised care.

5.3. Trustee Selection Methods

There must be at least eight charity trustees. There is no maximum number of trustees.

In accordance with the Constitution, Trustees are appointed or re-appointed for a term of three years from the conclusion of the general meeting at which they are elected.

In appointing Trustees, due consideration is given to ensuring that the Trustees have, between them, the skills and experience necessary to manage the charity effectively and in accordance with charity law.

5.4. How New Trustees are Inducted and Trained

Each new charity trustee is provided with a copy of the constitution, a copy of the CIO's latest trustees' annual report and statement of accounts, minutes of previous Board meetings and copies of policies and procedures. We are currently working on a full job description for trustees in order that the commitment to and requirements of the role are fully transparent to those considering becoming a trustee. To support trustees in their role, new trustees are asked to undertake trustee training. We have been using the NCVO's training programs. We welcome interest from members in the role of trustee and encourage them to attend Board meetings and to observe the running of the CIO, as well as to be involved at a volunteer level in some aspect of the CIO, before running for election as Trustee. We work hard to make all new trustees feel welcome and to grow in confidence in their role by providing opportunities to gain new skills through shadowing experienced trustees, to attend meetings with external organisations and by identifying areas of interest where they can develop skills and take training to follow-up these interests. We mainly use training offered by NCVO, Small Charities Commission and The Association of Chairs .

5.5 Additional Governance Issues

LCGB has a number of Strategic Teams:

Equality, Diversity and Inclusion

Finance

Policy and Advocacy

Communications

Education

And a number of Task groups working at an operational level including:

Supervision development

Members' newsletter

Network Groups

Social media

Website

Membership

Events / Conference

Stall

OWL Ongoing Web Learning

Advancing the IBCLC

NICE guidance response

Approved by the Trustees and signed on their behalf,

Name Heather Kale, Secretary

Date: 28th October 2021

Lactation Consultants of Great Britain				Charity No (if any)	1187793	
Annual accounts for the period						
Period start date		06-Feb-20	To	Period end date	31-Dec-20	

Section A Statement of financial activities

Recommended categories by activity	Details of own analysis		Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
			£	£	£	£	£
Incoming resources (Note 3)							
Incoming resources from generated funds			-	-	-	-	-
Voluntary income	7266		2,266	5,000	-	7,266	-
Activities for generating funds	17408		17,408	-	-	17,408	-
Investment income			-	-	-	-	-
Incoming resources from charitable activities			-	-	-	-	-
Other incoming resources			-	-	-	-	-
Total incoming resources			19,674	5,000	-	24,674	-
Resources expended (Notes 4-5)							
Costs of Generating Funds			-	-	-	-	-
Costs of generating voluntary income			-	-	-	-	-
Fundraising trading costs	7977		7,977	-	-	7,977	-
Investment management costs			-	-	-	-	-
Charitable activities	450		450	-	-	450	-
Governance costs	1501		1,501	-	-	1,501	-
Other resources expended			-	-	-	-	-
Total resources expended			9,928	-	-	9,928	-
Net incoming/(outgoing) resources before transfers			9,746	5,000	-	14,746	-
Gross transfers between funds			-	-	-	-	-
Net incoming/(outgoing) resources before other recognised gains/(losses)			9,746	5,000	-	14,746	-
Other recognised gains/(losses)							
Gains and losses on revaluation of fixed assets for the charity's own use			-	-	-	-	-
Gains and losses on investment assets			-	-	-	-	-
Net movement in funds			9,746	5,000	-	14,746	-
Total funds brought forward			-	-	-	-	-
Total funds carried forward			9,746	5,000	-	14,746	-

Section B Balance sheet						
		Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
Current assets						
Cash at bank and in hand		70,973	5,000	-	75,973	-
Total current assets		70,973	5,000	-	75,973	-
Net assets		70,973	5,000	-	75,973	-
Funds of the Charity						
Unrestricted funds		70,973			70,973	-
Restricted income funds			5,000		5,000	-
Total funds		70,973	5,000	-	75,973	-
Signed by one or two trustees on behalf of all the trustees	Signature			Print Name		Date of approval

Section C		Notes to the accounts	
Note 1 Basis of preparation			
1.1 Basis of accounting			
These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:			
• Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);			
• and with*	☐	Accounting Standards;	
or	☒	Financial Reporting Standards for Smaller Enterprises (FRSSE);	
• and with the Charities Act.			
1.2 Change in basis of accounting			
There has been no change to the accounting policies (valuation rules and methods of accounting) since last year			
1.3 Changes to previous accounts			
No changes have been made to accounts for previous years			

Section C	Notes to the accounts	(cont)
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Note 2	Accounting policies
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INCOMING RESOURCES	
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Recognition of incoming resources	These are included in the Statement of Financial Activities (SoFA) when: - the charity becomes entitled to the resources; - the trustees are virtually certain they will receive the resources; and - the monetary value can be measured with sufficient reliability.
Incoming resources with related expenditure	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.

EXPENDITURE AND LIABILITIES	
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Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

Section C	Notes to the accounts	(cont)
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Note 3	Analysis of incoming resources
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Incoming resources may be further analysed if this would help the reader of the accounts.

	Analysis	This year £	Last year £
Voluntary income	Restricted donation	5,000	-
	Unrestricted donations	2,266	-
	Total	7,266	-
Activities for generating funds	Membership income	16,814	-
	Other	594	-
	Total	17,408	-

Section C		Notes to the accounts		(cont)
Note 4		Analysis of resources expended		
	Analysis		This year	Last year
			£	£
Fundraising trading costs	Conference attendance/liaison		1,957	-
	Website maintenance		1,563	-
	Membership system		787	-
	Online learning platform		1,155	-
	Online meeting software		528	
	Clinical lactation		692	-
	Other		1,295	
	Total		7,977	-
Charitable activities	Donations		450	-
	Total		450	-
Governance costs	Committee expenses		632	-
	Legal expenses		313	-
	Insurance		199	-
	Other		357	
	Total		1,501	-

Section C		Notes to the accounts		(cont)
Note 5		Details of certain items of expenditure		
5.1 Trustee expenses				
		This year	Last year	
Number of trustees who were paid expenses		3		
Nature of the expenses		Reimbursement of costs for travel or out of pocket technology / website expenditure on behalf of the CIO		
Total amount paid		£1,531.39	£	