

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

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FOR THE YEAR ENDED 31 DECEMBER 2021**

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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**

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**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').

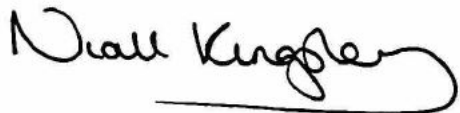
I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>
	<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
	<hr/>	<hr/>
	<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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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