CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/04/2022 (Period start date) To 31/03/2023 (Period end date)

Charity name: Leadership 2025

Charity registration number: 1191851

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To promote the elimination of discrimination on the grounds of race and the encouragement of equality of opportunity between people of different racial groups within the community, particularly in the area of employment and training by: 1) conducting or commissioning research on equality and diversity issues and publishing the results to the public. 2) raising awareness of and providing training to address barriers to equality of opportunity in professional development in the workplace.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Our aim and purpose in the sector continue to be to influence a cultural change and to take responsibility in supporting talent. The cultural change aims to achieve a sector-wide mindset change that understands and accepts that increasing diversity makes business sense and makes leadership teams more reflective of the communities they serve. We see our role as providing constructive challenge to the sector and providing the tools for organisations to implement change. The supporting talent strand focuses on the continued need to ensure that senior managers from an ethnic minority background can feel they are fully equipped to become sector leaders.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The main objective of the charity is to promote equality and diversity, achieving this through providing educational opportunities and promoting activities to foster understanding between people from diverse backgrounds. The trustees are confident in confirming that should any personal benefit arise from this, this will be

		incidental and can play a part in feeding into research on equality and diversity issues (in terms of case studies to raise awareness), whilst also providing stories of outcomes from activities that encourage understanding between people from diverse backgrounds - all of which we will be able to publish to the public to achieve our objects. The trustees have had regard to the guidance issued by the Charity Commission on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	N/A
Other		N/A

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Our business plan reinforces our aim to be the catalyst of cultural change to create a leadership of the housing sector that is ethnically diverse. Our aim and purpose in the sector will be to influence a cultural change and to take responsibility in supporting talent. The cultural change aims to achieve a sector-wide mindset change that understands and accepts that increasing diversity makes business sense and makes leadership teams more reflective of the communities they serve. We see our role as providing constructive challenge to the sector and providing the tools for organisations to implement change. The Trustees have spoken at various conferences and networking events and had a stand at the NHF Housing Summit in September to raise awareness of the charity's work across the UK. The supporting talent strand focuses on the continued need to ensure that senior managers from an ethnic minority background can feel they are fully equipped to become sector leaders. We have had another cohort of five individuals successfully complete the leadership development programme. These individuals have completed the course and taken their learnings back to their workplaces and shared within their networks to bring about a public benefit. The Trustees organised an event to celebrate the successful completion of the course. This also provided an opportunity for the alumni members to network and meet sector leaders. The Trustees have decided to review the leadership programme before rolling out the next iteration. We are working with the trade press to increase the visibility of leaders from ethnic minority backgrounds in the written press and at conferences, with several Trustees sitting on their Editorial panel. We have also approached the housing sector for funding to ensure the long-term sustainability of the charity.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	During the reporting period, we had another cohort of individuals successfully complete the intensive leadership development programme. We have also started scoping out how we can support housing associations more to bring about change at the senior levels of the organisation.
Performance of fundraising activities against objectives set	Para 1.41	This year, the Trustees have started reaching out to the Housing Associations for sponsorship. The Trustees will continue to reach out the wider sector for sponsorship.
Investment performance against objectives	Para 1.41	N/A
Other		N/A

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	At year end, we have utilised some of our income on consultancy and project management fees to implement our action plan and run the leadership development programme.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves are held for the charity to continue implementing its action plan over the coming year
Amount of reserves held	Para 1.22	£80,000
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There is no uncertainty about the charity continuing as a going concern as we have sufficient reserves.

Additional information (optional)
You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Funding from Housing Associations and other organisations operating in the social housing sector
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	N/A
Other		N/A

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	The constitution states: - A maximum of 12 trustees. - In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Applicants are asked to submit their CV and cover letter, followed by an interview which explores their motivations in more detail and what they can contribute to the charity. The recruitment process is robust to ensure that the right people are selected to sit on the Trustees' Board.

Additional information (optional)
You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	The charity trustees will make available to each new charity trustee, on or before his or her first appointment: - a copy of the current version of the constitution; and - a copy of the CIO's latest annual report, annual accounts and Terms of Reference. New trustees are also provided an induction by the Chair prior to the first Board meeting.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity is run by the Trustees, led by the Chair.
Relationship with any related parties	Para 1.51	N/A
Other		N/A

Reference and Administrative details

Charity name	Leadership 2025
Other name the charity uses	N/A
Registered charity number	1191851
Charity's principal address	8 Kew Bridge Road Brentford TW8 0FJ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Olugbemiga Olanrewaju	Chair	Whole period	N/A
2	Gina Amoh	Trustee	Whole period	N/A
3	Elyse Hodgess	Trustee	Whole period	N/A
4	Sandra Skeete	Trustee	Whole period	N/A
5	Sandy Sohal	Trustee	Whole period	N/A
6	Jitinder Takhar	Trustee	Whole period	N/A
7	Nathan Warren	Trustee	Whole period	N/A
8	Mark Washer	Trustee	Whole period	N/A
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		
N/A		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
N/A		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	The charity has no funds held as custodian trustees on behalf of others
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

N/A

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

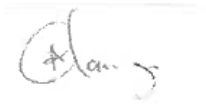
Other optional information

N/A

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Olugbemiga Olanrewaju	
Position (eg Secretary, Chair, etc)	Chair	
Date	24/01/2024	

CHARITY COMMISSION FOR ENGLAND AND WALES

Charity Name	No (if any)
Leadership 2025	1191851

Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	01/04/2022		31/03/2023

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year (16/10/2020 - 31/03/2022)
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Income from Housing Associations	92,000	-	-	92,000	-
Grant from Greater London Authority	-	-	-	-	33,750
Grant from g15 (Housing Associations)	-	-	-	-	33,750
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
***Sub total** (Gross income for AR)*	92,000	-	-	92,000	67,500
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	92,000	-	-	92,000	67,500
A3 Payments					
Consultancy and project management fees	12,000	-	-	12,000	67,500
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	12,000	-	-	12,000	67,500
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	12,000	-	-	12,000	67,500
Net of receipts/(payments)	80,000	-	-	80,000	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	80,000	-	-	80,000	-

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

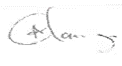
Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	80,000	-	-
		-	-	-
		-	-	-
	Total cash funds	80,000	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	N/A	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	N/A		-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	N/A		-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	N/A		-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Olugbemiga Olanrewaju	24/01/2024

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees

Charity Name
Leadership 2025

On accounts for the year ended 31/03/2023

Charity no (if any) 1191851

Set out on pages Sections A & B of the Receipts and Payments Accounts.

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023.

Responsibilities and basis of report

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 Trust'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.

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 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.

Signed: D. M. J

Date: 25/01/2023

Name: Derek Joseph

Relevant professional qualification(s) or body (if any): Fellow of the Chartered Institute of Governance, Holder of B.Com (Acc) from Leeds University and an appropriate person by the FCA.

Address: Flat 8, Tempus Wharf, 29 Bermondsey Wall West, London SE16 4RW

Section B	Disclosure
	Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).
Give here brief details of any items that the examiner wishes to disclose.	