

The MaternityTeacher PaternityTeacher Project

Trustees Annual Report

For the period (start) 1st April 2024 to (end) 31st March 2025

Section A: Reference and Administration Details

The MTPT Project is the UK's charity for parent-teachers, supporting teachers, leaders and support staff across all education settings when they become parents, and throughout their early years as working parents.

Whilst this year has shown that women aged 30-39 are still the largest demographic to leave teaching, there is cause for some celebration. The total number of leavers in this demographic has fallen from 9,147 in 2023 to 8,453 in 2024, which now makes up 20.5% of all leavers instead of the 27% reported in 2016 when The MTPT Project was founded.

Thanks to the attention garnered by our [Missing Mothers](#) report (in collaboration with The New Britain Project) in August 2024, we now have access to an increasing range of data about our parent-educator audience. This includes a [formal maternity attrition figure](#) that shows that we lose an average of 3,835 teachers in the four years after returning from maternity leave. This loss peaks in the first twelve months of the return, where we lose 1,775 teachers every year.

The MTPT Project and our research is now supporting organisations like [The Key Group](#), the [Teaching Commission](#) and the [House of Commons](#) to better understand our parent-educator audience, causes of retention and attrition, their impact on the health of our overall workforce and the sustainability of our education sector as a whole.

We are therefore making great strides towards our goal of giving voice to our community in order to better serve their needs and retain colleagues in the

education sector when they become parents.

Other names the charity is known by: The MTPT Project

Charity's principal address:

c/o Haines Watts Swindon Ltd.
Old Station House
Station Approach
SWINDON
SN1 3DU

Names of the Trustees who manage the charity:

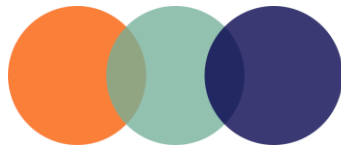
Trustee name	Office (if any)	Dates acted (if not for whole year)
Bridget Clay	Chair	
Meera Gupta-Chaudhary	Treasurer	
Rosie Kelly-Smith	Partnerships	
Kathleen Cushnie	Coaching	
Madeleine Fresko-Brown		resigned 12 th June 2025
Helen Philpott	Schools / MATs	
Jenna Crittenden		
Claire Neaves	Inclusion	
Paul Hunter	Fathers	appointed 12 th June 2025
Vic Walker	Community	appointed 12 th June 2025
Charlotte-Claudia Osborne	Community	appointed 12 th June 2025
Danielle England	Safeguarding	appointed 12 th June 2025

Name of chief executive or names of senior staff members: Emma Sheppard, Founder

Names of the trustees for the charity, if any, (for example, any custodian trustees):
None

Names and addresses of advisers

Type of adviser	Name	Address
Community Organising	Sebastien Chapleau, Citizens UK	Jacquard Point 1 and 3, Tapestry Way, London, E1 2FJ
Charity Mentoring	The Cranfield Trust	Court Room Chambers, 1 Bell Street, Romsey, Hampshire, SO51 8GY
Charity	The Fair Education Alliance	8-10 Grosvenor Gardens, London, SW1W 0DH



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A Welcome from the Chair of Trustees, Bridget Clay



Women aged 30- 39 are still the most likely to leave the teaching profession. Meanwhile, the gap between underserved pupils and their peers is wider than ever. This means it has never been more important to retain, develop and support great teachers, who enable great learning and success for children in our schools.

This is the challenge that the MTPT Project is tackling. We are seeing increased awareness, with national coverage of our *Missing Mothers* report.

Our 'Cradle to Classroom' support continues to grow and nearly 500 teachers have now benefitted from the coaching and targeted support.

Through the MTPT project continuing to inspire, connect and empower teachers, the narrative, the culture and the support for parent teachers is changing,

I am excited to work with Emma to see this continue into the future.

Introduction from the Founder, Emma Sheppard

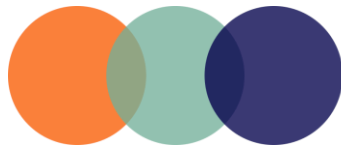


This has been an exciting year for The MTPT Project, with our *Missing Mothers* report, published in collaboration with The New Britain Project, spotlighting our community of parent-educators and their importance to the health of our workforce.

Although almost 8,500 women aged 30-39 left the profession, they also now represent a **third** of our workforce.

Real change is now being seen in the sector: increasing research is being undertaken by large organisations to better understand the needs of our community; multi-academy trusts around the country are making family policies fairer and more inclusive; and an increasing number of stakeholders are investing in the practical work of supporting parent-educators through our coaching and workshop programmes.

The expansion of our Cradle to Classroom programmes of parental transition support means that we are having a positive impact on the wellbeing, gender equality and retention of an increasing number of parent-educators within our system, and evaluations of the success of these programmes is beginning to shape government conversations around retention and CPD.



Section B: Objectives and Activities

The objects of the CIO are to advance education for the public benefit by maintaining high standards in teaching by ensuring the continued professional development of teachers during or on their return from parental leave, including assisting in the re-training of teachers who have taken a caring-related career break.

Since 2022, we have operated according to a vision statement and accompanying 10 point manifesto, which captures our long-term goals and the activity which will enable us to achieve them.

Vision

The MTPT Project's vision for education is for teaching to be a career choice that is amongst one of the most family / life-friendly professions in the UK so that we no longer have the recruitment and retention issues that disadvantage our students, and place such strain on our workforce.

We imagine an education system that includes an equal gender split at all levels, so that teaching is no longer viewed as a "caring profession for women" and leadership positions are no longer disproportionately dominated by men.

With this equal gender split, we want to abolish the gender pay gap across all levels of teaching and leadership. To achieve this, we want to address the many grains of sand that result in the motherhood penalty in education, and eliminate this penalty entirely.

3-5 Year Strategy

From February 2023 to February 2025, we ran a series of roundtables bringing together a group of high level stakeholders. These roundtables asked the question, *Can teaching be a sustainable career choice?* and were underpinned by a 10-point manifesto. Informed by our research and

community, this manifesto identified goals that would make education a more family-friendly, and therefore sustainable profession.

In February 2025, we chose two of these manifesto points to move forwards with as part of our 3-5 year strategic plan:

- A fully-funded "Cradle to Classroom" programme of parental transition support for teachers, leaders and support staff, available until their youngest child is 5 years old as part of the DfE's "Golden Thread" offer.
- Cross-sector benchmarked equal parental leave and pay for teachers, leaders and support staff, central funded as part of teacher pay and conditions.

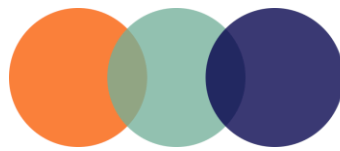
From September 2024, our fundraising was focused on securing fully-funded access to the group elements of our Cradle to Classroom programme for colleagues working in state schools. This offer is made up of three programmes:

- Parental Leave group coaching
- Return to Work workshops
- Sustain and Grow group coaching

Making these group coaching programmes nationally available means that our partnerships with multi-academy Trusts and local authorities can focus on providing 1:1 coaching places, which is the final part of our Cradle to Classroom offer.

This fully-funded approach also provides a core income for the Founder and monthly administrative / social media support.

Our principal campaigning and research focus is now on the impact of equal and improved parental leave and pay on wellbeing, gender equality and retention.



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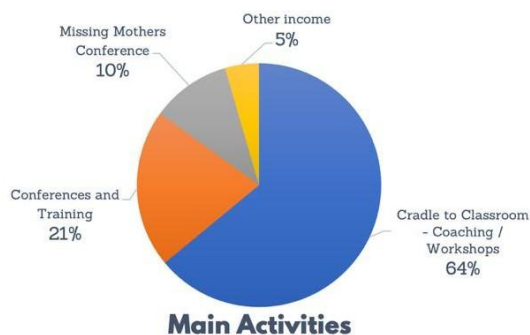
Main Activities

Our Trustees have regard to the guidance issued by the Charity Commission on The MTPT Project's public benefit: "to advance education for the public benefit by maintaining high standards in teaching by ensuring the professional development of teachers during or on their return from parental leave, including assisting in the re-training of teachers who have taken a caring-related career break."

The coaching and workshop activities aimed at our core audience of teachers, leaders and support staff who are parents, remain our main activity, generating the bulk of our income (64%).

Training aimed at our wider audience of school, organisational and systems leaders is our second core activity, generating 21% of our income.

Our Missing Mothers conference continues to generate around 10% of our total annual income.



Non-income generating activity includes our ongoing research into the motherhood

penalty in education, and our campaigning work. During the reporting year, this included three roundtable events, and the start of our initial review into equal and improved parental leave and pay.

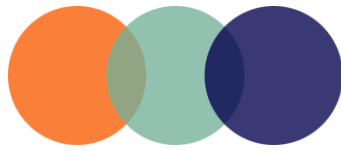
Team Members and Volunteers

The MTPT Project is made up of 41 volunteers who contribute to the organisation across the following teams:

- Regional Representatives
- Media and Communications
- Policy and Strategy
- Conference Facilitators
- Trustees
- Diversity and Inclusion

We also have a team of 13 coaches, all of whom work on a freelance, paid basis, taking on pro bono clients when their capacity allows.

During the reporting year, we have welcomed two new Regional Representatives to the team in Manchester and Brighton, and one new coach. Two coaches who had paused their activity with The MTPT Project for a period, have rejoined our freelance team.



Section C: Achievements and Performance

Parent-Educators

This was our second year of offering fully-funded access to state school colleagues in England to two of our Cradle to Classroom programmes:

- Parental Leave group coaching programme
- Return to Work workshops

Once again, we ran five coaching cohorts over the academic year 2024-25 and seven workshops, which were freely available to colleagues during their leave, or as they prepared to return to work.

These programmes were fully funded by a group of supporting Teaching School Hubs and unions, and will be expanded next academic year to include our Sustain and Grow group coaching programme. As of August 2025, we have secured 95.6% of the total funds needed to run this expanded programme.

By August 2025, 464 colleagues had benefitted from one or both programmes, more than double the number accessing the programmes in the previous academic year (223).



Of the colleagues who completed our feedback forms for Return to Work workshops run in this reporting year, **all**

said they would recommend the workshop to a colleague.

34 colleagues completed our Sustain and Grow group coaching programme – a decrease from last academic year (55) when criteria-specific funding was available.



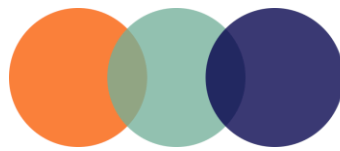
Our established partnerships remain strong, and we have worked with these organisations to embed our coaching offer and identify appropriate engagement targets.

We received new funding from the English Association for places on our Sustain and Grow group coaching programme, and repeat funding from The Ogden Trust (Physics teachers) for the same programme.

System-Wide Change

Following the success of our Missing Mothers report, we rebranded our annual conference to use the same name and deliver it in partnership with The New Britain Project, who published the report.

We reformatted the event to run it over two mornings, with the first morning aimed at school and organisational leaders, and the second aimed at parent-educator colleagues.



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The event was once again fully-sponsored, and ticket sales enabled us to raise £775.08 to contribute towards our core costs. 140 delegates attended across the two mornings, including approximately 60 school and system leaders on the first morning.

We ended our series of roundtable events for high-level stakeholders in February 2025, after identifying our 3-5 year strategic plan:

- A fully-funded “Cradle to Classroom” programme of parental transition support for teachers, leaders and support staff, available until their youngest child is 5 years old as part of the DfE’s “Golden Thread” offer.
- Cross-sector benchmarked equal parental leave and pay for teachers, leaders and support staff, central funded as part of teacher pay and conditions.

Engagement in our Life Friendly Leadership programme has encouraged us to think more strategically about the placement of this work, and to nurture relationships with organisations who are ready to commit to this essential training.

We have seen an increased amount of attention paid to women aged 30-39 in DfE rhetoric, particularly in conversations around the retention of staff with caring responsibilities.

Diversity and Inclusion

We continue to promote diversity and inclusion through our annual reporting process, which takes place between August and the final Trustee meeting of the year in October. [The Diversity and Inclusion report](#) is shared with all volunteer and team members and feedback is solicited before submitting the report to the Board of Trustees for further review.

We recognise that by retaining a diverse range of teachers in the education system when they become parents, we are providing our students with powerful role models. We therefore don’t just want our

MTPT community demographic to reflect the diversity of the national workforce; we want the community that we empower to represent the student body that we serve.

During the reporting year, we focused on campaigning for equal and improved parental leave and pay; improving our data tracking processes, and increasing diversity amongst our Board of Trustees.

On our 1:1 and group coaching programmes, we have seen positive engagement from participants from minoritised ethnic backgrounds, and an increase in engagement from fathers.

		% MTPT Project 2020	% MTPT Project 2024	% MTPT Project 2025	% Teacher Workforce	% Student Population
Diverse ethnic background / Female	Cradle to Classroom - group programmes	10	13	18	8.63 ¹	28.7 ²
	Cradle to Classroom - 1:1 programmes	10	12	17.6		
	The MTPT Project Team	5	14	13.5		
	Leadership Events			11		
White (British / Irish / Other) / Female	Cradle to Classroom - group programmes	90	77.5	82	67	681
	Cradle to Classroom - 1:1 programmes		81	82.4		
	The MTPT Project Team	90	86.5	67		
	Leadership Events			78.5		
Male	Cradle to Classroom - group programmes	0	0	2.2	24.2	50.9
	Cradle to Classroom - 1:1 programmes	0	0	1.9		
	The MTPT Project Team	5	5	2		
	Leadership Events			13		
LGBTQ+	Cradle to Classroom - group programmes		5	2.2	31 ³ / 10 ⁴	
	Cradle to Classroom - 1:1 programmes					
	The MTPT Project Team		3.5	2		
	Leadership Events					

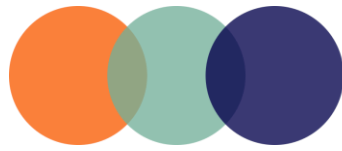
Table 1: percentage of participants engaging in different areas of The MTPT Project’s work, according to demographic

Our 2025 Diversity and Inclusion report highlights an ongoing need to improve live engagement amongst our father-community, and colleagues of Asian heritage. There is also work to be done regarding the diversity of our team of volunteers and freelance coaches.

Future Plans

Over the academic year 2025-26 we intend to:

- Secure the highest engagement on our Cradle to Classroom programmes, to date – aiming for 600-700 participants across all three programmes
- Complete our initial review into the impact of improved and equal parental leave and pay, continuing to track schools involved in our pilot and influence government

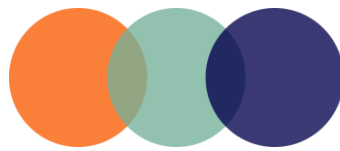


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conversations around parental leave and pay

- Secure further MAT partnerships to offer 1:1 coaching now that our group coaching offer is fully-funded
- Explore the option of replicating our current 1:1 coaching offer with Croydon Education Partnership with other local authority networks
- Secure sufficient funding to cover £2,000 of core costs, and establish a sustainable model to achieve this over the next three years



Section D: Financial Review

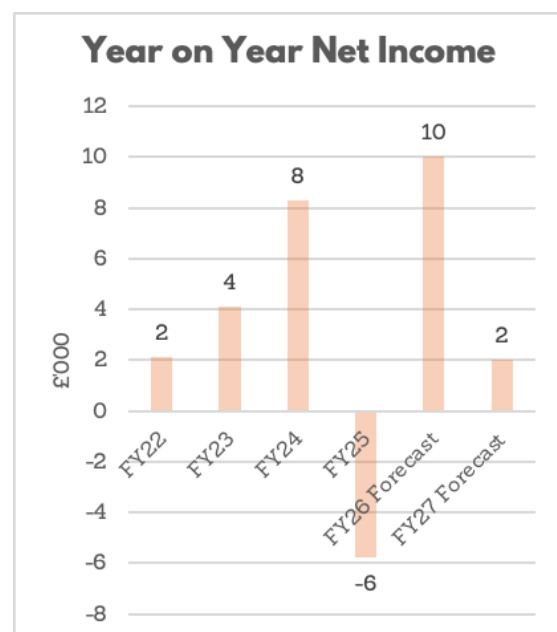
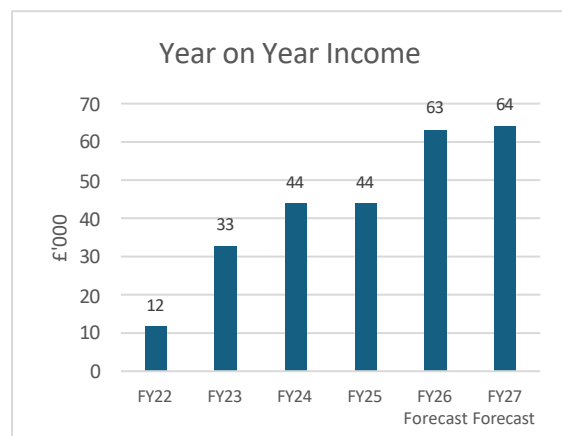
Reserves

The MTPT Project is a small charity with relatively low reserves and very few commitments outside of fully funded work. All staff are engaged on a freelance basis, and we have no permanent employees. Our reserves reflect this.

The Trustees are in the process of developing a reserves policy, as we build a more accurate understanding of our core costs.

Further financial review details

Our year on year income shows slight growth in this reporting year, but our net income shows a loss of £5,785.



This can be largely explained by three factors:

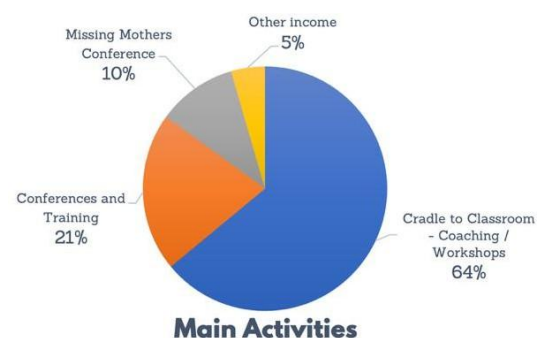
- Funds received in the reporting year 2023-24 for work paid in 2024-25
- Outstanding unpaid invoices for work completed in the reporting year 2024-25 – notably Sustain and Grow group coaching, Life Friendly Leadership programme and conference appearances
- Insufficient funds to cover core costs

Next reporting year, the inclusion of our Sustain and Grow group coaching in our Cradle to Classroom programme will reduce some of these discrepancies, as invoices for 2025-26 activity will be paid in the same year (September – December 2025).

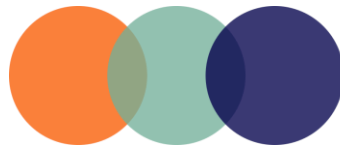
Much of the grant funding received at the end of the reporting year 2023-24 has now been spent on activity in this reporting year, and so should no longer affect our accounting.

Our financial records reinforce that, as a charity our identity continues to be a provider of coaching and parental transition support, and associated training for school and systems leaders.

Our annual Missing Mothers conference presents an increasing income opportunity thanks to sponsorship and ticket sales.



Our expenses confirm this identity, and demonstrate the support that a fully-funded Cradle to Classroom programme



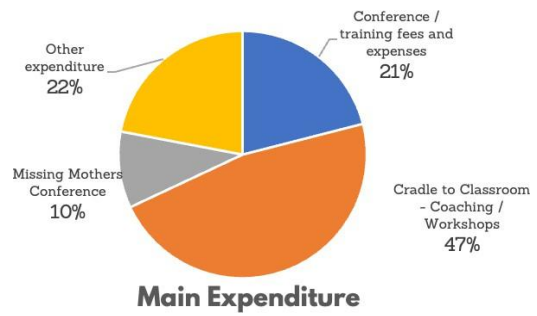
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(where some administrative fees are “tucked in” to the costs) can provide for our costs.

We are also now better able to compare income and expenditure according to matching categories, as the key aspects of our activity become more established, and we are required to experiment less with other income streams.

An adjustment to our invoicing procedure at the end of our previous reporting year also supports this alignment: all Cradle to Classroom activity is now invoiced *ahead* of time and therefore funds are in our account within the reporting year.



Grant applications continue to be an unreliable source of income to cover core costs, or provide security coaching or workshop programmes.

We have improved our tracking of restricted funds, and are now able to report on this with greater accuracy.



Section E: Risks, Uncertainties and Opportunities

The principal risks we'll manage during the upcoming financial year, according to our 2024-25 accounts are:

Risks to Income (anticipated at the end of previous reporting year)

Ambiguity regarding the DfE's Flexible Working Ambassador Schools and MATs Programme

The DfE's FWAMS programme ran for four years, from 2021, and was extended for a further year (until July 2026) by the new Labour government.

We have delivered a number of webinars as part of this programme, but our annual income from this work has dropped from £4,450 (2022-23) to £2,490 (2023-24) to £900 (2024-25).

Flexible working in education remains a priority for many, and so even if this is not a specific income stream, The MTPT Project's positioning as a key voice in this conversation, particularly when it comes to the parental transition period, may lead – indirectly – to ongoing income.

Individual Memberships

In the summer of 2024, we chose to end our individual membership. Although these memberships generated £1,265 of income in 2023-24, and £1,189 in 2022-23, the return to in-person networking events and the growth of our group coaching programmes rendered the principal appeal of this package obsolete.

Our individual membership was replaced with an Easy Fundraising account, which earns us passive income when subscribers shop online, at no cost to them.

Our intention was that EasyFundraising donations would cover most of our core costs (£1,973 in this reporting year). However, for the second year in a row, we have only raised £283 through EasyFundraising.

Ticket sales and speaker fee donations from our Missing Mothers conference raised a further £1,745, and leaving us with £228 of core costs that were not covered.

Over the next academic year, the following fundraisers / income streams will be used to cover an estimated £2,000 - £3,000 of core costs per year:

- EasyFundraising
- London Marathon sponsorship (run by Trustee, Paul Hunter)
- Missing Mothers conference ticket sales
- TES article fees

Looking ahead to the academic year 2026-27, we could consider building core costs into our Cradle to Classroom fundraising budget.

Grant Funding

Four grant funding applications were made this year, and two were successful:

- Croydon Education Partnership – funding for x 10 1:1 coaching places for educators in Croydon (£4,500)
- The Ogden Trust – funding for x 5 1:1 coaching places for Physics teachers (£2,250)

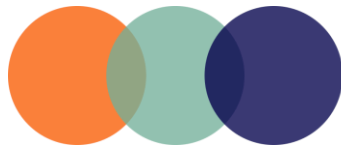
We were not successful in securing funding requests made to Garfield Weston, or Rosa's Voices from the Frontline fund.

Ticket fees from our Missing Mothers conference, donated speaker fees and a small amount of sponsorship overflow helped to bolster our core costs in place of designated grant funding.

Diverse Educators also sponsored four of our six coffee mornings.

Unanticipated Risks

At the end of the last reporting year, we did not anticipate that we would experience lower-than expected sign up to two of our programmes, which resulted in cancelling one of three Life Friendly Leadership programmes throughout the year, and one



of four Sustain and Grow group coaching programmes. This resulted in approximately £9,000 of lost income, and further confirmed the need to incorporate our Sustain and Grow group coaching programme into our fully-funded Cradle to Classroom model.

Risks to Income (for next reporting year)

Conference Income

An increasing move to in-person conference and training events, four years on from lockdown that demand the presence of the Founder as the “draw”, combined with the Founder’s residence in France means that often expenses are negotiated instead of conference fees.

We will need to consider ways to continue growth in this area whilst covering both delivery fees *and* expenses of conference speakers.

Risks to Cashflow

Coaching

Following changes to our invoicing process, we our coaching programmes no longer present a risk to cashflow.

All contributions to our Cradle to Classroom coaching programmes are now invoiced in September for payment in the Autumn term. 1:1 coaching programmes are invoiced in full following the first full-length coaching session.

Core Costs

As our financial management becomes more accurate, we are still exploring

options to confidently cover our core costs, anticipated to be between £2,000-£3,000 per year over the next three years.

Activities Currently Not Meeting their Potential

Activities aimed at school and systems leaders (Life Friendly Leadership programme, School Membership Consultation) have not met their anticipated potential over the last two years.

Sales from our book are now making a small profit (£38.47), as we have paid off our advance. We will continue to promote this at events and on social media.

A number of webinar and on-demand series are available on Eventbrite and receive little attention. This includes our *Supporting Maternity Returners* webinar, and our *What to Expect as an Expectant Teacher* series, which we hoped would provide passive income to support our core costs.

The following opportunities could improve the profitability of these activities:

- Following up, attentively, on leads created this reporting year to join our Life Friendly Leadership programmes in 2025-26
- Continued promotion of our book, on social media, in coaching and leadership networks

Section F: Structure, governance and management

The MTPT Project is a Charitable Incorporated Organisation (CIO). We operate in England (charity number 1192218).

We are governed by a CIO Constitution under deed trust, which was last amended in October 2020. Our Constitution sets out our charitable purpose, which is to advance education for the public benefit.

Board of Trustees

This year, we held our first round of public Trustee recruitment. Adverts for three specific vacancies were shared through our own communication channels, and those of our supporting partners. Four new Trustees were appointed into three new posts following an application, shortlisting and interview process:

- Charlotte-Claudia Osborne (Community)
- Victoria Walker (Community)
- Paul Hunter (Fathers)
- Danielle England (Safeguarding)

New minimum term periods were agreed for different Trustee roles, and five permanent Trustees applied for, and were granted reappointment as per the new three-year terms. During the reporting year, one Trustee resigned (Madeleine Fresko-Brown).

Upon appointment, all Trustees must read and confirm understanding of our most up-to-date Diversity and Inclusion report, and safeguarding policies (safeguarding children / safeguarding vulnerable adults). Updates to the safeguarding policies are circulated on an annual basis and Trustees are obliged to complete the update training in order to remain in post.

Trustees meet twice annually with subcommittee meetings organised once per year focusing on:

- Safeguarding and Inclusion
- Strategy and Finance
- Schools and Partnerships

This reporting year, the subcommittee meetings were replaced with new Trustee recruitment and interviews.

Trustees who do not have up to date safeguarding or Safer Recruitment training through their employer are offered the NSPCC's online training course. This year, two Trustees and the Founder completed the NSPCC's Safer Recruitment training as part of the new Trustee recruitment process.

Wider Network Partners

The MTPT Project has close working relationships with a number of network partners.

Flexible working:

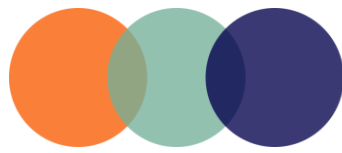
- Flexible Teacher Talent
- Capita, as part of the DfE's Flexible Working Ambassador Schools and MATs (FWAMS) programme

Diversity in the Education Workforce:

- Diverse Educators
- Being Luminary
- Aspiring Heads

Programme Support and Sponsorship:

- National Teaching School Hubs
- National Education Union branches and districts, including NEU Parents
- Culham St. Gabriel's Trust
- The Ogden Trust
- The English Association
- Croydon Education Partnership
- Ambition Institute
- Oasis Community Learning
- Harris Federation
- Outwood Grange Academies Trust
- United Learning
- Prince Albert Community Trust
- ASCL
- The Key Group
- Edurio
- National Institute of Teaching
- Education Support
- CVP Group



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Research:

- The New Britain Project
- The NFER
- The Chartered College of Teaching
- Teacher Tapp
- The Teaching Commission

Early Career Teachers:

- Best Practice Network
- Xavier Teaching School Hub
- Mosaic by Penrose

Policy and Strategy:

- The Fair Education Alliance

- Citizens UK
- Cranfield Trust

Media Outlets:

- Schools Week / EducationScape
- TES

Wider Maternity Advocacy:

- Nugget Savings

Networking Support:

- LitDrive
- WomenEd
- Teach First

Section G: Other Optional Information

No further information to provide.

Section H: Declaration

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

Signed on behalf of the charity's trustees

Signature(s):





Full name(s):

Bridget Clay

Emma Sheppard

Meera Gupta-Chaudhary

Position (e.g. Secretary, Chair etc.):

Chair of Trustees

Founding Director

Treasurer

Date: 25.11.25



Section A

Independent Examiner's Report

Report to the trustees

Charity Name

The Maternityteacher Paternityteacher Project

On accounts for the year
ended

31 March 2025

Charity no
(if any)

1192218

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2025.

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 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.

Signed:

Date:

08/12/2025

Name:

Michael Webb

Relevant professional
qualification(s) or body
(if any):

ICAEW

Address:

Haines Watts Swindon Limited

Old Station House, Station Approach

Swindon, SN1 3DU

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.

Receipts and payments accounts

For the period from	1st April 2024	To	31st March 2025
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Conference / training fees and expenses	8,083	-	-	8,083	125
Annual Conference Sponsorship	3,800	-	-	3,800	4,150
Annual Conference - Ticket Sales	775	-	-	775	292
TSH Funded Project (2023-24)	2,185	-	-	2,185	13,739
TSH Funded Project (2024-25)	14,041	-	-	14,041	-
Webinars	281	-	-	281	-
Sustain and Grow group coaching	2,286	1,470	-	3,756	-
1:1 Coaching	6,520	1,810	-	8,330	15,910
Conference / Webinar	-	-	-	-	6,680
Flexible Working Ambassador Schools Workshops	1,100	-	-	1,100	2,490
Article Writing	300	-	-	300	500
Book Sales	-	-	-	-	56
Coffee Morning	231	-	-	231	200
Book Review	-	-	-	-	50
Membership / Subscriptions	577	48	-	625	1,265
Referral Fee	-	-	-	-	600
Easyfundraising	283	-	-	283	283
Donation	-	-	-	-	500
Amazon Smile	-	-	-	-	26
Error	160	-	-	160	1,000
Other Income	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	40,622	3,328	-	43,950	47,866

A2 Asset and investment sales, (see table).	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-

Total receipts	40,622	3,328	-	43,950	47,866
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A3 Payments					
Conference / training fees and expenses	9,117	-	-	9,117	705
Annual Conference Fees	5,850	-	-	5,850	3,120
Annual Conference Organiser Fee	-	-	-	-	1,000
TSH Funded Project (2023-24)	4,200	-	-	4,200	5,672
TSH Funded Project (2024-25)	6,940	-	-	6,940	-
Webinars	225	-	-	225	-
Sustain and Grow group coaching	6,272	1,795	-	8,067	-
1:1 Coaching	7,925	740	-	8,665	17,866
Certifications	-	-	-	-	360
Conference / Webinar	-	-	-	-	2,844
Flexible Working Ambassador Schools Workshops	1,100	-	-	1,100	2,490
Article Writing	300	-	-	300	500
Book Launch Expenses	-	-	-	-	85
Book Sales	-	-	-	-	375
Coffee Morning	262	-	-	262	250
Core Costs	1,973	-	-	1,973	-
Book Review	-	-	-	-	50
Website Costs	-	-	-	-	473
Mailchimp	-	-	-	-	293
Research Costs	-	-	-	-	47
Marketing / Administration	-	-	-	-	1,440
Licensing Fee	-	-	-	-	375
Accountant Fees	-	-	-	-	360
School Member Consultation	330	-	-	330	265
ERROR	-	-	-	-	1,009
Other	2,705	-	-	2,705	-
CCXX R1 accounts (SS)	-	1	-	-	08/12/2025 -

	-	-	-	-	-
	-	-	-	-	-
Sub total	47,199	2,535	-	49,734	39,579
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	47,199	2,535	-	49,734	39,579
Net of receipts/(payments)	- 6,577	793	-	- 5,784	8,287
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	8,334	9,055	-	17,389	9,102
Cash funds this year end	1,757	9,848	-	11,605	17,389

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		-	-	-
		-	-	-
		-	-	-
	Total cash funds	1,757	9,848	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Bridget Clay, Chair of Trustees	04.12.25	
		Meera Gupta-Chaudhary, Treasurer	04.12.25	