

The Annual Report of GROW MENTORING
1 October 2023 to 30 September 2024

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Reference and Administrative Information

Trustees	Justin Mark Alexander Farrance (Chair) Lucy Cole Alexander Wallace Denny
Registered address	International House 12 Constance Street London E19 2DQ
Bankers	National Westminster Bank 40 Islington High Street Islington London N1 8XX
Independent Examiner	Matt Austin
Website address	growmentoring.org
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Introduction

The trustees present their report along with the independently examined financial statements of the charity for the period 1 October 2023 to 30 September 2024. The financial statements have been prepared per the accounting policies set out on page 17 and comply with the charity's statement, the Charities Act 2011, and the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities 2015.

GROW Mentoring (**GROW**) is a charitable incorporated organisation (**CIO**) that aims to advance social mobility, diversity and inclusion in the legal profession. The charity is increasing access to law through mentorship and community, supporting students from all background to help reduce barriers to the legal profession.

GROW pairs aspiring lawyers with professionals who have similar backgrounds or interests in the legal industry. This method of pairing allows mentees to feel represented in the industry and have a mentor who can be understanding – on a more personal level – of the challenges the mentee may be facing. Any aspiring lawyer can sign up to GROW by completing a short form on our website. This sets us apart from other organisations as we do not require a long application, an interview or grade/background eligibility to pair applicants.

Mentors are able to offer tailored one-to-one advice through calls (on-line or telephone-based), email contact or in-person meetings. The frequency of contact is set by mentors and mentees, but typically occurs on a monthly basis. When we connect mentees with their mentors, we also provide GROW's Mentoring Guide to help initiate the relationship and offer ongoing support. Through comprehensive mentee and mentor manuals, we empower both parties to build a strong connection and work collaboratively toward achieving their goals. Mentees also have access to a mentee-only LinkedIn group so that they can network with their peers in the GROW community.

Background, Objectives and Public Benefit

GROW Mentoring was founded in April 2020 to increase the support available to aspiring lawyers. The aim was to support a handful of students on their law applications and interviews, but after unprecedented demand, GROW was then formalised into a platform to increase diversity, inclusion and accessibility to law.

This is the third year of formal operations for GROW after achieving charity status in April 2021. The objective of the charity is to advance education for the public benefit by providing support and mentoring to students at undergraduate, graduate or postgraduate level aimed at helping develop their skills capacities and capabilities. This is achieved by matching them with a mentor in the legal industry who can offer assistance with career choices, interview preparation and general motivation and guidance.

The charity hosts events which allow mentees to hear from professionals in the legal industry providing general careers advice alongside insights into law and personal experiences.

In considering the operation, review of the third financial period and performance of the charity, the trustees are satisfied that the public benefit has been provided per the Charities Act 2011 and the guidance provided by the Charity Commission.

Administrative Details

Board of Trustees

Justin Farrance	Chief Executive Officer and Chair
Lucy Cole	Chief Operations Officer
Alex Denny	Finance Director and Head of Partnerships

GROW Mentoring Team

Meg Kelly	Engagement Director and Head of Operations
David FitzGerald	Finance Manager
Ailsa Inglis	Operations Manager
Derya Kilinc	Operations Manager
Elia Chitwa	Operations Coordinator
Hope O'Dwyer	Operations Coordinator
Marco Chan	Operations Coordinator
Nicole Akinyemi	Operations Coordinator
Noor Farid	Operations Coordinator
Ryan Naidoo	Operations Coordinator
Tom Verdon-Roe	Operations Coordinator
James Harrison	Partnerships Manager
Trina Mitra	Partnerships Manager
Abi Cooper	Partnerships Coordinator
Aimee Peacock	Partnerships Coordinator
Anna Goodes	Partnerships Coordinator
Hannah Lawless	Partnerships Coordinator
Marie Poole	Partnerships Coordinator
Nayiri Simonian Houldsworth	Partnerships Coordinator
Tori Hawley	Partnerships Coordinator
Faeqa Chowdhury	Head of Strategic Projects and Events
Sikemi Okunrinboye	Events Coordinator
Shreya Dey	Events Coordinator
Aryan Banerjee	Mentee Engagement Coordinator
Esenija Kiselova	Mentee Engagement Coordinator
Maria Rădulescu	Social Media Manager
Austin Harfield	Social Media Assistant
Sevara Amanullaeva	Video Editor
Helen Morgan	Administrative Officer

Governance Structure and Management

Decision Making

GROW is run by a Board of Trustees that oversees general administration and management of the GROW team, who carry out the day-to-day operations of the charity. Trustees manage the activities and responsibilities that fall within the remit of their role. Some responsibilities are also allocated on an ad hoc basis depending on the expertise of the trustees.

Day-to-day Operations and Remuneration

The Board coordinates the day-to-day management of the charity. The Board approves financial payments, delegates tasks to its team, provides guidance on operations and gives binding consent to decisions affecting the charity.

GROW team members are all either current undergraduate or postgraduate students, or junior professionals from the legal industry. They offer their time voluntarily for their services, for which the Board is grateful.

Trustees

The charity is governed by an experienced Board of Trustees composed of Justin Farrance, Lucy Cole, and Alex Denny. Justin is the Ambassador for DE&I at Allen Overy Shearman Sterling LLP (**A&O Shearman**), the firm formed by the merger of Allen & Overy LLP (**A&O**) and Shearman & Sterling LLP in May 2024. Prior to this, he was an Associate in the firm's Employment Litigation practice. Lucy Cole is a trainee solicitor at Clifford Chance LLP (**CC**). Alex Denny is a trainee solicitor at A&O Shearman.

Appointments

Between 1 October 2023 and 30 September 2024 there were no new appointments to the Board of Trustees.

Achievement and Performance

Pairings

GROW opens applications for mentees at roughly three-month intervals, each application cycle forming a given "cohort". The charity paired the following number of mentees in each given cohort in the period under review:

Cohort IX

GROW paired 135 mentees.

Cohort X

GROW paired 244 mentees.

Cohort XI

GROW paired 438 mentees.

Cohort XII

GROW paired 41 mentees.

Partnerships

The charity has secured a number of new commercial partnerships. These have included partnerships with both private practice firms such as Addleshaw Goddard LLP, Bryan Cave Leighton Paisner LLP (**BCLP**), and Osborne Clarke LLP, and partnerships with in-house functions such as the legal teams at Associated British Foods, eBay and Entain. GROW has also renewed partnerships with Blake Morgan LLP (**Blake Morgan**), Gousto and Linklaters LLP (**Linklaters**), among others.

Events

GROW x Associated British Foods (ABF) – 'Virtual Insight event' – 6 October 2023

GROW hosted an interview masterclass in collaboration with ABF to prepare attendees for the upcoming application cycles, job interview processes and help develop their commercial awareness skills. It included interview practice sessions using competency-style based questions, commercial awareness questions, technical questions, elevator pitches and motivation questions.

Amazon x CC x GROW Insight Day – 13 October 2023

Mentees taking part in the Amazon and Clifford Chance Tech Group mentoring cohort met with their mentors in-person over afternoon tea. They participated in a careers masterclass and a fireside discussion on how private practice and in-house teams work together.

GROWFest – The Next Gen Summit – 20 October 2023

Prior to incorporation, GROW's founders hosted a Next Gen Summit in November 2020. The charity hosted its fourth Next Gen Summit in October 2023.

The Summit is GROW's annual flagship event, giving aspiring commercial solicitors an insight into the legal profession from leaders in the industry. Over 300 attendees joined our 2023

Summit, which was shared over 150 times on LinkedIn.

CC was the headline sponsor and host of the 2023 Summit. The event was presented in partnership with A&O, Bird & Bird LLP (**Bird & Bird**), BCLP, Freshfields Bruckhaus Deringer LLP and Linklaters.

The Summit held five main stage panels and three breakout sessions featuring speakers from a variety of global businesses. These included:

- Beginning Your Legal Journey, an opportunity to hear from five young professionals about their pathway into the legal industry;
- Growing Your Career: Insights from Senior Leaders, a fireside discussion featuring Jim Machale, a Banking and Finance partner at CC, and Katrina Thomson, Senior Legal Counsel, Global Intellectual Property at eBay;
- What's Going on in Tech, a panel led by senior solicitors exploring how technology is reshaping the legal landscape;
- A commercial case study session hosted by the legal team at PayPal offering a practical insight into typical tasks for trainee solicitors and lawyers in a commercial setting;
- A group mentoring session led by the GROW Mentoring team;
- Project You: Discover Your Personal Brand, a fireside discussion led by Justin Farrance;
- A breakout session exploring alternative routes into the legal industry; and
- Commercial Awareness 101, a roundtable led by the GROW Mentoring team setting foundation-level knowledge on key commercial awareness issues and resources for building knowledge.

Joelson LLP (Joelson) Insight Day – 16 November 2023

Attendees benefited from a unique insight into Joelson's multi-disciplinary practice by engaging with panel discussions. There was a senior panel discussion including a partner and associates from various teams, an interactive commercial awareness session, an introduction from the graduate recruitment team, a junior panel session and two networking sessions for attendees.

Getting into Law with Bird & Bird – 22 November 2023

GROW hosted a virtual insight day with Bird & Bird. The day included an honest conversation on the journey into law and becoming a trainee solicitor, an insight into their sector-expertise and then navigating a career in law and applying to Bird & Bird.

Commercial Launchpad – 7 December 2023

The Launchpad was the final event of 2023 and focussed on building commercial awareness for attendees, supporting their innovation skills and positioning them for success in the world's dynamic business environment. It included practical workshops analysing case studies, strategic insights into the complexities of modern commerce through exclusive sessions led by expert professionals, and explored the latest market trends.

Empower M.E. Launch – 25 January 2024

The charity hosted a launch event to celebrate the inaugural collaboration between GROW and the Emirates Legal Network to champion diversity within the Middle East. The launch

included a panel session and networking for over 70 aspiring lawyers and legal professionals. This launched the beginning of a 6-month project where GROW mentors supported over 30 students in the region, with many such mentors and mentees meeting at the launch.

A&O x Barclays x GROW – 26 February 2024

A&O, Barclays and GROW hosted over 150 aspiring solicitors at the A&O offices for its second co-hosted event with a global law firm and an in-house legal team. The day provided exclusive insights into the legal industry, with panels and sessions including:

- A keynote address from Layton Williams, an actor, singer, dancer and writer famous for "Bad Education" and Strictly Come Dancing;
- A panel featuring senior professionals from A&O, Shearman and Sterling LLP and Barclays describing their journeys within the industry, the challenges of the current business climate and how to ensure an inclusive culture for all;
- A fireside discussion with the Head of the Markets Innovation Group at A&O and a Vice President for IP and Emerging Tech Legal at Barclays providing insights into what the latest developments in technology and AI mean for the future of the legal profession;
- A practical law case study led by a partner in the A&O Litigation and Investigations team and a Legal Counsel for Employment, Pensions and Incentives at Barclays offering hands-on experience in the skills required of lawyers through practical discussions;
- Inside Perspectives, a panel session featuring a range of solicitors from both A&O and Barclays discussing their roles and responsibilities, their unique journeys into law and their work within social mobility and diversity, equality and inclusion, moderated by Michael Michaelides, Global Chief Marketing Officer at A&O; and
- An interview workshop led by a Vice President at Barclays and the GROW Mentoring team exploring how to build personal and professional confidence and tackle commercial case studies.

GROW x BCLP International Women's Day – 5 March 2024

GROW collaborated with the Manchester office of BCLP to launch an exclusive cohort designed to support aspiring female solicitors and develop their confidence.

International Women's Day Empowerment Morning – 9 March 2024

GROW hosted over 70 aspiring female solicitors over coffee and pastries at Bloomsyard Regents Place in celebration of International Women's Day as part of the charity's CommuniTEA series, with an aim to inspire and connect attendees with one another, creating a supportive community for their journey into the profession.

Blake Morgan Insight Day – 25 March 2024

GROW partnered with Blake Morgan to provide attendees with insights into the firm and its practice areas, career opportunities and exclusive application advice at their London office.

Empower M.E. Legal Forum – 30 May 2024

The Empower M.E. Legal Forum provided attendees an opportunity to hear from GROW mentors and other legal professionals at the forefront of their industries. The agenda included a session intended to demystify dealmaking through exploration of a mergers and

acquisitions transaction, an application and interview masterclass, as well as a commercial awareness session.

Pride in the City at Weil, Gotshal & Manges LLP (Weil) – 3 July 2024

GROW hosted an interactive afternoon exploring what it means to be an LGBTQ+ individual working in the legal industry in collaboration with WeilPride, the firm's LGBTQ+ Affinity Group.

Marketing and Business Development***Social Media***

GROW has expanded its social media strategy to provide deeper insights into the charity's operations and missions. This has included the tracking of engagement analytics across several platforms including LinkedIn, Instagram and the charity's wider statistics via Google Search results.

Rebrand

GROW undertook a rebranding project in the reporting period, working with the branding and design studio Hutch & Co. to prepare a redesigned website, social media profile, templates and overall brand to improve engagement with the charity's target audiences.

Looking Ahead

Planning

The charity's activities are to continue in line with its growth to-date, and GROW's overall visions and objectives. Specific aims that the Board of Trustees and the wider GROW team plan to be incorporated into charity operations include the following:

- Expanding operations into adjacent jurisdictions, including Scotland and Ireland, and increasing the range of partnerships and events with regional firms in England and Wales;
- Increasing internal training sessions for the GROW team, with focusses including, among others, leadership, teamwork, risk management, commercial awareness and safeguarding;
- Creating communication lines and partnerships with universities and law societies across the jurisdictions GROW operates in to ensure a steady "pipeline" of aspiring solicitors being directed towards the charity;
- Developing a consistent and planned succession and promotion process, encouraging high performing volunteers to seek and work towards leadership positions.

Next Gen Summit 2023

Our flagship summit will return in October 2024. This will be run in a 'hybrid' format – with attendees joining both in person and online.

Partnerships

The charity aims to keep up momentum by establishing further corporate partnerships and to develop its relationships beyond mentoring to include hosting a more extensive range of events at the offices of our private practice and in-house partners.

Risk Management

The Trustees have established direct reporting lines with the wider GROW team to monitor the charity's activities and funds. Contact is maintained on a frequent basis with team members, ranging between daily to weekly consultation and delegation.

Recruitment

The Events, Finance, Operations, Partnerships and Social Media teams are to be expanded to: (i) decrease workload on key individuals; (ii) replace team members that have stepped down from their roles in the team; and (iii) build in capacity in light of increasing partnership and pairings activity.

Financial Review***Charitable Expenditure***

Expenditure on charitable activities totaled £55,469 across the reporting period.

Unrestricted funds of the charity stand at £55,320 on 30 September 2024. We are pleased that our finances are increasing in line with the momentum of the charity's activities. The Board of Trustees intends to continue to work closely managing the finances of the charity to ensure the growth of its impact and activities are matched accordingly by its funding.

Investments

The charity is evaluating options for a small-scale, low-risk portfolio investment in line with GROW's investment policy.

Reserves

Following the charity's second year of operations, income is now regular and financial activity is stable. GROW therefore currently maintains a reserve fund of £5,000.

All charity funds are unrestricted, and details are quoted in note 4 of the financial statements.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements per applicable law and the United Kingdom (**UK**) Accounting Standards, comprising FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. In addition, the law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give an accurate and fair view of the state of affairs of the Trust and the incoming resources and application of resources of the Trust for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2015);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the charity's financial position and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the charity's assets and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

Approved by the trustees and signed on their behalf:

A handwritten signature in black ink, appearing to read 'J. Farrance', with a stylized flourish at the end.

Name: Justin Farrance (Chair)

Date: 26 July 2025

Independent Examiner's Report

I report on the accounts of GROW Mentoring for the year ended 30 September 2024, which are set out on pages 15 to 16.

Respective responsibilities of trustee and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- To follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence required in an audit. Consequently, no opinion is given as to whether the accounts present a 'true and fair view', and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - To keep accounting records in accordance with section 130 of the 2011 Act; and
 - To prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
2. to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.



Name: Matt Austin

Date: 25 July 2025

Balance Sheet as of 30 September 2024

	<u>Notes</u>	<u>30</u> <u>September</u> <u>2024</u>	<u>30</u> <u>September</u> <u>2023</u>
		£	£
<u>Current assets</u>			
Debtors	2	0	0
Cash at bank and in hand		55,320	53,895
<u>Total current assets</u>		<u>55,320</u>	<u>53,895</u>
<u>Liabilities</u>			
Creditors falling due within one year	3	(0)	0
<u>Net current assets</u>		(0)	0
<u>Total assets less current liabilities</u>		<u>55,320</u>	<u>53,895</u>
<u>The funds of the charity</u>			
Unrestricted Income Funds	4	55,320	53,895
<u>Total charity funds</u>		<u>55,320</u>	<u>53,895</u>

Approved by the Trustees and signed on their behalf:



Name: Justin Farrance (Chair)

Date: 26 July 2025

**Statement of financial activities for the period 1 October 2023
to 30 September 2024**

		<u>1 October 2023 to 30 September 2024</u>		<u>1 October 2022 to 30 September 2023</u>	
		<u>Unrestricted funds</u>	<u>Total Funds</u>	<u>Unrestricted funds</u>	<u>Total Funds</u>
	<u>Notes</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Income from:					
Donations	5	6,166	0	9,173	0
Partnerships	6	27,900	34,066	35,920	45,123
Sponsorships	7	22,828	56,894	27,150	72,273
<u>Total</u>			<u>56,894</u>		<u>72,273</u>
Expenditure on:					
Charitable activities	8	(55,469)		(26,112)	
<u>Total</u>			<u>(55,469)</u>		<u>(26,112)</u>
Net income/ (expenditure) and net movement in funds			1,425		46,191
Reconciliation of funds:					
Total funds brought forward			53,895		7,734
<u>Total funds carried forward</u>			<u>55,230</u>		<u>53,895</u>

The Statement of financial activities includes all gains and losses recognised in the stated period. All income and expenditure derive from continuing activities.

Notes to the financial statements

1. Principal Accounting Policies

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts per the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

GROW Mentoring is a CIO registered with the Charity Commission in England on 16 April 2021 and meets the definition of a public benefit entity under FRS 102. Accordingly, assets and liabilities are initially recognised at historical cost or transaction value unless stated in the relevant accounting policy note(s).

Going concern

Regarding expected activities, the trustees believe that the charity will continue to operate for at least 12 months from the date of signing these accounts based on the level of funds held by the charity at the year-end and those required for our ongoing operation.

Funds

All funds are unrestricted and available for use at the Trustees' discretion to meet the charity's objectives.

Donations

Donations represent direct donations received by the charity in support of our mission.

Partnerships

Payments made by companies in consideration for the development of a mentoring partnership with the charity.

Sponsorships

Amounts receivable for companies participating in, or sponsoring, events hosted by GROW. This income is recognised at the time of delivery of each event.

Charitable activities – expenditure

The costs associated with charitable activities required to deliver GROW's mentoring programmes and events each year.

Gifts in Kind

Where GROW receives goods or services at a reduced rate due to its charitable status and the benefit achieved can be reliably measured, these are recognised as income from donations with a corresponding expense for the same amount. This ensures the actual costs involved in running our activities are captured.

Debtors

Debtors represents amounts due from late or bad payments. The Trustees assess debtors at year-end for the likelihood of receipt and appropriate write-offs or provisions are raised where doubts exist. No amounts were due as of 30 September 2024.

Creditors

Creditors represent amounts owed from goods or services purchased on credit. No amounts were owed as of 30 September 2024.

Cash Flow Statement

GROW Mentoring is not large enough to require a cash flow statement.

2. Debtors

	<u>1 October 2023 to 30 September 2024</u>	<u>1 October 2022 to 30 September 2023</u>
	<u>£</u>	<u>£</u>
Debtors	0	0
Total	0	0

3. Creditors

	<u>1 October 2023 to 30 September 2024</u>	<u>1 October 2022 to 30 September 2023</u>
	<u>£</u>	<u>£</u>
Creditors	0	0
Total	0	0

4. Unrestricted income funds

	<u>£</u>
Balance on 1 October 2023	53,895
Incoming resources	56,894
Outgoing resources	(55,469)
Balance on 30 September 2024	55,320

5. Donations

	<u>1 October 2023 to 30 September 2024</u>	<u>1 October 2022 to 30 September 2023</u>
	<u>£</u>	<u>£</u>
Donations	6,166	9,173
Total	6,166	9,173

6. Partnerships

	<u>1 October 2023 to 30 September 2024</u>	<u>1 October 2022 to 30 September 2023</u>
	<u>£</u>	<u>£</u>
Partnerships	27,900	35,950
Total	27,900	35,950

7. Sponsorships

	<u>1 October 2023 to 30 September 2024</u>	<u>1 October 2022 to 30 September 2023</u>
	<u>£</u>	<u>£</u>
Sponsorships	22,828	27,150
Total	22,828	27,150

8. Charitable activities – expenditure

	<u>1 October 2023 to 30 September 2024</u>	<u>1 October 2022 to 30 September 2023</u>
	<u>£</u>	<u>£</u>
Contractor costs	12,287	4,231
<i>Event costs</i>		
GROW Awards	84	187
A&O x Barclays x GROW	1,072	1,008
Next Gen Summit 2022	0	1,728
International Women's Day	828	969
Tea, Pastries and Pride	11	842
Next Gen Summit 2023	4,240	691
Black History Month	250	0
Next Gen Summit 2024	0	0
Staff Retreat	5,098	0
CC x Amazon	29	0
Marketing	7,988	0
Meetings	1,538	2,059
Miscellaneous	28	168
Online costs	845	861
Staff costs	637	3,378
Staff entertaining	450	1,681
Staff travel	6,532	879
Subsistence	238	49
Taxi and Student Safety Scheme	242	0

Travel fund	13,072	7,381
Total	55,469	26,112

9. Trustee and employee information

The trustees do not receive any remuneration from GROW Mentoring for their role. In addition, the charity employs no remunerated staff members. GROW contracts with external professionals to deliver specific services on a case-by-case basis.

10. Related Party Transactions

There were no transactions with related parties requiring disclosure between 1 October 2023 and 30 September 2024. However, due to the nature of some expenses incurred by the organisation, Trustees and team members are at times required to incur expenses personally and receive reimbursement for these costs only.