

RICHARD
WHITEHEAD
FOUNDATION

ANNUAL REPORT 2023 - 2024



Charity Name: The Richard Whitehead Foundation
Charity Registration Number: 1194726



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ADMINISTRATIVE INFORMATION

Trustees



Mark Fosbrook PLY
Chair



Richard Whitehead MBE PLY
President



Peter Stansbury
Treasurer



Martin Austin MBE
Vice Chair
Resigned: April 2023



Laura Baxter MBE
Vice Chair
Resigned: April 2024



Rachael Ashton
Compliance Lead



Hannah Webber
Trustee
Resigned: March 2024



Rebecca Gibson
Trustee
Resigned: July 2024



David Howells
Trustee



Kate Naish
Trustee



Tracy Cox-Smyth OLY
Trustee



Claire Buckle
Trustee
Joined: December 2023



Andrew Whitaker
Trustee
Joined: December 2023

Chief Executive Officer



Penny Sturgess
Joined: January 2024

Registered Address

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Independent Examiner

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Charity Registration Number

1194726

Bank

National Westminster Bank Plc
Chatham Customer Service Centre
Chatham
Waterside
Court Chatham
Maritime
Chatham
ME4 4RT

CHAIR & CEO REPORT

Welcome to the annual report and financial statements of the Richard Whitehead Foundation (RWF) for 1st April 2023 to 31st March 2024.

It has been a year of change and development for the Richard Whitehead Foundation. In January we were excited to welcome our first Chief Executive Officer (CEO), Penny Sturgess. This marks a major investment and strategic development for the organisation and will help us to build upon the foundations laid during our first two years. The CEO will lead RWF to the next stage – developing and growing our project delivery, expanding our reach, measuring our impact, diversifying our funding streams and building our brand. Our Project Officer, Paul Brackley resigned in October and we thank him for his contribution, particularly in setting up some of our pilot projects.

This has been a year of development and trying new things in our project and service portfolio. We continued to support the beneficiaries of our Nissan Possibilities Project, and were excited to recruit our second cohort of four beneficiaries who began their journey towards

getting running prosthetics and being supported to maximise their potential. We piloted a Supported Runner Programme at the Great South Run and the Great North Run, and have developed plans to roll it out at the TCS London Marathon and the AJ Bell Great Run Series. We delivered our second Run with Rich mass participation inclusive event, once again attracting a diverse audience of disabled people, their friends and families. We supported disabled people through our mentoring programme in Nottingham and engaged 1,600 children in schools across Teesside in our Week of Inspiration.

The charity worked in partnership with the following organisations, assisting us in the successful delivery of services to disabled people and families:

- **Nissan**, who we thank for their continued funding and in-kind support for our Possibilities Project and our Supported Runner Pilot.
- **Össur**, who we thank for providing running prosthetics such as blades and ongoing support with getting the most out of their blades to our four Nissan Beneficiaries.
- **Sport Structures**, who we thank for developing an online training course which will enable us to train and build our community of volunteer Support Runners.
- **Active Notts**, who we thank for the funding to set up a mentoring project in Nottingham.
- **BP**, who we thank for funding a week of inspiration in schools in Teesside.
- **Anglo American**, who we thank for providing capacity building and grant support funded by their Ambassadors for Good programme.
- **World Mobile**, who we thank for their ongoing donations.
- **Nike**, who we thank for their generous provision of sports equipment and apparel for our runners, volunteers and staff.
- **Holme Pierrepont in Nottingham**, who we thank for hosting our annual Run with Rich event.
- **Better IT**, who we thank for providing our IT services.



The Richard Whitehead Foundation remains a volunteer and user led organisation.

We continue to be supported by our community of volunteers and the activities of RWF were supported by 60 volunteers over the course of the year. We would like to thank all our volunteers, who have provided an estimated total of 924 volunteering hours with a value in-kind contribution of over £24,024. We also thank our hundreds of individual fundraisers who have together raised a total of £45,981 for RWF, by taking part in charity events such as the London Marathon, participating in Run with Rich or raising funds in other ways.

We, along with the wider Board of Trustees, express our thanks to all the staff, freelancers and volunteers who have worked with us over the past 12 months. Their determination, enthusiasm and resilience are greatly appreciated, and we look forward together to the exciting prospects of the year ahead.



THE TRUSTEES' ANNUAL REPORT & ACCOUNTS

The trustees of The Richard Whitehead Foundation present their annual report and accounts for the year 1 April 2023 to 31 March 2024, and confirm they comply with the current requirements of UK Charity Law and the Charities Constitution.

Status

The Richard Whitehead Foundation is a charitable incorporated organisation (CIO) registered in England and Wales, registration number 1194726. It has a constitution as its governing document.

Charitable object

This is: To promote for the benefit of people with physical or mental disabilities the provision of facilities (which includes projects, mentoring and equipment) to encourage participation in disability sports in general and track and field athletics in particular, in the interests of social welfare and with the object of improving their conditions of life.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing their aims and objectives and in planning future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives of the charity.

Who we are

The Richard Whitehead Foundation, established in 2021 by Paralympic Gold Medalist Richard Whitehead MBE, is a national charity dedicated to supporting disabled people to achieve their ambitions through the life-changing power of sport.

What we do

The Richard Whitehead Foundation enables disabled people's ambitions through the power of sport and physical activity. We believe all disabled people should have access to the life-changing power of sport. We place the individual at the centre of our work. We provide access to support, mentoring, information, advice, equipment and opportunities that will spark a sustained lifetime intervention. We work with disabled people who are facing physical and emotional challenges who without intervention would likely remain inactive. We help to identify and remove their barriers to engaging in sport and physical activity, supporting them to reach their full potential.

WHAT WE ACHIEVED IN 2023-24

In our third full year of operations, the trustees have continued to develop the building blocks of the organisation through governance capacity building, fundraising and the appointment of the first permanent part-time Chief Executive Officer.

The following pages are a summary of what we achieved through our services and projects.

NISSAN POSSIBILITIES

In partnership with Nissan and Össur, we support young adults with leg limb loss, amputation or limb difference to participate in running and other sports.

We source and fund the provision of running prosthetics, and provide ongoing support to get the most from the prosthetics. Össur provides prosthetics, tailor-made for each beneficiary and a specialist physiotherapist who works closely with relevant limb centres, RWF and the beneficiaries through each stage of their journey, enabling them to get the most from their prosthetics.

The first four beneficiaries chosen last year for Nissan Possibilities have now all completed the programme. They have been supported through mentoring, support, facilitated peer networking, guidance and the provision of running prosthetics.

Since completing the programme, one of our beneficiaries has gone on to become a football coach with the Wolves Disability FC. She has also been picked for the England women's amputee football team and will be playing for them in the women's amputee World Cup later in 2024. Another of our beneficiaries, who is working as a prosthetist has progressed his running career to national level.

Following on from the success of the first year of the Nissan Possibilities programme, we recruited our second cohort of beneficiaries. We received 12 applications for the programme and invited six to attend an assessment day with our partner prosthetics provider, Össur. Four beneficiaries were accepted onto the programme and have begun being assessed for their prosthetics according to their personal development needs.



RUN WITH RICH 2023

Following on from the success of our inaugural event in 2022 we organised the second year of Run with Rich, once again providing a platform to demonstrate diversity and inclusion in action.

The unique event is open to all impairment types and enables people to 'run' the course their way, and the experience is their own challenge. Participants complete either a 5km or a 1mile sensory course, alongside Richard Whitehead MBE.

We also established an events village showcasing entertainment from local drumming and gymnastics groups, and stalls from disability and sports organisations such as Paddle UK,

Decathlon, Delichon and Footprints who provided information and advice.

Once again, approximately 450 people took part their way, young and old, non-disabled and disabled people, as well as people from differing cultural backgrounds. Approximately two-thirds of attendees were new to the event. We used the event to fundraise for RWF and implemented the learning from last year, with a view to establishing it as our annual event.

This incredible event could not have happened without the support of Holme Pierrepont, our fabulous organising committee and our team of volunteers.



SUPPORTED RUNNER PILOT

Traditionally running events have been open to everyone but not always accessible to everyone.

A One Poll survey found a third of disabled people felt that sporting events were not set up to cater for them. Four in ten did not feel confident enough to take part. Many people surveyed believed access to trained volunteers would give them the confidence to take part, which is why we developed our Supported Runner Programme in partnership with Nissan.

To begin with, we ran a pilot at three events in partnership with the AJ Bell Great Run Series. We trained 12 experienced runners to provide 11 disabled people with the support, access, encouragement, and motivation they need to take part in a running event. We supported two disabled runners

to complete the Great North 10k in July, two runners at The Great North Run (Half Marathon) in September and seven runners at the Great South Run (10 mile, 5km and Junior) in October.

Feedback from the pilot was overwhelmingly positive and we are now recruiting volunteers to train to be Support Runners at all seven AJ Bell Great Run events in 2024 as well as the TCS London Marathon. To facilitate this, in partnership with Sport Structures, we have developed an online training course which will enable us to train and build our community of volunteer Support Runners who will support disabled people to participate in these mass running events. We have also secured additional places in each event for people who want to fundraise for RWF.



PROJECT ACTIVE NOTTS

We completed our pilot mentoring programme in Nottinghamshire.

This project provided a person-centred approach, supporting disabled people to access the life-changing power of movement and sport. We trained eight mentors (who are disabled) and matched them with disabled people who faced multiple barriers and were likely to remain inactive without intervention. They worked together over six months to break down these barriers and connect with local sports clubs and initiatives. They met weekly (online or in person), discussing the mentee's situation and working together

to source solutions such as equipment and opportunities to be more active, engage in sport or movement-based activity and progress with their personal goals.

This was our first mentoring programme and was funded by a Tackling Inequalities grant from the Active Partners Trust (Nottinghamshire). We provided mentoring for 12 disabled people who for various reasons, were having difficulties getting active and accessing sport. We will use the learning from this project to expand the programme across the East Midlands and into other areas.



SUPPORTIVE FAMILIES

We were underspent in Project Active Notts and, with the permission of the funder we worked with families in Nottingham to facilitate supportive family group activities. We have organised two outings, bowling and canoeing, which will take place at the beginning of the next year and will involve disabled children, non-disabled children and adults.

WEEK OF INSPIRATION IN SCHOOLS

In partnership with BP and schools across Teesside, we inspired and educated young disabled and non-disabled children about disability and inclusion in sport.

Our team of five disabled ambassadors delivered a mix of inspirational talks and inclusive PE sessions and all schools received a set of classroom-based resources to continue the learning for pupils beyond our visit. Our ambassadors are able to talk passionately to different audiences about their experiences, the barriers they have faced and to actively promote inclusivity.

We delivered eight half-day school visits and one whole day visit to nine schools in four towns across Teesside: Darlington, Hartlepool, Middlesbrough and Stockton. We engaged over 1,600 children in assemblies, 400 of whom participated in inclusive PE lessons. Every school was provided with a flyer outlining 18 local inclusive sports providers.



PLANS, PRIORITIES & OBJECTIVES FOR 2024-25

2023–2024 has seen some exciting changes at the Richard Whitehead Foundation and we are excited about the year ahead.

Under the leadership of our CEO, the coming year will be an opportunity to further build our foundations, develop our offer and grow, so that we reach and support many more disabled people to achieve their ambitions through sport.

DEVELOPING OUR PROGRAMMES & SERVICES

Our objective to put the individual at the heart of what we do will remain unchanged.

We will build upon our Nissan Possibilities Programme, supporting more amputees to get active. We will use the experience of the programme over the past two years to tighten our policies and procedures, improve the customer journey and build wider partnerships. We will use the findings from our pilot Supported Runner Project to develop a programme that provides running support to disabled people who want to participate in the London Marathon and any of the events in the AJ Bell Great Run Series. We will set up new mentoring services to support disabled people who are

struggling to get active, and we will seek grant funding to develop this area of our work.

As well as supporting disabled people individually, we want to reach more people en masse. We will deliver Run with Rich for the third year and we will work with our corporate partner, Nissan to deliver another mass running event. We will also use our partnership with the TCS London Marathon and AJ Bell Great Run Series to influence the accessibility and inclusivity of mass running events to disabled people.

BUILDING OUR BRAND & TELLING DISABLED PEOPLE'S STORIES

Over the coming year we want to build our brand, amplify our impact and reach more people.

We will develop a monitoring and evaluation framework for all our programmes and we will invest in our marketing and communications. We will recruit our first Digital Communications

and Marketing Officer. We will revamp our website, build our following on social media and create a regular newsletter. We will use these means to tell our story and more importantly, to tell the stories of disabled people. We will also set up a working group to look at how we can amplify disabled people's voices through our work.

GOVERNANCE

The Richard Whitehead Foundation remains committed to rigorous governance and continuous improvement.

We will review all our policies and procedures and make amendments where required. The changes to the Board during 2023-2024 provide us with an opportunity to review our Board structure and make-up. We will do a piece of work to review the

current structure to ensure our ways of working are serving us as best they can. We will also conduct a skills audit and develop a trustee skills matrix, identifying the gaps we need to consider when recruiting new trustees to the Board in future.

ACHIEVING SUSTAINABLE FINANCES

Our financial position remains stable and we are using our resources to invest in the development of the charity.

Achieving sustainable, long-term income remains a key priority and in the coming year we will invest in fundraising and improve our stewardship of fundraisers. A priority fundraising area will be grant and trust funding and we will recruit an external bid writer to support with applications. We

will use Run with Rich to raise vital funds and we will aim to hold at least one more fundraising event during the year. We will review and improve the customer journey of our individual givers and fundraisers, implementing processes and communications to improve the stewardship of all our donors. We will continue to seek corporate partnerships and funding and we will develop partnerships with organisations across the sector.



STRUCTURE, GOVERNANCE & MANAGEMENT

The Richard Whitehead Foundation is a Charitable Incorporated Organisation, governed through a constitution last amended in October 2021.

The Richard Whitehead Foundation is a user led organisation, with the majority of the Board comprising of people with lived experience of disability. We are governed by a Board of a maximum of 12 trustees recruited through an open, inclusive and robust recruitment process. This includes open advertising of the Board of Trustee roles, an application and shortlisting process, informal information sessions to meet the existing trustees and interviews.

The Board of Trustees has remained clear on governance priorities. To support the governance, financial stability and operations we have a supporting governance structure consisting of two sub-committees chaired and with representation from the Board. The Finance and Fundraising Sub Committee and the Operations and Projects Sub Committee continue to meet in between Board meetings, and follow their terms of reference and report to the Board at each Board meeting.

Within the year we have seen some change in our Board. Founding trustee and Vice Chair Martin Austin stepped down at the end of his term in April 2023 and we thank him for his support in establishing the charity. Laura Baxter, Hannah Webber and more recently Rebecca Gibson have also resigned from the Board due to changes in their employed roles. We thank them all for the important contribution they have made. We welcomed new trustees, Claire Buckle and Andrew Whitaker in December 2023 and will be recruiting again to increase the skills in our Board later in 2024. The newly appointed CEO reports to the Board and is line managed by the Chair.

FINANCIAL REVIEW

The Charity made a gain of £75,505 from a turnover of £117,008 during the period 1st April 2023 to 31st March 2024.

During the year a total of £108,008 was received from Nissan and BP in the form of restricted donations. In addition we received a donation of sports clothing and equipment from Nike UK valued at £8,948 (see note 1 in financial statement).

The foundation had £139,659 cash reserves as at 31st March 2024.

Reserves Policy

It is the policy of the Charity to maintain reserves at such a level to allow it to operate fully throughout the year without the need for an overdraft.

In addition we ensure that we operate with unrestricted cash available greater than 3 months salary.

Approved by the Trustees on 11th November 2024 and signed on their behalf by:



Mark Fosbrook

Trustee and Chair

INCOME & EXPENDITURE ACCOUNT

1st April 2023 – 31st March 2024

		Year Ending March 31st 2024			Year ending March 31st 2023 (£)
		Restricted Inc/Exp (£)	Unrestricted Inc/Exp (£)	Total Inc/Exp (£)	
INCOME					
Restricted Income	Nissan Project	88,000		88,000	10,500
	Notts Active				10,000
	BP	20,008		20,008	
Unrestricted Income	General Doantions	9,000	30,386	39,386	34,426
	Nike Clothing ¹		8,948	8,948	13,431
	Charitable Activities		40,193	40,193	28,717
	Bank Interest		872	872	
Total Income		117,008	80,399	197,407	97,074
EXPENDITURE					
Charitable Activities	Limb Fitting		(5,493)	(5,493)	(13,077)
	Physio				(2,100)
	Donations				(678)
	Mentoring & Support	(12,494)		(12,494)	
Cost of raising funds	Advertising & Promotion		(2,862)	(2,862)	(2,123)
	Event Costs	(1,867)	(6,701)	(8,568)	(3,775)
	Project Manager/Consultancy	(10,619)		(10,619)	(11,340)
	Staff Costs	(2,010)	(25,386)	(27,396)	(16,243)
Administrative expenses	Insurance		(1,277)	(1,277)	(1,178)
	Training				(799)
	Legal & Professional Fees		(600)	(600)	(1,125)
	Travel & Accomodation	(5,513)	(6,926)	(12,439)	(3,669)
	Bank Charges		(252)	(252)	(90)
Other costs	Donation Hosting		(644)	(644)	(234)
	Software subscription		(1,915)	(1,915)	(132)
	Other admin expenses		(1,819)	(1,819)	(37)
	Charitable donation				(72)
Ossur Donation		(9,000)		(9,000)	
Nike Clothing Donation			(8,948)	(8,948)	(13,431)
Total Expenditure		(41,503)	(62,823)	(104,326)	(70,101)
Surplus		75,505	17,576	93,081	26,973
Surplus Brought Forward		15,944	34,224	50,168	23,195
Surplus Carried Forward		91,449	51,800	143,249	50,168

Note:

¹ During the accounting period April 1st 2023 to March 31st 2024 the Foundation received a donation of sports clothing and equipment from Nike UK to the value of £8,948.

BALANCE SHEET

As at 31st March 2024

	31st March 2024 (£)	31st March 2024 (£)
Assets		
Bank & Cash		139,659
Trade Debtors		1,832
Other Debtors		1,873
Liabilities		
Other Creditors		(115)
Total Net Assets		143,249
Funds of the Charity		
Restricted Funds		
Nissan Project	73,666	
Notts Active	7	
BP	17,776	91,449
Unrestricted Funds		51,800
Total Funds		143,249

Approved by the Trustees on 11th November 2024 and signed on their behalf by:



Mark Fosbrook
Trustee and Chair



INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Independent Examiner's Report on the Accounts

Report to the trustees/members of:	The Richard Whitehead Foundation
Charity Number:	1194726
On accounts for the period ended:	31 March 2024
Set out on pages:	26 to 28

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the period ended 31 March 2024.

Responsibilities and basis of the 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 2011 Act and in carrying out my examination, I have followed 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:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records
- the accounts do not comply with 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 the 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 order to enable a proper understanding of the accounts to be reached.



Russ Mason FCA, CTA
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Chartered Accountants
76 Bridgford Road
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Date: 7 November 2024



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