

RICHARD
WHITEHEAD

FOUNDATION

ANNUAL REPORT 2024 - 2025



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



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ADMINISTRATIVE INFORMATION

Trustees



Richard Whitehead MBE PLY
President



Mark Fosbrook PLY
Chair



Kate Naish
Vice Chair



Peter Stansbury
Treasurer
Resigned:
September 2024



Amanda Clewes
Treasurer
Joined October 2024



Rachael Ashton
Compliance Lead



David Howells
Trustee



Tracy Cox-Smyth OLY
Trustee



Claire Buckle
Trustee



Andrew Whitaker
Trustee



Gill Lane MBE
Trustee
Joined: January 2025



Helen Jeremiah
Trustee
Joined: January 2025



James Dixon
Trustee
Joined: January 2025

Chief Executive Officer



Penny Sturgess
(resigned August 2025)



Lisa May BSc (Hons); Dip HSW
(joined September 2025)

Registered Address

c/o 9ine Accounting 76
Bridgford Road West
Bridgford Nottingham NG2
6AX
info@whitehead.foundation
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Independent Examiner

9ine Accounting 76
Bridgford Road West
Bridgford Nottingham NG2
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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 2024 to 31st March 2025.

It has been a year of development and expansion for the Richard Whitehead Foundation. In August our first Chief Executive Officer (CEO) Penny Sturgess, who had joined at the beginning of 2024, was joined by our first Digital Communications and Marketing Officer Alice Curtis. This marks a major investment in building our brand, developing our communications and expanding our reach.

This has been a year of development, refining the strategic focus for our project and service portfolio.

We continued to support the eight beneficiaries of our Nissan Possibilities Project and recruited our third cohort of a further four beneficiaries who began their journey towards getting running prosthetics and being supported to maximise their potential.

We expanded our Supported Runner Programme at the TCS London Marathon and six events in the AJ Bell Great Run Series, supporting 37 disabled people to complete an event.

We delivered our third Run with Rich mass participation inclusive event; once again attracting a diverse audience of disabled and non-disabled people, friends and families.

We also worked with Nissan and Run Through to deliver the first Run to the Future event at the Queen Elizabeth Olympic Park in London. We worked with 410 children in schools in Teesside in our second BP Week of Inspiration.

We worked in partnership with the following organisations who assisted us in the successful delivery of services to disabled people and families:

Nissan, whom we thank for their continued funding and in-kind support for our Possibilities Project and our Supported Runner Project.

Össur, whom we thank for providing running prosthetics such as blades and ongoing support with getting the most out of their blades to our Nissan.

Dorset Orthopaedic and Proactive Prosthetics Ltd, whom we thank for supporting our Nissan Beneficiaries with limb fittings.

Anglo American, whom we thank for providing capacity building and donations funded by their Ambassadors for Good programme.

World Mobile, whom we thank for their ongoing donations.

Holme Pierrepont Watersports Centre in Nottingham, whom we thank for hosting our annual Run with Rich event.

Star Trust, whom we thank for their grant to help us set up a mentoring programme in Leicestershire.

The National Lottery, whom we thank for our first Awards for All grant to help us expand our mentoring programme across the East Midlands, which was awarded in 2024–25, with no funding received within the year.

Gaddesby Gallop in Leicestershire, whom we thank for donating the proceeds from their annual event to support our work and for promoting our Supported Runner Project.

Better IT whom 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 over 100 volunteers who supported the activities of the RWF over the course of the year. We would like to thank all our volunteers, who have provided an estimated total of 1,166 volunteering hours with a value in-kind contribution of over £30,316. We also thank our hundreds of individual fundraisers who have together raised a total of £49,425 for the RWF by taking part in charity events such as the London Marathon and 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.



WORLD MOBILE



THE TRUSTEES' ANNUAL REPORT & ACCOUNTS

The trustees of The Richard Whitehead Foundation present their annual report and accounts for the year 1 April 2024 to 31 March 2025, 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

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 2024-25

In our fourth full year of operations, the trustees and CEO have continued to develop the building blocks of the organisation through governance, capacity building, fundraising, the appointment of our first part-time Digital Communications and Marketing Officer and part-time Bid Writer and the recruitment of two Project Officers.

We revamped our website, created a regular newsletter and produced a brand kit and marketing assets. We have developed a database of supporters and stakeholders and built our following on social media using it to build our brand and reach more people to tell the story of our work.

Through our investment in fundraising we were successful in securing grant funding from the Star Trust and Awards for All. Run with Rich raised more funding than ever and other events such as Run to the Future and the Gaddesby Gallop in Leicestershire raised awareness of the Supported Runner Project and significant funding for our work.

We reviewed our service and project portfolio and established our Mentoring Programme, Supported Running Project and the development of a Supported Sports Project as the keystone of our future offer. Below is a summary of what we achieved through our services and projects.



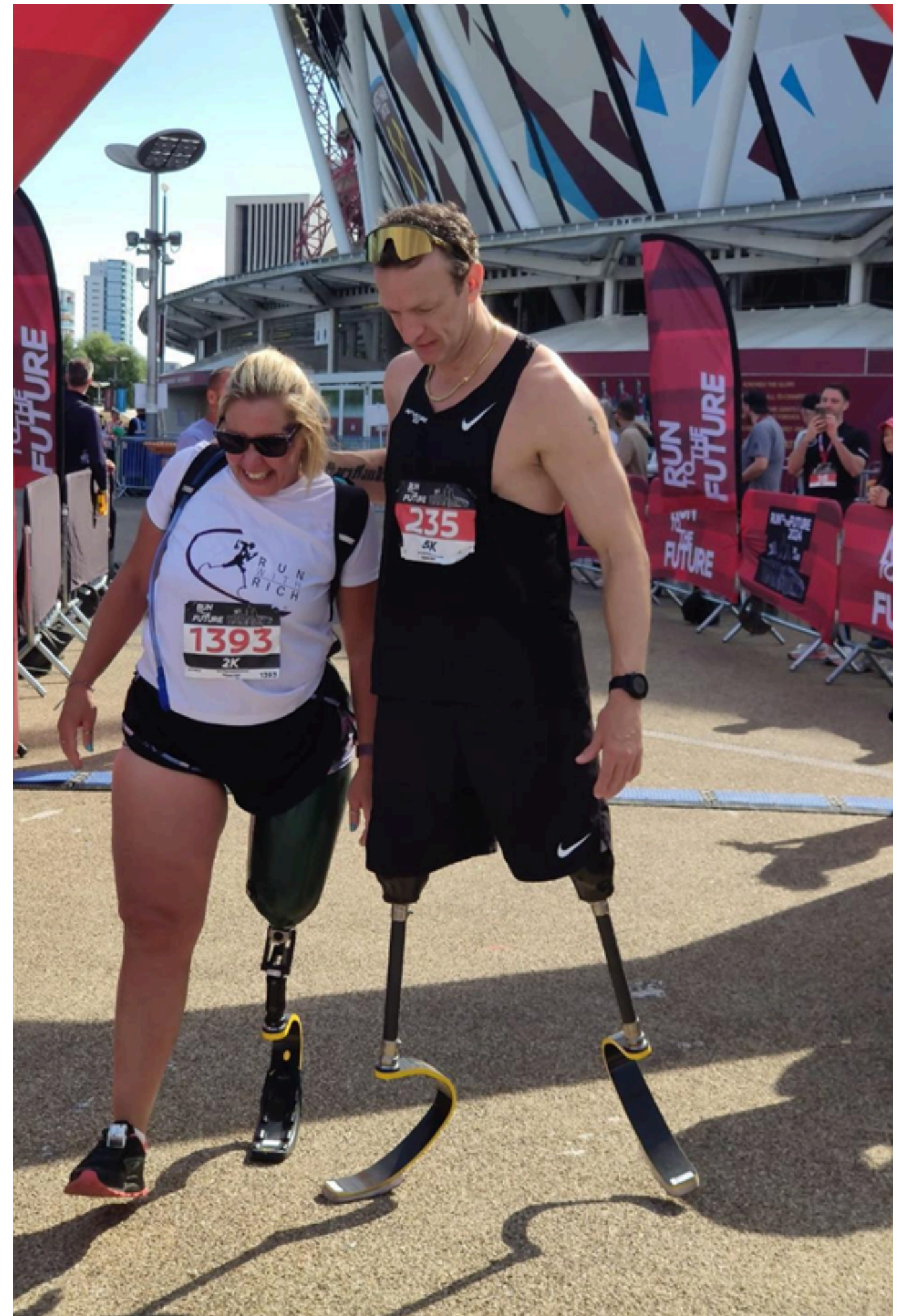
NISSAN POSSIBILITIES

In partnership with Nissan, Össur, Proactive Prosthetics and Dorset Orthopaedic 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 which are tailor-made for each beneficiary and a specialist physiotherapist. They work closely with Proactive Prosthetics and Dorset Orthopaedic limb centres, RWF and the beneficiaries through each stage of their journey, enabling them to get the most from their prosthetics.

The four beneficiaries chosen last year for our second year of the Nissan Possibilities programme have completed the programme. They were supported through mentoring, facilitated peer networking, guidance and the provision of running prosthetics. Since completing the programme one of our beneficiaries has taken up stand-up paddle boarding; another is climbing mountains with other amputees while a third has achieved her ambition to complete a two-mile run and is enjoying running and playing outdoors again with her children. Our fourth beneficiary has progressed his running career to national level and is on his way to achieving his dream of representing the UK internationally.

This year we used the experience of the programme over the past two years to tighten our policies and procedures, improve the customer journey and build wider partnerships. Following this we recruited our third cohort of beneficiaries. We received nine applications for the programme and invited five to attend an assessment day with our partner prosthetics provider, Össur and Proactive Prosthetics. Four beneficiaries were accepted onto the programme and have begun being assessed for their prosthetics according to their personal development needs. This brings the number of beneficiaries supported by the programme so far to 12 in total.



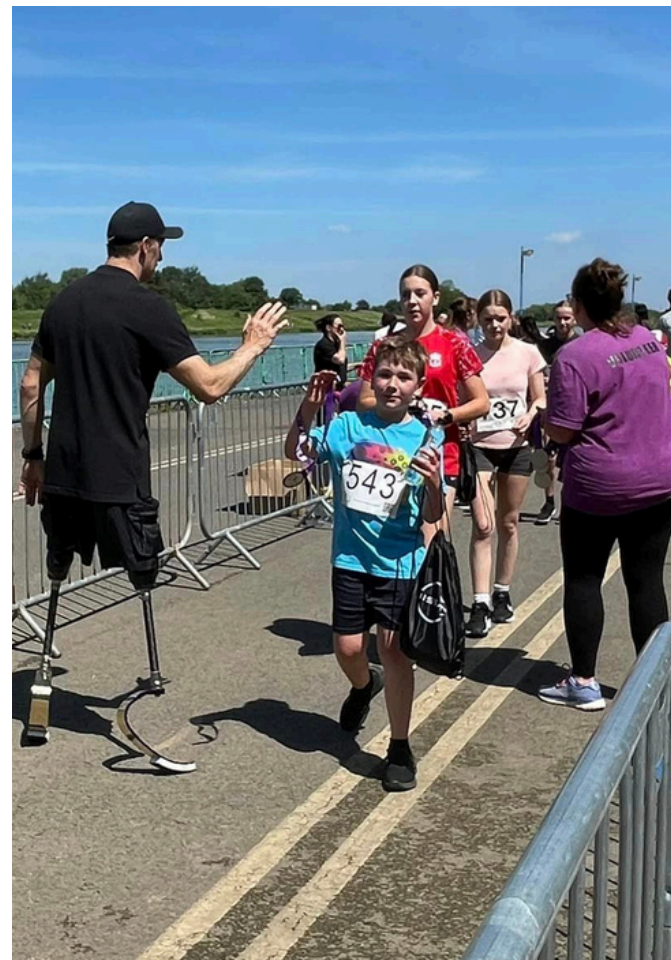
RUN WITH RICH 2024

For the third year we organised Run with Rich, once again providing a platform to showcase diversity and inclusion in action and to fundraise for our work.

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

Once again our events village was central to the event showcasing entertainment from local drumming and gymnastics groups and stalls from disability and sports organisations such as Paddle UK, Decathlon, Delichon and Footprints. 390 people took part their way: young and old; non-disabled and disabled people; as well as people from differing cultural backgrounds. This incredible event could not have happened without the support of Holme Pierrepont and our fabulous organising committee with our amazing team of volunteers.

A feedback survey was sent to all participants and volunteers. It showed that the Net Promotor Score (NPS) ie the % of people who would recommend Run with Rich to a friend or colleague for volunteers was 100 and for participants it was 95.



SUPPORTED RUNNER PROJECT

Following our successful pilot last year we established our Nissan funded Supported Runner Project as one of our major offers.

Through the project we train experienced runners to provide disabled people with the support, access, encouragement and motivation they need to take part in a running event. No matter their impairment, if a disabled person wants to run we match them with a support runner who will discuss their needs before an event and provide the support they need on the day.

In 2024-25 we built a database of 126 volunteer support runners, 39 of whom have completed our online training and gone on to support 18 disabled people to participate in a marathon, half marathon or 10k.

This included supporting five disabled people to complete the TCS London Marathon for the first time with two of them breaking the world record for their category.

his project supports disabled runners whilst establishing our brand and influencing event organisers to improve inclusion. The success of the project has enabled us to begin recruitment of a Project Officer to grow the programme at mass events and bring it to shorter community runs alongside developing a project to support disabled people to complete other sporting events such as swimming and cycling.



MENTORING

We secured funding from Star Trust and Lottery Awards for All to further build on the pilot mentoring programme delivered in Nottinghamshire last year by establishing programmes in Leicestershire and across the East Midlands.

This programme will provide a person-centred approach supporting disabled people to access the life-changing power of movement and sport. We train mentors (who are disabled) and matched them with disabled people who faced multiple barriers and were likely to remain inactive without intervention.

They work together over six months to break down these barriers and connect with local sports clubs and initiatives. They meet 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 and engage in sport or movement-based activity and progress with their personal goals. The new funding has enabled us to begin the recruitment of our first permanent Project Officer to expand the programme across the East Midlands and into other areas.

RUN TO THE FUTURE

Our President, Paralympian Richard Whitehead MBE and DJ Adele Roberts worked with Nissan to create a running event to celebrate diversity, being yourself and making sport a more accessible, inclusive place.

There was a 2k and 5k route both totally accessible for everyone regardless of ability and aimed at people who had never taken part in a run before and wanted a challenge.

We worked with event organisers Run Through, training their management and event staff in disability awareness and supporting them to ensure Run to the Future was accessible at every stage of the event from registration to completion of the run, including the course and the customer experience. 587 people completed the run and it featured on the Amazon Prime documentary Dare to Defy. The Richard Whitehead Foundation benefitted from the proceeds from Run to the Future.

ADVANCED RUNNING CLINIC

In partnership with Össur and England Athletics we delivered an Advanced Running Clinic for lower limb participants who have started to run, either on a running blade or suitable prosthetic.

It took place at the Regional Sports Centre in Manchester and was attended by nine adults (including three of our beneficiaries), three juniors, four clinicians (physios and prosthetists), and three coaches. Working with athletic coaches and physiotherapists the purpose of the day was to help develop new athletes and increase knowledge in the work force.



PLANS, PRIORITIES & OBJECTIVES FOR 2025-26

2024–2025 has seen some exciting developments at the Richard Whitehead Foundation including developing our strategic focus and building capacity for the year ahead. With a team of four staff and a freelance bid writer, the coming year will be an opportunity to further develop and expand our offer and grow our funding base 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 support our Nissan Possibilities amputees to get active and engage them in our other projects. We will further develop our Supported Runner Project so that we support more disabled people to participate in the TCS London Marathon and other mass 10k, half marathon and marathon events. We will extend the project to shorter community runs and reach those disabled people who face barriers to getting active and who would benefit both physically and mentally from being involved in a short local run. We will work with organisations such as Park Run to do this and to make their events more inclusive and break down the barriers that currently exist for disabled people.

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. Many disabled people need support to get active, enter sporting events and engage in their communities with some just needing more confidence to start on a road to physical activity.

We will train and match mentors who are disabled themselves and involved in sport with disabled people who are struggling. They will work together to achieve mentees' personal goals through getting active. Supported by funding from the Star Trust and National Lottery Awards for All we will set up a new mentoring programme in Leicestershire and across the East Midlands.

2025–26 will be the year that we are seen to move into other sports. We will use Run with Rich to engage and work alongside organisations in supporting disabled people to have a go at other sports such as climbing, sitting volleyball, amputee football, cricket and boccia. We will use the supported runner model to establish a support programme for other sports and will pilot this in swimming and one other sport.

Following the success of the Advanced Running course, we will organise more events to engage disabled people in trying out different sports and linking them with local clubs and providers. We will work with partners such as Climb2Recovery to deliver a climbing and skills day and Pheonix Paddle Sports to deliver stand up paddle boarding.

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 further invest in our marketing and communications in order to tell our story and the stories of disabled people.

We will invest in a CRM system to improve our efficiency, customer experience, donor stewardship, volunteer management and beneficiary support. We will use this to become smarter about how we use data and become more personalised in our marketing and communications.

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.

We will recruit a new Chair when our current Chair, Mark Fosbrook reaches the end of his tenure. The new CEO will work with trustees to review the structure and remit of the Board and implement any required changes.

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 continue to employ a freelance bid writer to support grant and trust fundraising. We will implement a CRM system to improve our stewardship of fundraisers.

We will use Run with Rich 2025 to raise vital funds making it bigger and better than ever by including additional sports for disabled people to try and we will bring on board our first corporate sponsor for the event.

For the first time we will sign up to be a Gold Charity Partner for the Robin Hood Half Marathon and Mini Marathon.

We will recruit a team of runners to fundraise for us and raise the profile of the foundation, and we will be the official provider of support runners to disabled people. We will continue to seek corporate partnerships and funding and 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 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 committed to rigorous governance and continuous improvement. We reviewed the structure of the Board, including removing some lead roles so that responsibility for areas like fundraising are the responsible of every trustee rather than just one person. We conducted a skills audit and developed a trustee skills matrix identifying the gaps we needed to consider when recruiting new trustees to the Board.

Within the year we have seen some change in our Board. Trustee of three years, Kate Naish became our Vice Chair. Our Treasurer, Peter Stansbury stepped down in September 2024 and we thank him for his work to develop the financial rigour of the charity. Amanda Clewes joined as our new Treasurer in October 2024 following a thorough handover with Peter. We welcomed new trustees, Helen Jeremiah, Gill Lane and James Dixon in January 2025. Penny Sturgess resigned from her role as CEO in August 2025 and Lisa May took over as our new CEO in September 2025 following a thorough handover with Penny. We thank Penny for all her work in building a new team, refining the strategic focus and bringing the organisation to where it is today.



FINANCIAL REVIEW

The Charity made a surplus of £10,621 from an income of £185,411 during the period 1st April 2024 to 31st March 2025. In addition we received a donation of Prosthetic equipment from Össur UK valued at £29,931 (see note 1 in financial statement).

Reserves Policy

The foundation had £152,423 cash reserves as at 31st March 2025. Reserves Policy :it is the policy of the Charity to maintain reserves 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 three months running costs.

Approved by the Trustees on 12th January 2026 and signed on their behalf by:



Mark Fosbrook

Trustee and Chair

INCOME & EXPENDITURE ACCOUNT

1st April 2024 – 31st March 2025

		Year ending 31 March 2025			As restated Year ending March 2024 £
		Year ending March 2025 £	Restricted Inc/Exp £	Unrestricted Inc/Exp £	
INCOME					
Restricted Income	Nissan Project	88,000	88,000	-	88,000
	Notts Active	-	-	-	-
	BP	-	-	-	20,008
	Star Trust	5,000	5,000	-	-
Unrestricted Income	General Donations	87,138	29,931	57,207	39,386
	Grants	-	-	-	-
	Charitable Activities	3,809	-	3,809	40,193
	Nike Clothing	-	-	-	8,948
	Bank Interest	1,464	-	1,464	872
Total Income		185,411	122,931	62,480	197,407
EXPENDITURE					
Charitable Activities	Limb Fitting	38,335	38,335	-	5,493
	Ossur donation*	29,931	29,931	-	9,000
	Physio	300	300	-	-
	Mentoring & Support	-	-	-	12,494
Cost of raising funds	Advertising & Promotion	2,437	432	2,005	2,862
	Event Costs	12,447	2,405	10,042	8,568
	Nike Clothing Donation	-	-	-	8,948
	Contractor Costs	25,710	18,376	7,334	10,619
	Staff Costs	46,203	13,352	32,851	27,396
Administrative expenses	Insurance	1,442	560	882	1,277
	Training	860	860	-	-
	Legal & Professional Fees	1,718	225	1,493	600
	Travel & Accommodation	13,142	9,502	3,640	12,439
	Bank Charges	-	-	-	252
Other Costs	Donation Hosting	591	-	591	644
	Software subscription	1,602	-	1,602	1,915
	Other admin expenses	72	-	72	1,819
Total Expenditure		174,790	114,277	60,513	104,326
Surplus		10,621	8,654	1,967	50,168
Surplus Brought Forward		143,249	82,884	60,365	93,081
Transfer between funds		-	1,717	(1,717)	-
Surplus Carried Forward		153,870	93,255	60,615	143,249

Note:

*During the accounting period April 1st 2024 to March 31st 2025 the Foundation received a donation of prosthetic equipment from Össur UK to the value of £29,931.

BALANCE SHEET

As at 31st March 2025

		31st March 2025	As restated 31st March 2024
		£	£
Current Assets			
Bank & Cash		152,423	139,659
Trade Debtors		1,716	1,832
Other Debtors		-	1,873
Other Creditor		(269)	(115)
Total Net Assets		153,870	143,249
Funds of the Charity			
Restricted Funds	Nissan Project	88,255	73,666
	Star Trust	5,000	-
	Notts Active	-	7
	BP	-	9,211
		93,255	82,884
Unrestricted Funds		60,615	60,365
Total Funds		153,870	143,249

Approved by the Trustees on 12th January 2026 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 2025
Set out on pages: 28 to 30

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

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
9ine
Chartered Accountants
76 Bridgford Road
Nottingham
NG2 6AX

Date: 21 January 2025



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