



## 2023/24 Annual Report



# We'd like to thank all our donors for their generous support

£171,700

Learn and Thrive is forever growing, learning and developing; none of which would be possible without the contributions of those who worked tirelessly on the projects: the employees, trustees, volunteers, supporters and funders.

Raised across all our funding streams for 23/24

Funders 22/23

QCS Quality Compliance Systems

COMMUNITY FUND

TESCO Community Grants

W

Garfield Weston FOUNDATION

Peter Harrison FOUNDATION

KENT COMMUNITY FOUNDATION

BENTLEY

Brian Murtagh Charitable Trust

GREENWORK CHANGING PLACES CHANGING LIVES

POSTCODE SOCIETY TRUST

Its brilliant – scaffolds the things that at school she's getting in one lesson.. pre and post learning with these resources has made it so much easier... thank you!

Selena Chapman - Parent

I can't stress enough how fantastic your videos are. The topics are totally on point for what Olivia is learning and "The Hand Clapping Rap" and "Time to Rhyme" are welcome additions to the videos we've watched as Olivia loves the fun musical elements.

Donna Lille - Parent

I have learnt new skills and practices which I now include in our daily schedule all of which have helped me support and develop my student. We also watch these alongside his peers as a class (in mainstream) so everyone is included in his learning and they all love the videos too!

Nikki Burns - Professional



growing up

changes

Learn and Thrive

## VISION



A world where everyone with Down's syndrome thrives.

## MISSION



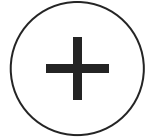
Using digital tools to empower people with Down's syndrome to thrive throughout their lives.



The Objects for which the charity is established are exclusively charitable according to English law and for the benefit of the public anywhere in the world by advancing the education of children and young people with Down's syndrome and similar learning difficulties, including but not limited to, providing access to specialist teachers and therapists through digital content and other resources.

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# CHAIR'S REPORT



2023 was a year of continued growth for Learn and Thrive. Our unwavering mission remains breaking down barriers faced by individuals with Down's syndrome and enable them to thrive in their communities. This year, we focused on delivering our mission through the following strategic objectives:

- Expanding our online resource library: Developing valuable and accessible educational materials for individuals with Down's syndrome, caregivers, and educators.
- Increasing community outreach: Partnering with schools, charities, and support groups to raise awareness and accessibility of our resources.
- Promoting lifelong learning: Emphasizing the importance of continuous learning and skill development for individuals with Down's syndrome.

During a very busy year we released two new series focussed on Caring Friendships and Being Healthy as well as starting to introduce our Learn and Thrive ambassadors who demonstrate every day the impact our resources have.

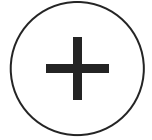
A sincere thank you to our fantastic team, volunteers, and generous donors. Your unwavering commitment has made a significant difference in the lives of individuals with Down's syndrome and their families.

*Nikki Walker - Chair of Trustee Board*



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# CEO SUMMARY



At Learn and Thrive, our mission to empower individuals with Down's syndrome has driven us to overcome challenges and make a tangible difference in the lives of those we serve. This year, we expanded our digital outreach, increasing awareness and establishing a stronger reputation among support groups, professionals, and users alike. Our commitment to providing high-quality, accessible resources is evident in the launch of three new video series, which attracted 979 new members to our Learning for Life project.

We also made a significant transition by integrating our Teach Me Too content into our member area, ensuring a more unified and streamlined experience for our community. Feedback has been overwhelmingly positive—88% of parents and professionals gained new skills through Teach Me Too, while 80% of those involved in Learning for Life observed positive changes in their students.

In an increasingly competitive environment, securing funding remains challenging, yet we have taken proactive steps to adapt. By diversifying income streams and enhancing our impact reporting, we are positioning ourselves for sustainable growth. We continue to prioritise community input, working closely with those we serve to ensure our initiatives meet their needs.

As we navigate these challenges, our resolve is unwavering. Together, we are building a resilient organisation, poised to continue making a meaningful impact nationwide.

Thank you for your continued support as we strive to help everyone reach their full potential.

*Johanna Aiyathurai - CEO*



# ABOUT US

At Learn and Thrive, our mission is to empower individuals with Down's syndrome to lead fulfilling lives through the use of digital tools. We understand the societal challenges they face and are dedicated to providing online resources to help dismantle these barriers, enabling everyone to reach their full potential.

Through our lived experience, we know that outdated stereotypes, a lack of understanding of unique learning needs, and limited access to services prevent people with Down's syndrome from receiving the necessary support within their communities. Nevertheless, we recognise that individuals with Down's syndrome are lifelong learners who, with targeted and specific assistance, can develop the essential skills needed to fully participate in their communities.

We are committed to keeping our community at the heart of decision-making and maintaining our dedication to co-production. By working together, we ensure that our initiatives are truly reflective of the needs and aspirations of those we serve.



Practical approaches are used to develop language skills through play, focusing on early learning concepts and skills.



This RSHE content covers personal health, emotions, relationships, and appropriate behavior from pre-teen to adulthood.



Supporting more than  
**3,150**  
Children and Young People



## Safeguarding

At Learn and Thrive, safeguarding is at the core of everything we do, and our Learning for Life project exemplifies this commitment. The project is specifically designed to teach and empower young people with learning difficulties to identify unsafe situations and people, and to take appropriate action.

Through engaging and accessible resources, we equip them with the essential skills to recognise potential risks, set boundaries, and protect themselves. This is crucial for their personal development, independence, and well-being. Safeguarding is not just a responsibility for us—it is a fundamental part of our mission to enable young people to thrive safely and confidently.



### **Clear Policies and Procedures**

We maintain robust, regularly updated safeguarding policies that reflect current legal standards and best practices.



### **Training**

All staff, volunteers, and trustees undergo mandatory safeguarding training to ensure everyone knows how to recognize and respond to concerns.



### **Safe Recruitment**

Background checks and safeguarding protocols are in place during recruitment to ensure the suitability of all individuals working with us.



### **Reporting and Support**

We provide clear, accessible reporting mechanisms for safeguarding concerns and ensure that swift, appropriate action is taken, alongside ongoing support for those involved.



The children have latched into the language and really enjoy the videos and then hands-on activities

Hannah Wright -  
Parent and Professional

118

Free learning videos

2048

Members accessing LFL

1835

Members accessing TM2

## Action

## Details

## Outcome

### Increased reach and awareness

Full time digital marketing output and attendance at conferences

- Increased awareness of the charity & brand
- Building a reputation amongst support groups, professionals, and our users, who recommend us

### Learning for Life video content

3 new video series created and released in the second half of the financial year

- 979 new members accessing the Learning for Life project in 23/24
- 53% of all children and young people accessing the projects are accessing Learning for Life

### Teach Me Too content moved websites (Feb 24)

TM2 moved from external web browser to Learn and Thrive member area

- Whilst this is a very recent change the objectives are to create unity, clarity and easy access across both projects and support data tracking to highlight impact.

# Our Impact

At Learn and Thrive, impact is our top priority. We put the children and young people we support at the centre of every decision and actively seek community feedback to adapt and improve our projects.

The chart below shows overwhelmingly positive community responses. Through the Teach Me Too project, **88%** of parents and professionals gained new skills and strategies, and **69%** felt more confident when delivering learning activities.

Feedback for the Learning for Life project revealed that **80%** observed positive changes in knowledge or behaviour of their student and found teaching the RSE curriculum easier. Additionally, **63%** identified learning gaps they previously thought were secure, and **89%** praised the variety and differentiation of the resources and worksheets.

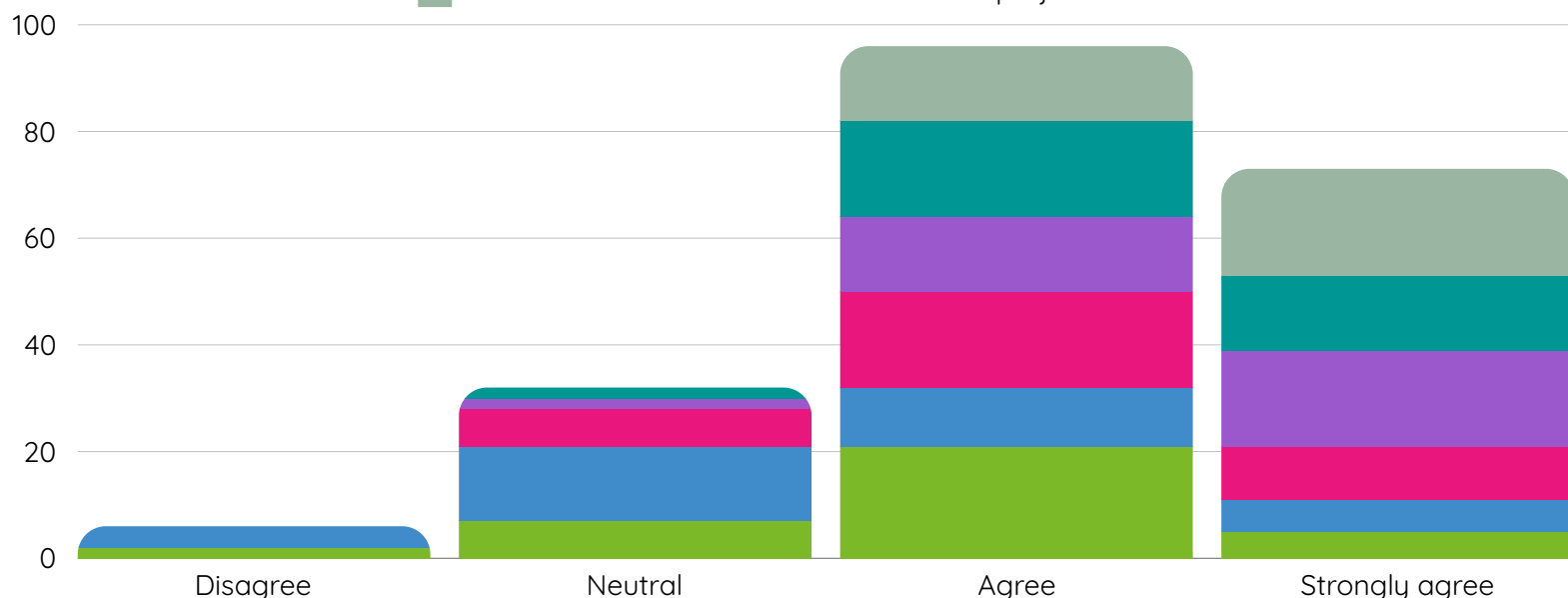
The improvements overall in students have been significant. The sessions have helped students to clarify key terms such as personal space and they have really enjoyed the sessions. It has been really useful in reinforcing learning which is very evident in student interactions in lessons.

Philip Redman -  
Professional

Lovely work, we use these techniques as they are so effective, so its saves us a lot of time in creating our own. Thank you so much.

Sen Smallwood - Parent and Professional

- As a result of the videos, I have changed my practice and/or the way I interact with/teach the student
- As a result of the project, I have asked others to change their behaviour/teaching approach with the student
- The student found the Learn and Thrive projects engaging
- The videos were clearly presented
- We will return to the Learn and Thrive projects modules and use it for overlearning and repetition
- We would recommend Learn and Thrive projects to others

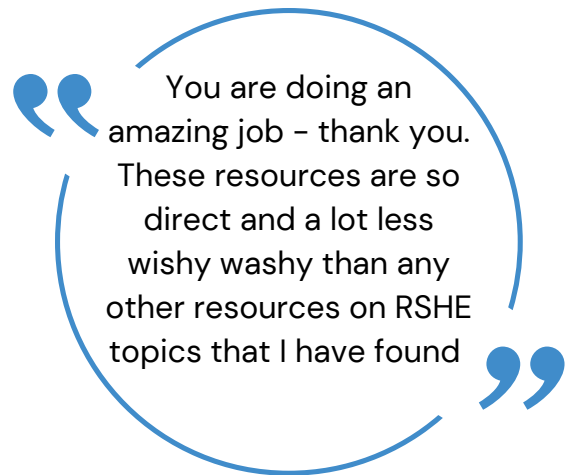


# The year in review



**Learning for Life covers the RSE curriculum in a way that is accessible to those with additional learning needs.**

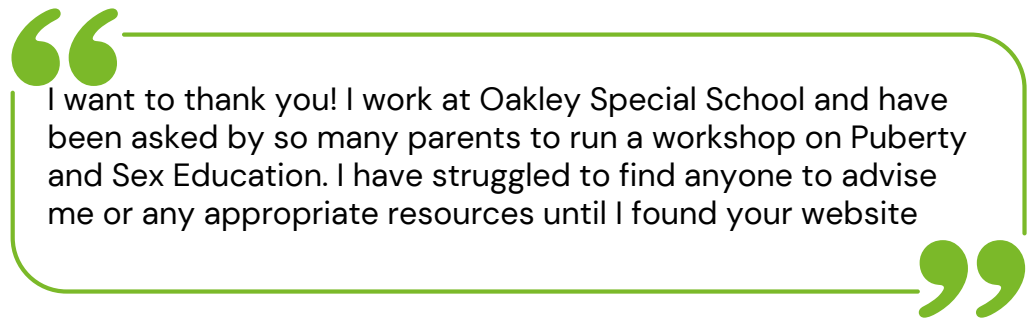
It looks beneath the curriculum at the concept knowledge, that is often assumed, or not formally taught. Providing this underpinning knowledge for foundation skills; concepts such as public and private, emotions and relationships, to ensure the curriculum makes sense.



*Susan Ainsworth - Parent*



The completion of the 23/24 financial year, brought three more video series to the Learning for Life project; totalling **5 series of 48 videos** and accompanying learning resources. **56%** of video views were for our flagship series *Growing Up and Keeping Safe* showing core concepts of public and private, personal space and appropriate touch, taught in an accessible way is invaluable to the learning of children and young people with Down's syndrome.



*Susan Benson - Professional*

## Members and Users

Learning For Life gained 979 new members in 23/24 with a total of 2048 children and young people highlighting the increased need for this specialised support.

Of those accessing the project:

57% of sign-ups were Teachers and TAs

87% of users accessed the project from the UK

## Learning Needs

Interestingly, only 43% of members accessing Learning for Life have a diagnosis of Down's syndrome, showing the project's versatility to support other additional needs (57%) with similar learning profiles.

# The year in review

Teach Me Too focuses on early learning topics and skills, covering practical approaches to develop language skills through play.

It delivers key early cognitive and communication skills across five key domains of the Early Years and Key Stage 1 Curriculum. Comprising of 70 videos; organised under five threads – Literacy, Mathematics, Language through Play, Exploring Language and the Wider Curriculum – it provides fun, engaging activities using Makaton as well as speech to support learning.

The project's relevance and popularity continues with **8732 views** across our video content range. This is despite no new content being added in 2023/23. **40% of the views** are attributable to the Language through Play series; the most viewed series every month bar one.

Our five most popular videos were **viewed 1759 times by 450 unique users**, evidencing an average of 4 views per video and the importance of repetition in the learning style of children and young people with Down's syndrome.

“

I often watch the videos to gain ideas of how to introduce a new topic to Che. The videos also allow me to see the best ways to teach Che based on his learning profile. The videos are also a good way to plan in which topic we will focus on each week

”

Toni Dayton - Parent

“

Thank you very much for making the video resources available for schools. We have found the resources to be so useful and have implemented them within our practice in school

”

Thomas Gallagher -  
Professional



## Members

Teach Me Too gained 752 new members in 23/24 to make a total of 1835 children and young people, highlighting that even without the launch of new videos, specialised early intervention support is still vital. 84% of users accessed the project from the UK

## Learning Needs and Users

63% of members accessing Teach Me Too have recorded having a diagnosis of Down's syndrome. 50% of the sign-ups in 23/24 were Teachers/TAs and 36% were parents or carers.



## Impact Performance Data

Our mission is to help people with Down's syndrome live fulfilling lives with the aid of digital tools. The primary way we currently deliver of our mission via a library of educational videos and learning resources, providing critical teaching on key areas of social and emotional development and early years support.



Increase in video content release for this financial year with three new video series launched in Learning For Life



Learn and Thrive is recommended by 72 out of 150 Local authorities in the UK via their local offer websites.



Increased reach to children and young people accessing the projects in 23/24 compared to 22/23



Recent data shows 69% of traffic to our projects has derived from external sources and specifically increased personal recommendation

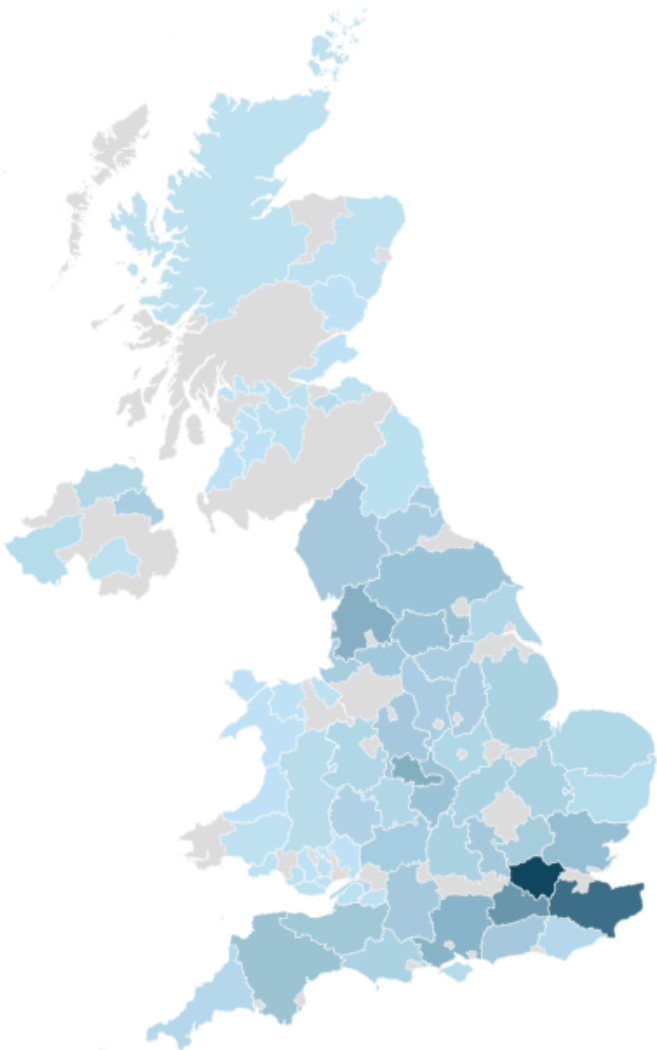
# Our Reach

3883

Number of children and young people accessing the projects in 23/24

97

Counties accessing Learn and Thrive



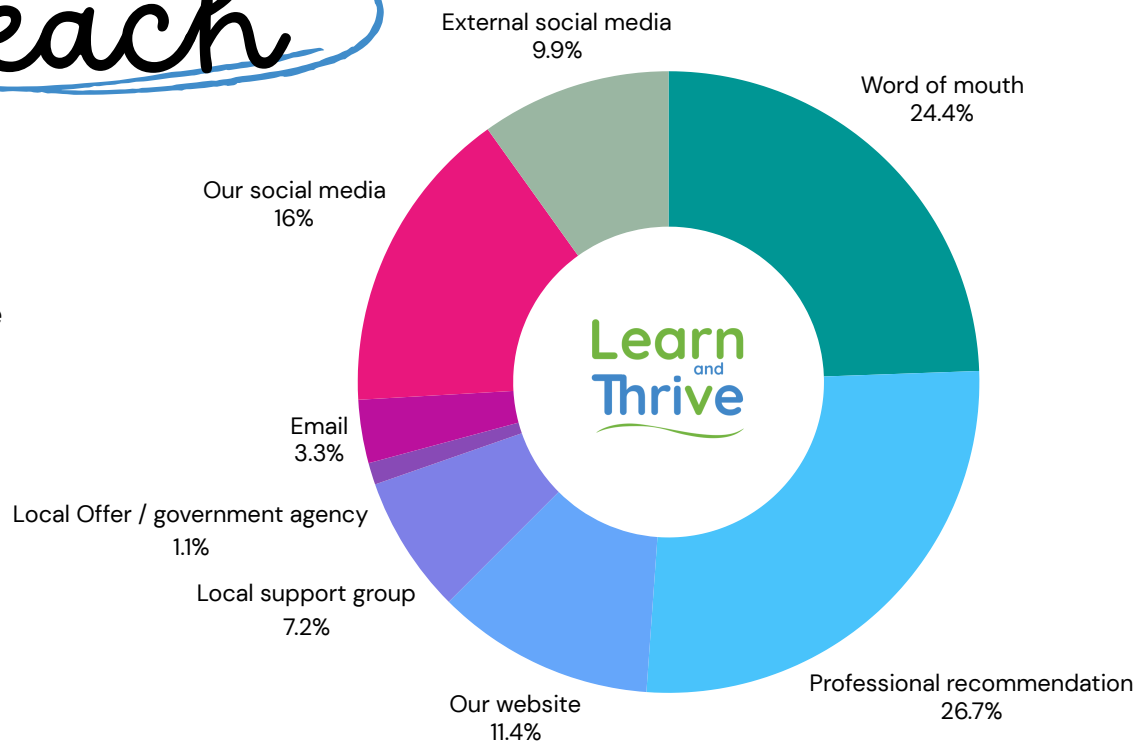
Top 10 Counties	
Greater London	154
Kent	113
Surrey	76
West Midlands	54
Lancashire	51
Hampshire	48
Cheshire	45
Essex	35
Devonshire	33
Warwickshire	32

Table shows the number of children and young people accessing the projects from each county.



# Our Reach

Recent data captures where our users have heard about our services with 51% reaching us from word of mouth or a professional recommendation, highlighting an awareness of the positive impact our projects are making to the lives of the children and young people accessing them.



155

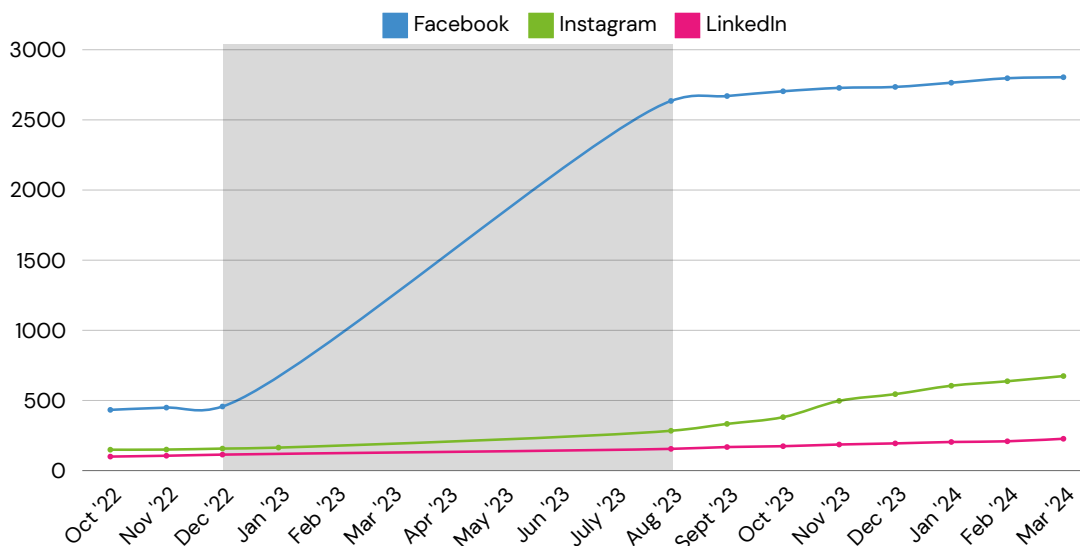
Number of countries where someone has visited our website

21,654

Users visiting the website in 23/24

5726

Number of children and young people supported by the projects overall



Whilst there was missing data early in the financial year (depicted with grey box) we can clearly demonstrate increased reach across all our social media channels for 23/24 with Facebook topping 2800 followers.

# Adapting to Funding Challenges: Diversifying Income and Strengthening Community Ties



Securing grants and donations has become increasingly difficult this year, with heightened competition among charities and a tightening of available funding. Despite these obstacles, our commitment to our mission remains steadfast. We are actively adapting to this challenging landscape by refining our approach. This includes producing detailed impact reports, enhancing our marketing strategies, and ensuring that our content and design remain current and engaging.

To address the funding shortfall, we are diversifying our income streams by pursuing corporate partnerships and exploring additional funding opportunities. We are also investing in our staff to enhance our success with grants and trusts and building robust stewardship processes across all areas. Additionally, we continue to prioritise community feedback and collaborate closely with those we serve through co-production and joint initiatives. By staying focused on our objectives and building a resilient organisation, we are well-positioned to navigate these challenging times and continue making a meaningful impact.

## Challenges of Being a Small National Charity



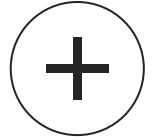
As a small national charity, we face distinct challenges compared to local organisations. Our work spans across the country, requiring a broader reach and more complex logistics. While local charities benefit from closer ties with their communities and more targeted support, we must navigate diverse regional needs and build relationships on a national scale. These challenges are compounded by limited resources, making it

essential for us to be strategic in our outreach and efficient in our operations. However, we intend to turn this challenge into an opportunity by forging partnerships with local charities. By collaborating with organisations that have established connections and expertise in specific regional areas, we aim to tap into local insights and strengthen our impact across communities.

Despite these hurdles, our commitment to our mission drives us to adapt and innovate, ensuring we effectively support and engage with communities nationwide.

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# TREASURER'S REPORT



We have had another exciting year, with lots of new content produced for our website, supported by our funders that span individuals, grants and trusts.

In the 12-months to 31st March 2024, we generated income of £177,550 (of which, £173,907 was restricted funding) from numerous grants, trusts, as well as from generous individual donors supporting a successful fundraising event – a Dragon Boat Race – with our trustees, staff and friends and family, that generated almost £17,000 in restricted funds to support our caring friendship project.

We incurred a total of £142,645 expenditure, which, in line with last year, primarily related to contracted services for content development, salary costs and advertising/marketing costs. These continue to be our main categories of expenditure. We are actively planning for the coming year's spending needs, with a clear pipeline of content that will be developed in the coming months.

The charity remains in a stable financial position, with funds carried forward totalling £186,660 at the end of the year. We finished the year with our unrestricted funds available at £69,278 which is on track for our reserves policy. Other monies are restricted to specific projects or areas of work within the charity.

*Kate Taylor - Treasurer*



# **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LEARN AND THRIVE**

## **Independent examiner's report to the trustees of Learn and Thrive**

I report to the trustees on my examination of the accounts of Learn and Thrive for the period ended 31 March 2024.

### **Responsibilities and basis of 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 Trustee'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 2011 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 giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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.



Stuart Rosling FCCA  
Ashdown Hurrey Auditors Limited  
20 Havelock Road  
Hastings  
East Sussex  
TN34 1BP

Date: 11 September 2024

## LEARN AND THRIVE

### RECEIPTS AND PAYMENTS ACCOUNT FOR THE PERIOD ENDED 31 MARCH 2024

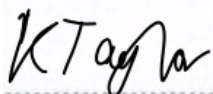
				Year Ended 31.03.2024	Year Ended 31.03.2023
	Notes	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>RECEIPTS</b>					
Grants	2	-	159,940	159,940	73,334
Donations	3	3,309	13,855	17,164	68,130
Interest	4	334	-	334	184
Charitable Activities	5	-	112	112	316
<b>Total</b>		<u>3,643</u>	<u>173,907</u>	<u>177,550</u>	<u>141,964</u>
<b>PAYMENTS</b>					
Costs of Generating Funds	6	3,722	11,839	15,561	5,282
Charitable Activities	7	10,259	110,457	120,716	77,009
Management and Administration Costs	8	488	5,880	6,368	4,555
<b>Total</b>		<u>14,469</u>	<u>128,176</u>	<u>142,645</u>	<u>86,846</u>
<b>NET RECEIPTS / (PAYMENTS)</b>		<u>(10,826)</u>	<u>45,731</u>	<u>34,905</u>	<u>55,118</u>
<b>RECONCILIATION OF FUNDS</b>	9				
Transfers between funds		-	-	-	-
<b>Total funds brought forward</b>		80,104	71,651	151,755	96,637
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>69,278</u></u>	<u><u>117,382</u></u>	<u><u>186,660</u></u>	<u><u>151,755</u></u>

## LEARN AND THRIVE

### STATEMENTS OF ASSETS AND LIABILITIES FOR THE PERIOD ENDED 31 MARCH 2024

	Unrestricted funds £	Restricted funds £	31.03.2024 Total funds £	31.03.2023 Total funds £
<b>Monetary Assets</b>				
Cash at Bank and in Hand	69,278	117,382	186,660	151,755
	<u>69,278</u>	<u>117,382</u>	<u>186,660</u>	<u>151,755</u>
<b>Debtors</b>				
Accounts Receivable	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Current Liabilities</b>				
Accounts Payable	-	-	-	9,479
	<u>-</u>	<u>-</u>	<u>-</u>	<u>9,479</u>

The financial statements were approved by the Board of Trustees on 2 October 2024 and were signed on its behalf by:



K Taylor - Trustee



N Walker - Trustee

## LEARN AND THRIVE

### NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 MARCH 2024

#### 1. ACCOUNTING POLICIES

##### Basis of preparing the financial statements

The financial statements have been prepared on a receipts and payments basis.

#### 2. GRANTS

	31.03.2024	31.03.2023
	£	£
Grants - 21 Together	-	39,764
Grants - Peter Harrison	22,500	-
Grants - Arnold Clark	-	1,000
Grants - Albert Hunt	-	2,000
Grants - Brian Murtagh	5,000	-
Grants - KCF - Friday	-	5,500
Grants - KCF Barrett	-	4,000
Grants - FP Whittingham	50,000	-
Grants - KCF/ KCC Digital	-	6,000
Grants - KCF CYP	4,440	-
Grants - David Solomons	-	500
Grants - Groundwork/ Tesco	2,500	1,000
Grants - Marsh Charitable Trust	-	500
Grants - Philip & Connie Phillips	-	5,000
Grants - Cantiacorum	-	3,070
Grants - Bentley	500	-
Grants - Postcode Lottery	25,000	-
Grants - Operations & Development	50,000	-
Grants - The Lawson Trust	-	5,000
	<u>159,940</u>	<u>73,334</u>

#### 3. DONATIONS

	31.03.2024	31.03.2023
	£	£
Donations - Corporate	100	191
Donations - Fundraising Platform (was Enthuse)	14,340	14,982
Donations - Fundraising Pages External	235	-
Donations - Individuals (individuals)	-	50,345
Gift Aid	2,488	2,612
	<u>17,164</u>	<u>68,130</u>

## LEARN AND THRIVE

### NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 MARCH 2024

#### 4. INTEREST

	31.03.2024 £	31.03.2023 £
Interest - CAF Account	334	184
	<u>334</u>	<u>184</u>

#### 5. CHARITABLE ACTIVITIES INCOME

	31.03.2024 £	31.03.2023 £
Shop Product Sales	112	316
	<u>112</u>	<u>316</u>

#### 6. COST OF GENERATING FUNDS

	31.03.2024 £	31.03.2023 £
Fundraising Products Brought	4,071	31
Advertising & Marketing	11,489	5,251
	<u>15,561</u>	<u>5,282</u>

#### 7. CHARITABLE ACTIVITIES EXPENDITURE

	31.03.2024 £	31.03.2023 £
Direct Wages	71,585	35,232
General Expenses	790	296
Pension Costs	2,628	1,774
Recruitment	273	89
Resource Creation	1,582	471
Staff Training	1,265	10
Travel - National	1,609	164
Venue Cost	-	978
Bought-in Services	12,750	37,996
Expert Costs	26,158	-
Filming Costs	2,076	-
	<u>120,716</u>	<u>77,009</u>

## LEARN AND THRIVE

### NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 MARCH 2024

#### 8. MANAGEMENT AND ADMINISTRATION COSTS

	31.03.2024	31.03.2023
	£	£
Audit & Accountancy Fees	1,635	1,313
Payroll Fees	549	-
IP, Licence, Permissions	48	44
Website Maintenance	446	418
Bank Fees	60	72
IT Software & Consumables	548	-
Postage, Freight & Courier	21	23
Subscriptions	1,984	2,201
Insurance	383	483
Office Equipment	694	-
	<u>6,368</u>	<u>4,555</u>

#### 9. RESTRICTED FUNDS

Fund Name	01.04.2023	Receipts	Payments	Transfers	31.03.2024
	£	£	£	£	£
21 Together	13,211	-	(13,211)	-	-
Peter Harrison	-	22,500	(9,750)	-	12,750
Bentley	-	500	(500)	-	-
Brian Murtagh Trust	-	5,000	(5,000)	-	-
FP Whittingham	-	50,000	(10,000)	-	40,000
KCF - Friday	5,500	-	(5,500)	-	-
KCF Barrett	4,000	-	(4,000)	-	-
KCF / KCC Digital	2,277	-	(2,277)	-	-
KCF CYP	-	4,440	-	-	4,440
LFL	35,000	-	-	-	35,000
Postcode Lottery	-	25,000	-	-	25,000
Resource Creation	80	112	-	-	192
Groundwork/ Tesco	1,000	2,500	(3,500)	-	-
Marsh Charitable Trust	500	-	(500)	-	-
Phillip + Connie Phillips	3,250	-	(3,250)	-	-
Cantiacorum	1,833	-	(1,833)	-	-
Operations & Development	-	50,000	(50,000)	-	-
The Lawson Trust	5,000	-	(5,000)	-	-
	<u>71,651</u>	<u>160,052</u>	<u>(114,321)</u>	<u>-</u>	<u>117,382</u>

Trustees during the reporting period: April 23 - March 24

Name	Date Appointed	Date Stood Down	Role
Nicola Walker	05 July 2021		Chair
Kate Rosanna Taylor	22 September 2021		Treasurer
Karen Michelle McGuigan	05 July 2021		Trustee
Shilpa Bose	05 July 2021	29th February 2024	Trustee
Andrea Melanie Wilson	05 July 2021		Trustee
Andreas Lundberg	25 January 2023	20 December 2023	Trustee
Sophie Evitts	25 January 2023	20 December 2023	Trustee
Maja Trninic	12 March 2024		Trustee
Clair Smith	12 March 2024		Trustee

The Key Management Personnel are the Trustees and the Chief Executive Officer (CEO):

Johanna Aiyathurai – CEO

**Registered Office:** 265 Maidstone Road, Gillingham, Kent, ME8 0HA

**Operational Address:** MCSC, Marsham Street, Maidstone, ME14 1HH

**Independent Examiner:** S R Sampson BFP FCA FCIE DChA, Ashdown Hurrey Auditors Limited,  
20 Havelock Road, Hastings, East Sussex, TN34 1BP

**Bank:** CAF Bank, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4TA

CARING FRIENDSHIPS

  
caring

  
respect

  
kind

  
trust

  
support

  
feel good


FRIENDS

  
friends

  
boyfriend

  
school friends

  
work friends

  
girlfriend

  
good friends

## Governance and Structure:

Type of governing document

Foundation Registered 05 July 2021

How the charity is constituted

Foundation CIO

Trustee selection methods

Trustees are appointed by the existing Trustees

The Trustees confirm that they have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

Signed on behalf of the Trustees:

Nicola Walker

Chair

*Nikki Walker - Chair of Trustee Board* 

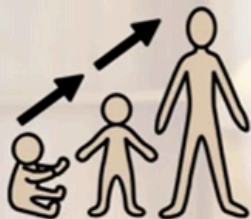
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Kate Taylor

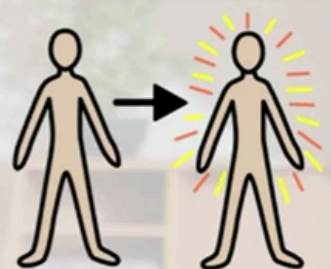
Treasurer

*Kate Taylor - Treasurer* 

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growing up



changes

