



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## Trustees' Annual Report for the period

From 05/04/2024 To 04/04/2025

Charity name: Roots Radical Learning

Charity registration number: 1200121

## Objectives and Activities

|  | SORP reference     |   |
|--|--------------------|---|
| Summary of the purposes of the charity as set out in its governing document  | Para 1.17          | The object of the CIO is for the public benefit, to advance the education (including physical and social training) of children and families in Oxfordshire and surrounding areas in such ways that the charity trustees see fit.  |
| Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts. | Para 1.17 and 1.19 | <p>The charity runs a 3-day a week self-directed learning programme for young people aged 5-12 years focusing on social and emotional wellbeing.</p> <p>Workshops on compassionate communication are run for the wider community and have a focus on youth mental health and advocacy.</p> <p>As part of its Reasearch and Development, Roots has developed and recorded a set of audio files about compassionate communication with children, offered to local parents and educators, as a point of contact to the organisation.</p> |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit   | Para 1.18          | The trustees have had regard to the guidance issued by the Charity Commission on public benefit.  |

## Additional information (optional)

You may choose to include further statements where relevant about:

|  | SORP reference |  |
|--|----------------|--|
|  | Para 1.38      |  |

|  |           |   |
|--|-----------|---|
| Policy on grant making   |           | <p>Roots Radical Learning does not operate a formal grant-making programme. However, the charity receives donations that enable it to provide:</p> <ul style="list-style-type: none"> <li>• Bursaries to support families who may otherwise be unable to access its learning programmes.</li> <li>• Funded workshops to ensure wider community access to self-directed learning and youth mental health initiatives.</li> </ul> <p>To ensure fair and transparent distribution of these funds, the charity follows these principles:</p> <ul style="list-style-type: none"> <li>• Needs-Based Allocation - Financial assistance is provided based on individual and community needs, prioritising families facing financial barriers.</li> <li>• Fair and Transparent Process - The charity ensures that funds are distributed equitably and in alignment with its mission.</li> <li>• Monitoring and Accountability - The impact of financial assistance is reviewed to ensure that donations are effectively supporting beneficiaries.</li> </ul> |
| Policy on social investment including program related investment | Para 1.38 | <p>Roots Radical Learning does not currently engage in social investments or programme-related investments. However, any future investment activity would be guided by the following principles:</p> <ul style="list-style-type: none"> <li>• Alignment with Mission - Any social investment must support the charity's objectives and benefit the community.</li> <li>• Ethical Considerations - Investments should align with ethical and socially responsible practices, avoiding industries that conflict with the charity's values.</li> <li>• Financial Sustainability - Any investment decisions will prioritise long-term financial security while ensuring funds remain available for charitable activities.</li> </ul> <p>The charity regularly reviews its financial position to determine whether social investment</p>   |

|                                 |           |   |
|---------------------------------|-----------|---|
|                                 |           | opportunities may be beneficial in the future.  |
| Contribution made by volunteers | Para 1.38 | <p>Volunteers play a crucial role in supporting Roots Radical Learning' s activities. Their contributions include:</p> <ul style="list-style-type: none"> <li>• Facilitating Learning Sessions <ul style="list-style-type: none"> <li>- Some volunteers assist in the delivery of self-directed learning activities for children</li> </ul> </li> <li>• Maintaining an Overview of the Learning Environment - <ul style="list-style-type: none"> <li>Volunteers help keep track of the children, ensuring they are supported and engaged in their activities.</li> </ul> </li> <li>• Conflict Resolution and Wellbeing Support - <ul style="list-style-type: none"> <li>Volunteers observe group dynamics and, when necessary, help redirect facilitators to address conflicts, emotional needs, or challenges children may be experiencing.</li> </ul> </li> <li>• Supporting Facilitators - <ul style="list-style-type: none"> <li>Volunteers assist facilitators by ensuring their needs are met, such as organising breaks, lunches, and general wellbeing during sessions.</li> </ul> </li> <li>• Facilitating Communication - <ul style="list-style-type: none"> <li>Volunteers act as connectors between children, facilitators, and the wider team, helping to create a responsive and supportive environment.</li> </ul> </li> <li>• Workshop and Programme Support <ul style="list-style-type: none"> <li>- They also assist in administrative tasks, event coordination, and outreach, helping to sustain the charity' s activities.</li> </ul> </li> <li>• Fundraising and Outreach - <ul style="list-style-type: none"> <li>Volunteers assist in events, grant applications, and social media campaigns to raise awareness and funding.</li> </ul> </li> </ul> <p>The charity recognises and values the contributions of its volunteers, providing guidance, training, and support to ensure a positive and meaningful experience for both volunteers and beneficiaries.</p> |
| Other                           |           |   |

## Achievements and Performance

|   | SORP reference |  |
|---|----------------|--|
| Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole. | Para 1.20      | <p>Providing a regular and consistent programme for young people where they can explore their interests, building their confidence and skillsets.</p> <p>Compassionate communication courses delivered to public promoting youth mental health and advocacy, equipping local families with tools for evidence-based, effective ways of communicating with their young people.</p> <p>Integration of young people into a learning environment who have had a history of school refusal, increasing levels of belonging, confidence and positive mental health for them and their families.</p> <p>Collaboration with and promotion of SEN specific services: working with 'Autism Champions' organisation to deliver training to facilitators and encouraging collaborative learning across Oxfordshire organisations.</p> <p>Family support for the families enrolled into the programme, benefitting mental health of families, promoting feelings of belonging and building local parenting networks.</p> <p>Running workshops on "Raising the Whole Child: Supporting Our Children and Ourselves" at Flo's - A Place in the Park, a local community centre. By offering these sessions alongside free audio resources, Roots has ensured accessibility for parents on lower incomes. The workshop and audio materials have reached an estimated 120 people, and the charity is committed to making this an annual initiative.</p> |

### Additional information (optional)

You may choose to include further statements where relevant about:

|                                     |           |   |
|-------------------------------------|-----------|---|
| Achievements against objectives set | Para 1.41 | <p>Roots successfully:</p> <ul style="list-style-type: none"> <li>• Delivers a three-day child-led learning programme supporting children's emotional and social development.</li> <li>• Hosts workshops on compassionate communication and "raising the whole child".</li> <li>• Offers mental health advocacy for parents and educators.</li> <li>• Expands community outreach, strengthening relationships with</li> </ul> |
|-------------------------------------|-----------|---|

|  |           |  |
|--|-----------|--|
|  |           | <p>alternative education networks.</p> <ul style="list-style-type: none"> <li>• Secures and sources grant funding to enhance financial sustainability and support bursary places for low-income families.</li> </ul>   |
| Performance of fundraising activities against objectives set | Para 1.41 | <p>Roots Radical Learning has successfully raised funds to support key initiatives aligned with its mission. Notably, fundraising efforts enabled the charity to:</p> <ul style="list-style-type: none"> <li>• Provide Partial Bursaries - Ensuring that more children from low-income families could access the self-directed learning programme.</li> <li>• Fund the Purchase of a Yurt - Creating a warm and sheltered space for children during the winter months, enhancing their learning environment and comfort in colder weather.</li> </ul> <p>These fundraising achievements directly contributed to expanding accessibility and improving facilities for the children and families that Roots supports. The charity continues to explore sustainable ways to raise funds and provide equitable access to its programmes.</p> |
| Investment performance against objectives                    | Para 1.41 | <p>As the charity does not currently hold investments, there are no performance metrics to report. However, trustees continue to review the charity's financial position and cash reserves, ensuring that funds are allocated effectively in line with its mission.</p>  |
| Other  |           |  |

## Financial Review

|   |           |  |
|---|-----------|--|
| Review of the charity's financial position at the end of the period | Para 1.21 | <p>The charity ends the year in a financially healthy and settled position, established as an entity within the community, and with consistent and numerous beneficiaries and potential beneficiaries to the programme</p> |
| Statement explaining the  | Para 1.22 | <p>The charity holds reserves which</p>  |

|  |           |   |
|--|-----------|---|
| policy for holding reserves stating why they are held                            |           | amount to 1.5 months worth of payments and expenses, with intention to double these reserves to 3 months worth of expenditure, for financial security and contingency |
| Amount of reserves held  | Para 1.22 | £36,955   |
| Reasons for holding zero reserves  | Para 1.22 |   |
| Details of fund materially in deficit  | Para 1.24 |   |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 |   |

#### Additional information (optional)

You may choose to include further statements where relevant about:

|   |           |  |
|---|-----------|--|
| The charity' s principal sources of funds (including any fundraising)           | Para 1.47 | <p>Roots is primarily funded through:</p> <ul style="list-style-type: none"> <li>• Fees from families participating in the self-directed learning programme.</li> <li>• One-off donations for the acquisition of a Mongolian yurt</li> </ul>   |
| Investment policy and objectives including any social investment policy adopted | Para 1.46 | <p>The charity currently does not hold significant investments. Funds are managed prudently to ensure financial sustainability while prioritising spending on programme delivery. Any future investment strategy will align with ethical and social investment principles, ensuring that funds are used to further the charity' s objectives while maintaining financial security.</p> |
| A description of the principal risks facing the charity                         | Para 1.46 | <p>The trustees have identified the following key risks:</p> <ul style="list-style-type: none"> <li>• Financial Sustainability - Reliance on participant fees and fundraising requires ongoing efforts to secure stable income.</li> <li>• Regulatory Compliance - The charity ensures adherence to</li> </ul>   |

|       |  |  |
|-------|--|--|
|       |  | <p>safeguarding, health and safety, and education standards. Low administrative capacity constrains pace at which we review and update policies in line with safeguarding, health and safety and employment regulations. Mitigating factor is prioritisation of recruitment of new volunteers, board members and administrative staff</p> <ul style="list-style-type: none"> <li>• Capacity and Staffing - Limited resources mean that staff workloads must be managed effectively.</li> <li>• Reputation and Community Engagement - Maintaining trust with families and the wider community is critical to Roots' success.</li> </ul> <p>The charity mitigates these risks through robust financial planning, trustee oversight, safeguarding procedures, and regular evaluation of its impact.</p> |
| Other |  |  |

## Structure, Governance and Management

|   |           |  |
|---|-----------|--|
| Description of charity' s trusts:   |           |  |
| Type of governing document<br>(trust deed, royal charter)   | Para 1.25 | Constitution   |
| How is the charity constituted?<br>(e.g unincorporated association, CIO)  | Para 1.25 | Charitable Incorporated Organisation (CIO)   |
| Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees | Para 1.25 | The members or the charity trustees may at any time decide to appoint a new charity trustee, whether in place of a charity trustee who has retired or been removed, or as an additional charity trustee, provided that the limit on the number of charity trustees would not as a result be exceeded |

### Additional information (optional)

You may choose to include further statements where relevant about:

|  |           |  |
|--|-----------|--|
| Policies and procedures adopted for the induction and training of trustees | Para 1.51 | <p>Roots Radical Learning has a comprehensive Trustee Onboarding Handbook, which outlines the structured process for bringing new trustees into the organisation. This ensures that trustees are well-informed, aligned with the charity' s mission, and equipped to fulfil their governance responsibilities effectively.</p> <p>The onboarding process includes:</p> <ul style="list-style-type: none"> <li>• Trustee Handbook - A detailed guide covering the charity' s purpose, governance structure, legal responsibilities, key policies, and strategic objectives.</li> <li>• Induction Meetings - New trustees meet with existing board members and key staff to understand the charity' s operations, financial management, and safeguarding obligations.</li> <li>• Observation and Engagement - Trustees are encouraged to attend learning sessions, workshops, and community events to gain a deeper understanding</li> </ul> |
|--|-----------|--|



|  |           |  |
|--|-----------|--|
|  |           | <p>of the organisation' s impact.</p> <ul style="list-style-type: none"> <li>• Training and Development - Trustees are provided with access to governance training, including Charity Commission guidance, safeguarding, and financial oversight.</li> </ul> <p>This structured approach ensures that trustees are confident in their role and can contribute effectively to the charity' s leadership and strategic direction</p> |
| The charity' s organisational structure and any wider network with which the charity works | Para 1.51 |  |
| Relationship with any related parties  | Para 1.51 |  |
| Other  |           |  |

## Reference and Administrative details

|                              |  |
|------------------------------|--|
| Charity name                 | Roots Radical Learning                   |
| Other name the charity uses  |  |
| Registered charity number    | 1200121                                  |
| Charity' s principal address | 31 Rymers Lane<br>Oxfordshire<br>OX4 3JU |
|                              |  |

Names of the charity trustees who manage the charity

|    | Trustee name       | Office (if any) | Dates acted if not for whole year | Name of person (or body) entitled to appoint trustee (if any) |
|----|--------------------|-----------------|-----------------------------------|---|
| 1  | Lucy Frost         |                 |                                   |   |
| 2  | Tarzan Gemikonakli |                 |                                   |   |
| 3  | Laura Sewell       |                 |                                   |   |
| 4  |                    |                 |                                   |   |
| 5  |                    |                 |                                   |   |
| 6  |                    |                 |                                   |   |
| 7  |                    |                 |                                   |   |
| 8  |                    |                 |                                   |   |
| 9  |                    |                 |                                   |   |
| 10 |                    |                 |                                   |   |
| 11 |                    |                 |                                   |   |
| 12 |                    |                 |                                   |   |
| 13 |                    |                 |                                   |   |
| 14 |                    |                 |                                   |   |
| 15 |                    |                 |                                   |   |
| 16 |                    |                 |                                   |   |
| 17 |                    |                 |                                   |   |
| 18 |                    |                 |                                   |   |
| 19 |                    |                 |                                   |   |
| 20 |                    |                 |                                   |   |

Corporate trustees - names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

## Funds held as custodian trustees on behalf of others

|  |  |
|--|--|
| Description of the assets held in this capacity  |  |
| Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity' s objects |  |
| Details of arrangements for safe custody and segregation of such assets from the charity' s own assets                         |  |

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

| Type of adviser | Name | Address |
|-----------------|------|---------|
|                 |      |         |
|                 |      |         |
|                 |      |         |
|                 |      |         |

#### Name of chief executive or names of senior staff members (Optional information)

|  |
|--|
|  |
|--|

## Exemptions from disclosure

#### Reason for non-disclosure of key personnel details

|  |
|--|
|  |
|--|

#### Other optional information

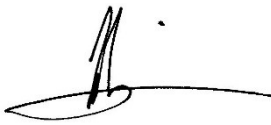

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|--|
|  |
|--|

## Declarations

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

Signed on behalf of the charity's trustees

Signature(s)

|   |   |
|---|---|
|  |  |
|---|---|

Full name(s)

|                    |              |
|--------------------|--------------|
| Tarzan Gemikonakli | Laura Sewell |
|--------------------|--------------|

Position (eg  
Secretary, Chair, etc)

|           |       |
|-----------|-------|
| Treasurer | Chair |
|-----------|-------|

Date

|            |
|------------|
| 02/07/2025 |
|------------|



CHARITY COMMISSION  
FOR ENGLAND AND WALES

|   |                               |
|---|-------------------------------|
| Charity Name<br><b>Roots Radical Learning</b> | No (if any)<br><b>1200121</b> |
|---|-------------------------------|

**Receipts and payments accounts**

**CC16a**

|                        |                          |    |                             |
|------------------------|--------------------------|----|-----------------------------|
| For the<br>period from | Period start<br>4/5/2024 | To | Period end date<br>4/4/2025 |
|------------------------|--------------------------|----|-----------------------------|


**Section A Receipts and payments**


|   | Unrestricted<br>funds<br>to the<br>nearest<br>£ | Restricted<br>funds<br>to the<br>nearest £ | Endowment<br>funds<br>to the<br>nearest £ | Total funds<br>to the<br>nearest £ | Last year<br>to the<br>nearest £ |
|---|---|--|---|------------------------------------|----------------------------------|
| <b>A1 Receipts</b>                                    |   |  |   |                                    |                                  |
| Programme fees  | 122,103   | -  | -   | 122,103                            | -                                |
| Donations   | 2,832   | 2,061                                      | -   | 4,893                              | -                                |
| Jumble sales and raffles                              | -   | -  | -   | -                                  | -                                |
|   | -   | -  | -   | -                                  | -                                |
|   | -   | -  | -   | -                                  | -                                |
|   | -   | -  | -   | -                                  | -                                |
|   | -   | -  | -   | -                                  | -                                |
| <b>Sub total</b> (Gross income for AR)                | -   | -  | -   | -                                  | -                                |
|   | 124,935   | 2,061                                      | -   | 126,996                            | -                                |
| <b>A2 Asset and investment sales, (see table).</b>    |   |  |   |                                    |                                  |
|   | -   | -  | -   | -                                  | -                                |
|   | -   | -  | -   | -                                  | -                                |
| <b>Sub total</b>                                      | -   | -  | -   | -                                  | -                                |
| <b>Total receipts</b>                                 | 124,935   | 2,061                                      | -   | 126,996                            | -                                |
| <b>A3 Payments</b>                                    |   |  |   |                                    |                                  |
| Wages   | 101,437   | -  | -   | 101,437                            | -                                |
| Rent  | 5,838   | -  | -   | 5,838                              | -                                |
| Resources and equipment for                           | 4,472   | -  | -   | 4,472                              | -                                |
| Mongolian Yurt  | -   | 36   | -   | 36                                 | -                                |
| Accommodation   | -   | 2,125                                      | -   | 2,125                              | -                                |
| Insurance   | 1,507   | -  | -   | 1,507                              | -                                |
| External coaching                                     | 120   | -  | -   | 120                                | -                                |
| Conferences   | -   | -  | -   | -                                  | -                                |
| Training + safeguarding                               | 350   | -  | -   | 350                                | -                                |
| Enhanced DBSs   | 203   | -  | -   | 203                                | -                                |
| Site maintenance                                      | 275   | -  | -   | 275                                | -                                |
| Zoom/website  | 176   | -  | -   | 176                                | -                                |
| <b>Sub total</b>                                      | 114,378   | 2,161                                      | -   | 116,539                            | -                                |
| <b>A4 Asset and investment purchases, (see table)</b> |   |  |   |                                    |                                  |
|   | -   | -  | -   | -                                  | -                                |
|   | -   | -  | -   | -                                  | -                                |
| <b>Sub total</b>                                      | -   | -  | -   | -                                  | -                                |
| <b>Total payments</b>                                 | 114,378   | 2,161                                      | -   | 116,539                            | -                                |
| <b>Net of receipts/(payments)</b>                     | 10,557  | - 100                                      | -   | 10,656                             | -                                |
| <b>A5 Transfers between fund</b>                      | -   | -  | -   | -                                  | -                                |
| <b>A6 Cash funds last year end</b>                    | -   | -  | -   | -                                  | -                                |
| <b>Cash funds this year end</b>                       | 10,557  | - 100                                      | -   | 10,656                             | -                                |

## Section B Statement of assets and liabilities at the end of the period

| Categories  | Details   | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
|---|---|------------------------------------|----------------------------------|---------------------------------|
| <b>B1 Cash funds</b>                                | Reserves  | 36,955                             | 10,615                           | -                               |
|   |   | -                                  | -                                | -                               |
|   |   | -                                  | -                                | -                               |
|   | <b>Total cash funds</b><br>(agree balances with receipts and payments account(s)) | 36,955                             | 10,615                           | -                               |
|   |   | Agreement Error                    | Agreement Error                  | OK                              |
|   |   | Unrestricted funds<br>to nearest £ | Restricted funds<br>to nearest £ | Endowment funds<br>to nearest £ |
| <b>B2 Other monetary assets</b>                     | Details   | -                                  | -                                | -                               |
|   |   | -                                  | -                                | -                               |
|   |   | -                                  | -                                | -                               |
|   |   | -                                  | -                                | -                               |
|   |   | -                                  | -                                | -                               |
|   |   | -                                  | -                                | -                               |
|   |   | -                                  | -                                | -                               |
| <b>B3 Investment assets</b>                         | Details   | Fund to which asset belongs        | Cost (optional)                  | Current value (optional)        |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
| <b>B4 Assets retained for the charity's own use</b> | Details   | Fund to which asset belongs        | Cost (optional)                  | Current value (optional)        |
|   | Mongolian Yurt Accommodation  |                                    | 9,000                            | 3,000                           |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
|   |   |                                    | -                                | -                               |
| <b>B5 Liabilities</b>                               | Details   | Fund to which liability belongs    | Amount due (optional)            | When due (optional)             |
|   | Deposits from families (refundable)   | Cash fund                          | 9,207                            | final month                     |
|   |   |                                    | -                                |                                 |
|   |   |                                    | -                                |                                 |
|   |   |                                    | -                                |                                 |

|   |   |                    |                  |
|---|---|--------------------|------------------|
| Signed by one or two trustees on behalf of all the trustees | Signature   | Print Name         | Date of approval |
|   |  | Tarzan Gemikonakli | 7/2/2025         |



Laura Sewell

7/2/2025



Section A

Independent Examiner's Report

Report to the trustees

Charity Name  
Roots Radical Learning

On accounts for the year  
ended

04/04/2025

Charity no  
(if any)

1200121

Set out on pages

1

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **04 / 04 / 2025**.

Responsibilities and  
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent  
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below \*) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

\* Please delete the words in the brackets if they do not apply.

Signed:

M. HASSANZADEH

Date:

02/07/2025

Name:

Mohammad Hassanzadeh

Address:

83 Magnetic Crescent

London

EN3 7FH



**Section B****Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**