

Company registration number: CE034874

Charity registration number: 1206512

# Gymnasts for Change International

(Charitable incorporated organisation)

Annual Report and Financial Statements

for the period from 12 January 2024 to 31 December 2024

RWB CA Limited  
Northgate House  
North Gate  
New Basford  
Nottingham  
NG7 7BQ

# **Gymnasts for Change International**

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## **Gymnasts for Change International**

### **Reference and Administrative Details**

**Chair** Ms K N Roydon

**Charity Registration Number** 1206512

**Company Registration Number** CE034874

**Registered Office** The Charity is incorporated in England & Wales.  
1st Floor  
105-111 Euston Street  
London  
NW1 2EW

**Independent Examiner** RWB CA Limited  
Northgate House  
North Gate  
New Basford  
Nottingham  
NG7 7BQ

# **Gymnasts for Change International**

## **Trustees' Report**

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the period ended 31 December 2024.

### **Trustees and officers**

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Ms K N Roydon (appointed 12 January 2024)  
Dr E B Suckling (appointed 12 January 2024)  
Ms E Jotischky (appointed 12 January 2024 and resigned 25 March 2025)  
Mr M C Gass (appointed 12 January 2024)  
Ms G Field (appointed 1 May 2024)

Chair: Ms K N Roydon (appointed 12 January 2024)

### **Objectives and activities**

#### ***Objects and aims***

Gymnasts for Change International (G4CI) is a survivor-led human rights organisation. Our mission is to promote human rights in sport by supporting individuals who have experienced abuse in gymnastics, advocating for reform of abusive coaching practices, and protecting future generations of athletes. We seek redress and recognition for survivors, systemic reform in coaching and administrative cultures, and safeguards to prevent future harm.

G4CI's charitable objectives are:

1. To promote the physical and emotional wellbeing of participants in gymnastics by raising awareness of abuse in the sport, commissioning research, and equipping the sector with preventative tools and best practices.
2. To support gymnasts who have experienced abuse, providing therapeutic and practical assistance to pursue redress.
3. To promote human rights in sport by exposing abuses, seeking accountability, and educating stakeholders on athletes' rights and welfare.

These objectives are underpinned by the charity's commitment to trauma-informed, survivor-led advocacy and a structural shift in global gymnastics governance and culture.

#### ***Key Activities in 2024***

To fulfil the charity's objectives, G4CI has implemented four-strands of activities:

1. Organisational Development: developing our infrastructure and governance to increase impact and sustainability.
2. Survivor Support and Advocacy: providing direct support to survivors through group therapy, 1:1 counselling, and advocacy training.
3. Research, Litigation and Strategic Influencing: conducting and disseminating research to raise awareness and influence reform; engaging in strategic litigation and complaints processes to drive accountability.
4. Awareness Raising and Media Campaigns: running media campaigns, including podcasts and exhibitions, to highlight abuse and mobilise public and political pressure.

# **Gymnasts for Change International**

## **Trustees' Report**

All activity is shaped by lived experience, supported by internal governance policies, and guided by an overarching Theory of Change that places survivor empowerment and systemic reform at the center.

### ***Public benefit***

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

### **Achievements and performance**

#### **1. Organisational Development**

Following its registration in January 2024, G4CI successfully transitioned from a grassroots campaign group to a legally compliant, funded, operational charity. Key organisational achievements include:

- Adoption of the Articles of Association and foundational governance policies.
- Development of robust financial management and controls, including appointment of RWB Chartered Accountants for independent examination and financial management.
- Recruitment of three staff members: a CEO, a Senior Curator & Head of Archives and a Community Manager.
- Board audits and a Diversity, Equity, and Inclusion (DEI) review.
- Development of a business plan, fundraising strategy, and Theory of Change in collaboration with Ask Research Partners along with a bespoke Charity Charter.
- 2 years of Core Support from the Oak Foundation.

Five Trustee meetings were held in 2024, with plans to expand trustee expertise in human rights and sport by the end of 2025. A robust monitoring and evaluation framework is now in place to ensure accountability and impact tracking.

#### **2. Survivor Support and Advocacy**

##### **Membership Platform**

G4CI launched a secure online platform to replace informal WhatsApp peer-support channels. After extensive member consultation and development, the platform was piloted by 50 members and is set for public launch in mid-2025. Key platform achievements include:

- 6 group therapy workshops
- 5 community huddles
- 4 international strategy meetings
- Recruitment of volunteer moderators and community staff
- Ongoing weekly updates and feedback loops

##### **Therapeutic Support**

G4CI prioritised trauma-informed care throughout 2024 and to date in 2025:

- Delivered 64 one-to-one therapy sessions by trauma specialist Kay Sailsbury.
- Ran a 6-week group therapy course with session recordings made available for wider member access.
- Maintained interim direct support via calls, emails, and messaging during the platform transition.



# **Gymnasts for Change International**

## **Trustees' Report**

### **Advocacy Training**

G4CI mapped the transformation from survivor to survivor-advocate and began developing a six-week advocacy course for launch in late 2025. The course will be co-delivered with the Sports & Rights Alliance and aims to empower survivors to shape policy and campaign strategies.

### **Legal and Complaint Support**

G4CI provided critical support for members involved in the UK's Independent Complaints Process (ICP) and civil litigation:

- Engaged Dentons law firm to support 15 complainants.
- Successfully appealed several ICP decisions, though broader procedural barriers persist.
- Facilitated peer-sharing and emotional resilience through the platform during long legal processes.

In addition, G4CI coordinated 44 civil claims now managed by BBK Solicitors. Seven claims have achieved settlement, securing significant redress. Psychiatric evaluations and impact statements from these cases will support future academic research and advocacy.

### **3. Research, Litigation, and Strategic Influencing**

#### **International Working Group**

Under the leadership of a new coordinator, the International Working Group now includes members from 13 countries. This group is designing a research agenda focused on:

- Long-term impacts of abuse in gymnastics
- Structural failures in complaints mechanisms

#### **Defining "Trauma-Informed"**

Recognising widespread misuse of the term, G4CI began developing a definitive, member-led framework on what "trauma-informed" means in practice. This initiative will underpin internal policy and external partnerships moving forward.

#### **Legal Reform**

G4CI continued to advocate for mandatory reporting laws, working closely with Mandate Now and Baroness Tanni Grey-Thompson. In January 2025, G4CI members attended the House of Lords for the second reading of the Mandatory Reporting Bill. G4CI received confirmation that the Bill will influence future government legislation.

#### **Strategic Partnerships**

Key partnerships were forged with:

- Sports & Rights Alliance (future delivery of advocacy training)
- Centre for Sport & Human Rights (policy development)
- International Gymnastics Federation (FIG) and Gymnastics Ethics Foundation
- British Gymnastics (BG), including ongoing policy consultations and reform collaboration

G4CI has been particularly active in influencing BG's "Reform 25" programme, co-developing welfare policy changes and pushing for structural reform in coach education, complaints systems, and data reporting.

#### **Progress Against the "Call for Change"**

G4CI's "Call for Change" document, published in 2021, continues to guide strategic direction and provide a benchmark for progress. Key wins in 2024-25 include:

# **Gymnasts for Change International**

## **Trustees' Report**

- BG's overhaul of policies on hydration, weighing, injury management, and academic support
- Piloting of ethical coaching programmes
- Introduction of mental health support lines
- Investment in coach development and athlete voice initiatives

Improved inclusion, diversity, and media representation at national events

### **4. Awareness Raising and Media Campaigns**

#### **Documentaries**

G4CI contributed to two major documentaries:

1. ITV's "Gymnastics: A Culture of Abuse?" (Feb 2024) - Broadcast nationwide and contributed to the departure of senior personnel in the sport.
2. "Broken Kids: The Untold Story of Young Athletes" (July 2024) - Aired in 16 countries ahead of the Paris Olympics, raising global awareness of abuse in elite sport.

#### **Podcast Launch**

In December 2024, G4CI commissioned a high-quality podcast hosted by BBC journalist Terri White and produced by 18Sixty. Launching in 2025/26, the podcast will:

- Share survivor stories
- Educate the public and parents
- Lobby for changes in safeguarding laws
- Provide a platform for ongoing advocacy and accountability

### **Conclusion**

G4CI's first year as a registered charity has laid a strong foundation for long-term impact. The organisation has demonstrated its ability to deliver trauma-informed, survivor-led programming while navigating complex legal, cultural, and institutional landscapes. It continues to develop robust governance, expand international alliances, and advocate for systemic reform in the sport of gymnastics. With clear strategic goals, an expanding membership platform, and national policy influence, G4CI is poised for continued growth and change-making in 2025-26.

### **Financial review**

Total income over the year was £245,520. All of our income came from a two-year core support grant from the Oak Foundation, with phase 1 reflected in this year's financial reports. Expenditure totalled £79,855, with 22.5% spent on activities undertaken directly and the remainder on supporting activities and organisational development. We spent much of 2024 developing our platform and transitioning the movement from a grass roots volunteer led peer-to-peer network into a fully functional charity, and expect our spending on activities to ramp up in 2025.



## **Gymnasts for Change International**

### **Trustees' Report**

#### ***Policy on reserves***

The Trustees aim to maintain reserves:

- Primarily to mitigate the risks of unforeseen reductions in funding, recognising the organisation is currently dependent on a single funder.
- Fund unexpected operational expenses.
- Cover the costs of an unplanned closure or transfer of the charity's operations should funding cease.

The organisation will maintain reserves equivalent to three months of core operating costs, providing a buffer to develop new sources of income or implement cost-saving measures. Core operating costs include amongst other expenses salaries, rent, accountancy and audit fees, and IT subscription services.

The reserve requirement is set at £30,000.

At year end, free (unrestricted) reserves stood at £nil, whilst our restricted balance stood at £165,665, reflecting a healthy funding for our work. Whilst our grant from the Oak Foundation is classed as restricted funding, it is provided as core support and offers the organisation considerable discretion on spending in pursuit of our charitable objectives. Over the coming year the Trustees will prioritise building unrestricted reserves to meet our reserve requirement.

The trustees consider the charity to be a going concern, having reviewed forecasts and confirmed sufficient reserves to meet planned commitments.

#### **Structure, governance and management**

##### ***Nature of governing document***

Gymnasts for Change International (Charity number: 1206512) was established as a Charitable Incorporated Organisation, registered by the Charity Commission of England and Wales on 12th January 2024. The organisation is governed by its Constitution, which adopts the Foundation Model, giving the trustees sole voting rights to the organisation. This means all important decisions – about the charity's direction, finances, policies, and activities – are made and voted on by the trustees who retain overall responsibility for the charity. Day-to-day operations are delegated to the organisation's staff.

Trustee terms and method of appointment are set out in our Constitution. Our initial set of four trustees served for staggered terms of one year and eighteen months, with subsequent terms of three years. New trustees are appointed by the Board of Trustees, with an aim to ensure significant survivor representation. Appointments are guided by a skills, and diversity audit and follows an inclusive process which aims to build a diverse board reflecting lived experience and underrepresented communities.

Alongside our board, the members of Gymnasts for Change feed into the organisational strategy through a series of groups designed to capture their voices.

More details can be found in our Charity Charter on our website [www.gymnastsforchange.com](http://www.gymnastsforchange.com)



# Gymnasts for Change International

## Trustees' Report

### *Major risks and management of those risks*

#### *Risk management*

The trustees have identified and reviewed the charity's principal risks. Key risks are monitored through an annually updated risk register, with mitigating actions implemented as appropriate, including the integration of trauma-informed practices into our work.

### **Statement of trustees' responsibilities**

The trustees (who are also the directors of Gymnasts for Change International for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial period. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the Charity on 3 June 2025 and signed on its behalf by:

*Karen Roydon*  
.....

Ms K N Roydon  
Chair and trustee

## **Gymnasts for Change International**

### **Independent Examiner's Report to the trustees of Gymnasts for Change International ('the Company')**

I report to the Charity trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

#### **Responsibilities and basis of report**

As the Charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your Charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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 matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Gymnasts for Change International as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.



Mr N W Bonnello

Northgate House  
North Gate  
New Basford  
Nottingham  
NG7 7BQ

3 June 2025

## Gymnasts for Change International

### Statement of Financial Activities for the Period from 12 January 2024 to 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Restricted funds £	Total 2024 £
<b>Income and Endowments from:</b>			
Donations and legacies	3	245,520	245,520
Total income		<u>245,520</u>	<u>245,520</u>
<b>Expenditure on:</b>			
Charitable activities	4	(79,855)	(79,855)
Total expenditure		<u>(79,855)</u>	<u>(79,855)</u>
Net income		<u>165,665</u>	<u>165,665</u>
Net movement in funds		<u>165,665</u>	<u>165,665</u>
<b>Reconciliation of funds</b>			
Total funds carried forward	11	<u>165,665</u>	<u>165,665</u>

All of the Charity's activities derive from continuing operations during the above period.

The notes on pages 11 to 15 form an integral part of these financial statements.



**Gymnasts for Change International**  
**(Registration number: CE034874)**  
**Balance Sheet as at 31 December 2024**

	Note	2024 £
<b>Current assets</b>		
Cash at bank and in hand	9	168,823
<b>Creditors: Amounts falling due within one year</b>	10	<u>(3,158)</u>
<b>Net assets</b>		<u><u>165,665</u></u>
<b>Funds of the Charity:</b>		
<b>Restricted income funds</b>		
Restricted funds		<u>165,665</u>
<b>Total funds</b>	11	<u><u>165,665</u></u>

For the financial period ending 31 December 2024 the Charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

**Directors' responsibilities:**

- The members have not required the Charity to obtain an audit of its accounts for the period in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 9 to 15 were approved by the trustees, and authorised for issue on 3 June 2025 and signed on their behalf by:

*Karen Roydon*

.....  
Ms K N Roydon  
Chair and trustee

The notes on pages 11 to 15 form an integral part of these financial statements.

## **Gymnasts for Change International**

### **Notes to the Financial Statements for the Period from 12 January 2024 to 31 December 2024**

#### **1 Charity status**

The Charity is a charitable incorporated organisation, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the Charity in the event of liquidation.

The address of its registered office is:

1st Floor  
105-111 Euston Street  
London  
NW1 2EW

These financial statements were authorised for issue by the trustees on 3 June 2025.

#### **2 Accounting policies**

##### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

##### **Basis of preparation**

Gymnasts for Change International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Going concern**

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the Charity.

##### **Income and endowments**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

## **Gymnasts for Change International**

### **Notes to the Financial Statements for the Period from 12 January 2024 to 31 December 2024**

#### ***Grants receivable***

Grants are recognised when the Charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### ***Expenditure***

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### ***Charitable activities***

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### ***Governance costs***

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### ***Taxation***

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### ***Cash and cash equivalents***

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### ***Trade creditors***

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.



## Gymnasts for Change International

### Notes to the Financial Statements for the Period from 12 January 2024 to 31 December 2024

#### 3 Income from donations and legacies

	Restricted funds £	Total 2024 £
Grants, including capital grants;		
Grants from other organisations	245,520	245,520
	<u>245,520</u>	<u>245,520</u>

#### 4 Expenditure on charitable activities

	Activities undertaken directly £	Salaries and support costs £	2024 £
Consultancy services	-	16,405	16,405
Survivor support	11,613	-	11,613
Awareness raising	6,161	-	6,161
Staff training and development	-	6,510	6,510
Legal expenses	-	3,600	3,600
Software and consumables	-	1,229	1,229
Office rent	-	1,260	1,260
General expenses	-	406	406
Telephone expenses	-	329	329
Bank charges	-	557	557
Entertainment	-	481	481
Travel and subsistence	-	142	142
Office administration	-	1,976	1,976
Salaries	-	28,166	28,166
	<u>17,774</u>	<u>61,061</u>	<u>78,835</u>

In addition to the expenditure analysed above, there are also governance costs of £1,020 which relate directly to charitable activities. See note 5 for further details.

## Gymnasts for Change International

### Notes to the Financial Statements for the Period from 12 January 2024 to 31 December 2024

#### 5 Analysis of governance and support costs

##### Governance costs

	Restricted funds £	Total funds £
Independent examiner fees		
Examination of the financial statements	1,020	1,020
<b>Total for period ended 31 December 2024</b>	<b>1,020</b>	<b>1,020</b>

#### 6 Staff costs

The aggregate payroll costs were as follows:

	2024 £
<b>Staff costs during the period were:</b>	
Wages and salaries	27,560
Pension costs	606
	<b>28,166</b>

No employee received emoluments of more than £60,000 during the period.

#### 7 Independent examiner's remuneration

	2024 £
Examination of the financial statements	1,020

#### 8 Taxation

The Charity is a registered charity and is therefore exempt from taxation.

#### 9 Cash and cash equivalents

	2024 £
Cash at bank	168,823

## Gymnasts for Change International

### Notes to the Financial Statements for the Period from 12 January 2024 to 31 December 2024

#### 10 Creditors: amounts falling due within one year

	2024 £
Trade creditors	1,146
Other creditors	167
Accruals	1,845
	<u>3,158</u>

#### 11 Funds

	Incoming resources £	Resources expended £	Balance at 31 December 2024 £
Restricted funds	<u>245,520</u>	<u>(79,855)</u>	<u>165,665</u>

#### 12 Analysis of net assets between funds

	Restricted funds £	Total funds at 31 December 2024 £
Current assets	168,823	168,823
Current liabilities	<u>(3,158)</u>	<u>(3,158)</u>
Total net assets	<u>165,665</u>	<u>165,665</u>

#### 13 Related party transactions

During the period the Charity made the following related party transactions:

##### **Karen Natalie Roydon**

(Chair and Trustee)

Reimbursement of £36 telephone expenses paid personally. At the balance sheet date the amount due to/from Karen Natalie Roydon was £Nil.

##### **Eloise Jotischky**

(Trustee)

Payment of £94 paid for expenses in relation to content creation and £150 for travel expenses. At the balance sheet date the amount due to/from Eloise Jotischky was £Nil.