



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	19	06	2024		06	04	2025

Section A

Reference and administration details

Charity name	NeurodiversAtSea
Other names charity is known by	
Registered charity number (if any)	1208735
Charity's principal address	Apartment 309, 1 College lane Liverpool Postcode L1 3BN

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	DANIEL MORGAN SMITH	Chair		
2	ANYA HAYDON-GUPPY	Treasurer		
3	JAMES STOCKBRIDGE	Secretary		
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year
NIL	

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
NIL		

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

NIL

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Charitable incorporated organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by the board of trustees.

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

NIL

Summary of the objects of the charity set out in its governing document

The objects of the CIO are 1. To advance equality and diversity within the maritime sector for neurodivergent people, in particular but not exclusively by a. raising awareness of neurodiversity b. enabling direct support for neurodivergent seafarers and c. eliminating discrimination by promoting changes in attitudes and practice in the employment of neurodivergent people. 2. To educate and inform maritime professionals about neuro divergence within the maritime sector, in particular, but not exclusively by a. carrying out research and b. providing information.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The trustees and volunteers have carried out all activities and duties with due regard to the guidance issued by the charities' commission on public benefit.

In particular, they have:

- Partnered with like minded charitable organisations operating within the maritime industry to ensure that their services are neuro-inclusive,
- Carried out a program of targeted outreach to ensure that neurodiversity, and in particular neuro-inclusion, is being actively considered and included in upcoming legislation and examination regimes within the United Kingdom, within emerging technologies such as Marine autonomous systems, and within other organisations charters,
- Attended various events, both nationally and internationally, to both highlight the work of the organisation and neurodiversity more generally,
- Actively maintained and updated our website, providing free and accurate information to industry,
- Carried out a program of research into neurodiversity within the maritime industry,
- Continued to explore possible fund-raising opportunities,

Additional details of objectives and activities (Optional information)

NIL

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Summary of the main achievements of the charity during the year

The trustees and volunteers have:

- Been recognised by various industry leaders for the work they have carried out to enhance neurodiversity within the maritime space,
- Been invited, and subsequently attended, a number of events to speak on panels or to present on neurodiversity,
- Launched an enhanced website featuring a “jargon buster” of neurodivergent terms,
- Been invited to present to cadets prior to their departure for sea, and subsequently provide guidance on their rights and access to support,
- Developed a grant-making scheme, to be administered by a third party, enabling direct access to diagnosis for neurodivergent individuals,

Section E Financial review

Brief statement of the charity's policy on reserves

Sufficient reserves shall be retained at hand to cover core operational and fundraising costs on a rolling 12 monthly basis.

Details of any funds materially in deficit

NIL

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

NIL

Section F Other optional information

NIL

Section G Declaration

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

Signed on behalf of the charity's trustees

Signature(s)

Full name(s)

Position (eg Secretary, Chair, etc)

Date

MR DANIEL MORGAN SMITH		
CHAIR		

01/02/2026



CHARITY COMMISSION
FOR ENGLAND AND WALES

NeurodiversAtSea

1208735

Receipts and payments accounts

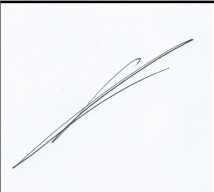
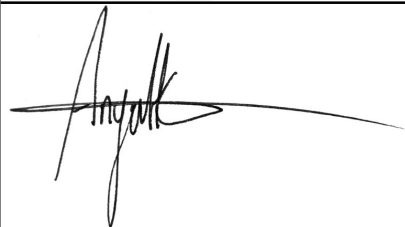
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For the period from	19/06/2024	To	06/04/2025
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants	8,740	-	-	8,740	-
		-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	8,740	-	-	8,740	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	8,740	-	-	8,740	-
A3 Payments					
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	-	-	-	-	-
Net of receipts/(payments)	8,740	-	-	8,740	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	8,740	-	-	8,740	-

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank account	8,740	-	-
		-	-	-
		-	-	-
	Total cash funds	8,740	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Travel and accomodation	Unrestricted	896	
	IT services	Unrestricted	775.68	
	Clothing	Unrestricted	172	
	Other operational costs	Unrestricted	77	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		MR DANIEL MORGAN SMITH	01/02/2026	
		MISS ANYA HAYDON-GUPPY	02/02/2026	