



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1 January 2025

To 31 December 2025

Charity name: Radical Positivity

Charity registration number: 1210332

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The objects of the CIO are: To promote equality and diversity, in particular equality between women and men and to eliminate gender discrimination for the public benefit, in particular but not exclusively by: a) promoting attitudes, customs and practices in favour of equality by the use of training, public advocacy and other means of communication; b) advancing education in equality and diversity through online and face to face education, training and workshops, and production of materials; c) raising awareness of gender discrimination in society by training, public advocacy and other means of communication; d) cultivating a sentiment in favour of gender equality; e) conducting or commissioning research on equality and publicising the results of the same to the public.
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	In furtherance of its charitable objects, to promote equality and diversity, in particular equality between women and men, and to eliminate gender discrimination, Radical Positivity has delivered a range of activities during the year focused on education, awareness-raising, and community engagement. <u>Educational Programme</u> The charity designed and developed a structured 8 week online programme, "Breaking Up with Patriarchy". This programme will be delivered from January 2026, in a beta format. The programme aims to advance education in equality and diversity by: • increasing awareness of gender

		discrimination and its systemic nature • supporting participants to recognise and challenge internalised norms • encouraging informed and conscious decision-making in personal and professional contexts <u>Public Engagement and Community Learning</u> The charity delivered a programme of free, monthly online events known as 'Saturday Salon', open to the general public. These sessions provided accessible, facilitated spaces for discussion and learning on topics related to gender equality, including: • self-acceptance and identity • balance between societal expectations and individual wellbeing • the value of relational and community-based approaches to change These events supported the charity's objects by: • advancing education through informal, discussion-based learning • promoting attitudes and practices supportive of equality • creating inclusive spaces where diverse perspectives could be shared and explored <u>Awareness Raising and Communications</u> Radical Positivity produced and distributed a monthly newsletter and related online content to raise awareness of gender inequality and its impacts. This included: • educational articles and reflections on gender norms and equality • dissemination of ideas and frameworks supporting more equitable ways of living and working • "Shine a Light" features highlighting individuals and initiatives contributing to gender equality and issues impacting women These communications contributed to public understanding of gender discrimination and supported the cultivation of attitudes in favour of equality. <u>Community Development and Participation</u> Across all activities, the charity has prioritised the creation of safe, inclusive, and participatory environments in which women can engage with issues of equality and diversity. Feedback indicates that these spaces support increased confidence, awareness, and engagement with gender equality issues.
--	--	---

		The charity's activities are open and accessible to the public, with particular relevance to women seeking to better understand and navigate the impact of gendered societal structures. Through these combined activities, Radical Positivity has contributed to advancing education, raising awareness, and promoting cultural and behavioural change in support of greater gender equality, in line with its charitable purposes.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees confirm that they have had due regard to the guidance issued by the Charity Commission for England and Wales on public benefit in exercising their powers and duties. In particular, the trustees have considered how the charity's aims and activities provide identifiable public benefit, and have ensured that all programmes, events, and communications are aligned with the charity's objects of promoting equality and diversity, advancing education, and raising awareness of gender discrimination. The trustees are satisfied that the charity's activities are carried out for the public benefit and are accessible to a broad section of the public.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
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	Achievements and Impact During the year, Radical Positivity has made meaningful progress in advancing its charitable objectives through education, awareness-raising, and community engagement. <u>Impact on Beneficiaries</u> Participants across the charity's programmes and activities have reported increased: • awareness of gender inequality and how it operates in everyday life • confidence in identifying and questioning limiting social norms • self-trust and clarity in personal decision-making • ability to establish and maintain healthy boundaries • sense of connection and belonging through shared experience Through facilitated discussions, reflective exercises, and community participation, beneficiaries have been supported to better understand the impact of gendered expectations on their lives and to explore more equitable and sustainable ways of living and relating. A consistent outcome has been the reduction of isolation, with participants recognising that many of their experiences are widely shared rather than individual. This has contributed to increased confidence and a greater willingness to engage in conversations about equality in personal and professional contexts. <u>Community and Collective Impact</u> The charity's Saturday Salon gatherings have contributed to the development of an engaged and growing community of women who are actively reflecting on and discussing issues of gender equality. These sessions have: • created accessible entry points for engagement with equality issues • encouraged diverse perspectives and shared learning • supported the development of collective awareness and dialogue <u>Wider Public Benefit</u> Beyond direct participants, the charity's communications and outreach activities

		have contributed to wider public awareness of gender discrimination and equality. Through newsletters and online content, Radical Positivity has: • shared accessible educational material on gender equality • promoted attitudes and practices supportive of inclusion and diversity • highlighted positive role models and examples of change <u>Contribution to Social Change</u> While the charity's work is primarily educational and reflective in nature, it contributes to broader social benefit by: • supporting individuals to recognise and challenge inequitable systems • encouraging behavioural and cultural change at an individual and community level • fostering environments where equality-focused dialogue can take place safely and constructively The trustees believe that these cumulative impacts; increased awareness, strengthened community, and small but meaningful behavioural shifts, contribute to the longer-term advancement of gender equality and the reduction of discrimination in society. Overall, the charity has demonstrated that creating accessible, reflective, and community-based spaces can support both individual empowerment and wider cultural change, in line with its charitable purposes.
--	--	--

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	

Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Refer to submitted financial accounts
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	N/A
Amount of reserves held	Para 1.22	N/A
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

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	To date, this has been through donation.
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed , royal charter)	Para 1.25	Governing Document for CIOs
How is the charity constituted? (e.g unincorporated association , CIO)	Para 1.25	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	Personal recruitment by founder based on interest and skill contribution

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	
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	Radical Positivity
Other name the charity uses	
Registered charity number	1210332
Charity's principal address	5 Swallowtail Walk Berkhamsted Hertfordshire HP4 1TP

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	Tania Barney	Chair		
2	Douglas Carr			
3	Linda Lloyd			
4	Catherine Briggs		From 1/10/2026	
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	None
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

--

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)

Tania Barney

Tania Barney	
--------------	--

Position (eg Secretary,
Chair, etc)

Chair

Chair	
-------	--

Date

--



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name Radical Positivity	No (if any) 1210332
------------------------------------	------------------------

Receipts and payments accounts

CC16a

For the period from	Period start date 10/4/2024	To	Period end date 12/31/2025
------------------------	--------------------------------	----	-------------------------------

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					
Donations	5,005	-	-	5,005	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	5,005	-	-	5,005	-
A2 Asset and investment sales, (see table).					
No Assets	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	5,005	-	-	5,005	-
A3 Payments					
Software	168	-	-	168	-
Stationery and printing	19	-	-	19	-
Training	792	-	-	792	-
Trademarking	170	-	-	170	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	1,149	-	-	1,149	-
A4 Asset and investment purchases, (see table)					
None	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	1,149	-	-	1,149	-
Net of receipts/(payments)	3,856	-	-	3,856	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	3,856	-	-	3,856	-

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	Money carried forward	3,865	-	-
		-	-	-
		-	-	-
	Total cash funds	3,865	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
B2 Other monetary assets	Details	to nearest £	to nearest £	to nearest £
	None	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
	None		-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
	None		-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	T. Barney (Electronically)	Tania Barney	1/22/2026	