



*The professional voice of
breastfeeding since 1994*

Registered Charity Number 1187793

Lactation Consultants of Great Britain

**Trustees' Annual Report &
Statement of Financial Activity
For the Period Ended December 31st 2020**

Trustees' Report to September 30th 2021

**Trustees' Annual Report
& Statement of Financial Activity
for the Year Ended 31st December 2020**

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**Trustees Annual Report
& Statement of Financial Activity
for the Period Ended 31st December 2020**

1. Activities

1.1. Statutory Declaration

The Trustees of Lactation Consultants of Great Britain confirm that they have paid due regard to the guidance issued by the Charity Commission on public benefit in deciding what activities the charity should undertake.

2. Achievements & Performance

**2020/2021 Annual Report to Charity Commission
LCGB's Activities, Achievements and Performance**

The priorities of LCGB over the past 18 months have been:

1. To strengthen and develop our structure and governance, and our operational efficiency
2. To raise awareness of the vital importance of skilled breastfeeding support, particularly through the Covid-19 crisis
3. To provide members and non-members with high quality lactation education and to support them to access and carry out their education
4. To continue to work to make LCGB as inclusive as possible, to better represent our membership and the public whom our members serve

Why did we focus on these areas and what did we do to achieve this?

1. **To strengthen and develop our structure and governance, and our operational efficiency.**
We prioritised this area to embed charitable status into LCGB and to develop the organisation to run more efficiently and effectively, thus providing value to our members and consequently enabling them to provide a high standard of lactation care to the families they serve.
To achieve this we have:
 - a. Updated policies and reviewed our governance
 - b. Begun the process of reviewing our Strategic Plan
 - c. Conducted meetings of trustees with specific focus on organisational structure and ways of working
 - d. Invested in a new membership system. This has resulted in an increase of around 200 members in the 12 months since the launch in January 2021. We now have 600 members
 - e. Undertaken a whole website refresh, launched in January 2021
 - f. Developed our methods and modes of communication, both internally and externally
2. **To raise awareness of the vital importance of skilled breastfeeding support particularly through the Covid-19 crisis.** We prioritised this area because, as a new charity and the only organisation representing International Board Certified Lactation Consultants (IBCLCs) in the UK, LCGB is in a unique position and as such, has a responsibility to advocate at a

national level. This action facilitates the highest level of skilled lactation care being available to families across the UK.

To achieve this we have:

- a. Engaged with government and other initiatives affecting families with infants
- b. Advocated for breastfeeding to be part of the UK's national public health strategies and response to the COVID-19 pandemic
- c. Advocated for skilled support for breastfeeding dyads
- d. Undertaken the writing of a consultation document on infant feeding support competencies.

3. **To provide members and non-members with high quality lactation education and with support to access and carry out their education.**

We prioritised this area because it is our purpose to provide members, non-members and other people active in breastfeeding support with opportunities to gain and develop the skills and knowledge to carry out their roles to a high standard. The educational requirements to qualify initially and to maintain certification as an IBCLC are rigorous. LCGB's education program over the past 18 months has provided opportunities to hear of new research and developments in lactation and to update skills and knowledge and has facilitated networks of support. To achieve this, we have:

- a. Developed an online learning platform (OWL) to deliver education - 13,000 visitors in the last year, averaging around 30 visitors a day between larger events
- b. Delivered our annual conference online – we hosted 350 delegates over the two-day, live event
- c. Released several educational presentations - to date, a total of 2037 people have signed up, 547 people have completed and gained the certificate
- d. Compiled and distributed monthly lactation education bulletin
- e. Provided our members with free or preferential rate access to international, professional lactation journals (Clinical Lactation by USCLA, Breastfeeding and Lactation by ELACTA)
- f. Subscribed 28 Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC exam
- g. Facilitated a study group for members sitting the IBCLC exam for the first time or re-certifying by exam, on WhatsApp
- h. Facilitated a post-exam support group, on WhatsApp
- i. Initiated a project looking to develop a supervision program for IBCLCs

4. **To continue to work to make LCGB as inclusive as possible, to better represent our membership and the public whom our members serve.**

We prioritised this area because we recognise that work on equity, diversity and inclusion is never complete. We identified that we need to better represent our membership and also the public whom our members serve and that it is important for us to be proactive in addressing the issue of E,D,I within the breastfeeding support landscape of the UK. To achieve this, we have:

- a. Developed and adopted a new E,D,I policy in June 2020
- b. Produced and promoted a commitment to Action on Equity, Diversity and Inclusion, summer 2020
- c. Subscribed 28 Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC exam
- d. Welcomed 12 new members under our Sponsored Members scheme
- e. Hosted 77 members at our virtual AGM, held by Zoom webinar – this was an increase from attendance at in-person AGM
- f. Offered free education to members on the OWL platform

- g. Offered low-cost education to non-members on the OWL platform
- h. Supported network groups across the UK for all members to meet to discuss issues relevant to their practice and to provide the opportunity for support for one another.
- i. Supported the development of a new network group for LGBTQI+ members and allies, launched in October 2021
- j. Awarded several scholarships to attend our annual conference and made gifts of access to the recordings from the conference
- k. Approached organisations which represent minority groups, to discuss ways that LCGB can best support them
- l. We are working to amplify diverse voices and those working in the UK by encouraging speaker suggestions from a wide background through development of our OWL speaker list
- m. Prepared to launch a grant to support members financially to sit the IBCLC exam

The following provides further detail on the above priorities:

Strengthening and developing our structure, governance, and our operational efficiency

Investing in a new membership system (Membership Works)

Launched in January 2021 this provides an enhanced, interactive and responsive experience to members. The new system has freed up the time of trustees and other volunteers to focus on other important areas of LCGB's running, such as volunteer development, advocacy, and education provision.

"While it was an exceptionally massive job to update and input the new membership system for the website, now that large amount of work is out of the way it's a much better "beast" to watch over now. Much of the work is now automated within it and this saves a great amount of time. If another website refresh was needed it would need to be considered a paid cost from the organisation due to the level of volunteer hours it took but clearly due to the increase in membership this is well worth the value." (Website and Membership System update coordinator).

In September 2021 we celebrated signing up our 600th member, an increase of around 200 members in the 12 months since the beginning of the year.

Undertaking website refresh

The launch of the refreshed website took place in January 2021. This involved moving the website to a new host, creating new email addresses for all volunteers, and supporting their use of these, keeping the website up to date and running smoothly to prevent outages which are a risk to the organisation's reputation.

The website gives a "shop front" for anyone seeking support from our organisation. It is the general public's way of sourcing what LCGB offers and helps by providing information and support about breastfeeding to the public and other interested parties. The 'Find an IBCLC' facility and the information and resources about how to train to become an IBCLC are the most searched items on our website, reflecting the dual role of LCGB to support families to find quality lactation support and to enable those wishing to develop their career as an IBCLC. The website has a monthly traffic average of around 10,000 visitors. Our engagement is steadily increasing, and Google clicks have been growing over the past year since the website refresh.

Developing our Communications

We have enhanced our communications by;

- a. Developing our social media presence.
- b. Subscribing to Canva (graphic design platform) to create content.
- c. Attracting volunteers to help create content through a social media recruitment drive.
- d. Creating and scheduling content and communication to other areas of the organisation across different channels ie. Instagram, Facebook, Twitter

The Communications team helped to improve public physical and mental health through presenting the work of LCGB to the public, providing specialist resources on our website and disseminating important public health messages through our social media. For instance, during the early weeks of the COVID pandemic, our team kept abreast of the rapidly changing scientific evidence around breastfeeding during COVID, and our messages about the importance of continuing to breastfeed for the infant's health if the mother was COVID positive, following WHO guidance, were widely read and disseminated.

Raising awareness of the vital importance of skilled breastfeeding support within the UK

Coordinating LCGB's engagement with government and other initiatives affecting families with infants

Writing evidence-based responses that demonstrate the impact of breastfeeding to national consultations on prevention, public health, maternal and infant health and wellbeing. Ensuring that LCGB is represented at national meetings and in national alliances. LCGB is part of the Breastfeeding Alliance, Baby Feeding Law Group, the Maternal Mental Health Alliance, the World Breastfeeding Trends Initiative (WBTi) UK project and the 1001 Days Movement, and a Global Partner with the International Lactation Consultants Association (ILCA).

Advocating for breastfeeding to be part of the UK's national public health strategies and response to the COVID-19 pandemic, and advocating for skilled support for breastfeeding dyads.

The COVID-19 pandemic saw the disintegration of breastfeeding support services across the country, as midwifery staff on infant feeding teams were redeployed to core services, health visitor infant feeding teams were redeployed to safeguarding and to COVID public health roles, and community centres and local NHS and third sector breastfeeding drop ins were closed. At the beginning of the pandemic, some hospitals were implementing COVID precautions that saw mothers and babies separated if COVID was suspected, and many NICUs severely restricted parental visiting hours. These policies had a huge impact on families' mental health, and disrupted breastfeeding, which affected both physical and mental health.

LCGB gathered evidence on how breastfeeding combats viruses, evidence on the impact of COVID on newborns as it emerged, and global evidence based guidelines from WHO, and disseminated these to medical colleagues and Royal Colleges who were developing and updating UK guidelines. This was a global effort and LCGB's policy team liaised closely with IBCLC colleagues around the world.

During the early weeks of the COVID pandemic, our team kept abreast of the rapidly changing scientific evidence around breastfeeding during COVID, and our messages about the importance of continuing to breastfeed for the infant's health if the mother was COVID positive, following WHO guidance, were widely read and disseminated.

The UK joint Royal Colleges guidance on COVID in pregnancy, birth and postnatal periods eventually included guidance to support women to breastfeed, and for the statutory services to include the third sector in providing support to families.

The importance of this global level of communication in disseminating accurate information and evidence based guidelines was reported in Moukarzel 2020 – LCGB’s Policy and Advocacy Lead was one of the key nodes of communication.

LCGB also contributed in every way possible to initiatives responding to the crisis. Our members were working flat out supporting parents in their roles in the health services and devising ways to continue supporting families remotely in the community. In fact, many of our members in independent practice found that their reach grew with virtual services, reaching families from around the world.

Our team responded to the call to support maternity services from Dame Julia Cumberlege and the Deputy Chief Midwife, contributing all the ways that our IBCLC members and our organisation could to support midwifery staff by providing skilled specialist breastfeeding services when staff numbers meant that midwives had to focus on labour ward.

We developed a proposal for a national specialist breastfeeding service to support the National Breastfeeding Helpline and the statutory services; however, this proposal was not taken up.

We participated in the development of a new digital platform to support new parents, Peppy Baby, through the government initiatives NHSX and TechForce19 to reach underserved communities during COVID. LCGB advised on ethical and professional standards as well as how to structure support group chats and referral systems for one-to-one specialist help with breastfeeding or with mental health. LCGB’s members participated in the project as group leaders and providing specialist support. This benefited everyone as families received highly skilled support, the Peppy team had a cadre of skilled providers delivering their programme, and many of our IBCLC members who had seen their professional work dry up during the pandemic were able to find paying roles.

The pilot of the project showed very positive feedback from parents and strong improvement in mental health scores and has been expanded through the NHS in more areas.

We worked with other breastfeeding organisations to develop guidance for resuming breastfeeding support following the national lockdown and gradual lifting of restrictions <https://www.breastfeedingnetwork.org.uk/wp-content/uploads/2021/04/NCT-BfN-GuideToDeliveringSupport-Covid19-V1.pdf>

More recently, after the evacuation of Afghan families to the UK, it was immediately apparent that many of these families would require support with feeding their infants and young children, and our LCGB team reached out to our contacts on the National Maternity Stakeholder Council and throughout local maternity and infant feeding teams, as well as our contacts at NGOs such as UNICEF, Save the Children and the Infant Feeding in Emergencies Core Group (IFE CoreGroup). We helped to build a network of concerned volunteers (including many IBCLCs) and organisations, and supported the WBTi team with collating and disseminating a library of useful resources on infant feeding in Afghan languages.

The enthusiastic support of many of our IBCLC members reflects the fact that IBCLCs are among the very few infant feeding specialists who have any training in infant and young child feeding in emergencies (see the WBTi UK 2016 report).

We supported the IFE Core Group with the production of a letter to MPs to raise awareness of the plight of these families and the serious gaps in local support services provided to them. Local infant feeding leads are already using the library of resources to support Afghan families in their care.

Lessons learnt and plans for the future

LCGB's advocacy work is only as strong as the input of our skilled, knowledgeable, and passionate members. They have strengthened our consultation responses with their broad knowledge of the evidence base, they have widened the reach of our work with their invaluable local knowledge and contacts, and they have put hours of work in to support LCGB's work and to support families around the country.

We will be regularly reaching out to members to invite them to participate in projects or to join the team. Participating in national consultations and national meetings will also help to develop the knowledge and skills of our members.

Providing members and non-members with high quality lactation education

OWL Website

The development and launch of LCGB Ongoing Web Learning website (www.lcgb-owl.org) has been a big achievement for LCGB. The website works in parallel with the main LCGB website.

Having our own, bespoke education platform has given us the freedom to create and publish learning events in a much more flexible and affordable way, giving access to high quality lactation related education to both professionals and the wider public. It also allows us to be able to offer significant discounts, thus broadening our equity of access. It also better enables us to uphold our commitment to reduce barriers and celebrate diversity, by keeping accessibility at the heart of our activity. ie provide subtitles, transcripts/slides, ensure clear speaker video and clear/large fonts.

Since its launch in Spring 2020, OWL has been host to our 2020 (virtual) AGM and our highly successful virtual conference (May 2021) which attracted 350 delegates over the two-day event. Owl has also offered two stand-alone presentations.

Jill Dye Memorial 2020 (second release), Nancy Mohrbacher, A History of Positioning and Attachment

Following the successful test release to members it was decided that we should use the OWL platform to do a wider release of this talk to the public. The presentation is free to access and continues to be available.

To date 1788 people have signed up for the course from across the globe and there is a steady stream each day (a total of 2037 including the members from the first release). 547 people have completed and gained the certificate. We have had £355 of donations from attendees.

A close working relationship with the speaker has meant increased engagement and the possibility of the talk being updated and remaining available in the future. Attendees have been unanimous in their praise;

"Oh my goodness, it was an inspiring revelation. I have been qualified as a lactation consultant for years and although i try and recommend Biological Nurturing sometimes i have felt i just haven't

had the time or energy to fully support it. Now i understand and recognise it even more and you have given me a gift of inspiration, confidence and more knowledge, thanks”

“Thank you! This was one of the best webinars I've seen. Excellent material.”

“Loved online access as life is a juggle right now and I could watch it at my own pace.”

“I loved this presentation and am so grateful to have such high quality training. Thank you to Nancy and LCGB “.

Following this release we started using Asana to communicate and plan more effectively as a team.

Our most recent offering is, ‘An Introduction to Mindful Breastfeeding’, by Anna Le Grange. Anna, a member, kindly gifted this release to LCGB. We hope that this will be the first of many presentations by members. A significant advantage of having our own education platform is that we can more easily support the development of UK based IBCLCs to share their knowledge and expertise. We used this project to help to train and up-skill other volunteers to be able to work on developing our education program and it’s delivery via the OWL website.

From this project we hope to learn how to capitalize on the contact list we have developed from the engagement on the website so far. We are also finding that there may be a steeper learning curve for the development team than we anticipated as well as the impact of limited availability. Timing is crucial so that projects do not overlap with each other, especially when relying on volunteers.

OWL is also host to a short film about LCGB’s history, (the organisation celebrated its 25th birthday in 2019) and a motivational discussion from our founding members about how important it is to encourage and nurture involvement of members.

The OWL website has welcomed over 13,000 visitors in the last year and averages around 30 visitors a day between larger events.

Education Bulletin

The online monthly members newsletter incorporates the Education Bulletin. This is a unique and popular resource providing members with information about up-coming study days, conferences, courses, and other learning opportunities and resources related to breastfeeding practice.

It is collated by a volunteer who researches online for items considered of interest to LCGB members. It is important for IBCLCs to access up-to-date education and evidence-based information, as there are specific requirements in order to maintain accreditation which must be evidenced every five years with IBLCE (International Board of Lactation Consultant Examiners) to be able to continue to offer their services as a qualified IBCLC lactation consultant.

Equality, Diversity and Inclusion

During 2020, LCGB reflected on our ongoing work, in respect of the highlighted global issues on inequalities, racism and discrimination. We recognise that within our profession and organisation there are inequalities, including the barrier to accessing the IBCLC qualification among underrepresented groups. In drafting our Commitment to Action we deliberately paused to reflect and ensure we were making positive, meaningful change within both our commitment and actions. LCGB wants to demonstrate deep commitment to changing the culture of LCGB, IBCLCs

and access to both the profession and to specialist IBCLC services for all families, as stated in our Equity, Diversity and Inclusion policy. Our policy states; “LCGB, in carrying out its function, as a charitable organisation, strives to uphold, promote and ensure equality of opportunity for all and that no individual or community is discriminated against unconsciously or overtly in the planning and delivery of any of our activities.”

In demonstrating our commitment we have;

- welcomed new members under our Sponsored Members scheme
- introduced a reduced fee for Student members - providing resources and support to these individuals in the year they intend sitting the IBCLC exam
- offered free-to-members education on the OWL platform
- worked to make accessibility of OWL releases as accessible as possible
- offered low cost education to non-members on the OWL platform
- supported network groups across the UK for all members to meet to discuss issues relevant to their practice and to provide the opportunity for support for one another
- met with Breaking Breastfeeding Barriers (BBB) to explore how LCGB can best support them through information, resources, and a modest donation. BBB is a non-profit Black African & Caribbean breastfeeding organisation in the UK.
- supported the launch of an LCGB network group for members from the LGBTQI+ community, and allies – this has been an initiative by one of our members and demonstrates the value of member involvement in meeting the needs of all
- sought out training for trustees to attend around issues of Diversity and Inclusion, such as Addressing Racial Inequalities and Implicit Bias within the Maternity System, delivered by Yvonne Insch, IBCLC through Blossom Antenatal – attended by two trustees in May 2021
- created a series of posts put out on social media to celebrate Black Breastfeeding Week
- Attended trustee training developing a trustee recruitment approach based on attracting a diverse mix of candidates (Two trustees attended NCVO training during 2020)
- Initiated a collection of resources for members to access on our website that strive to challenge unconscious bias in our practice
- Worked to amplify diverse voices through our education program, by encouraging speaker suggestions from a broad range of backgrounds. Working as a wide team of volunteers has started this process which will be continued by social media outreach and advertising

Network Groups

LCGB has a valued network of groups for their members, providing a forum for local & regional members to be in contact through meetings and social media.

The Network co-ordinator is responsible to provide guidance and support to the Network groups, to receive meetings summaries and give feedback to the Trustees about their activities and any issues of concern, as well as keeping members in touch with the activities of the Board.

Traditionally meetings have been held face to face, however during the pandemic they became virtual, providing a very welcome opportunity to discuss practice in the uncertain times. Members have shared their knowledge, experiences, concerns, and their skills particularly as they mastered virtual consultations during the pandemic, and informed as to what clinics and facilities are available to parents and babies locally, both NHS, and voluntary organisations, which have been a lifeline to many families over the past 18 months.

Meeting virtually has enabled increased attendance so is likely to remain a feature of the network groups. Some groups also use social media to maintain contact, both for support and day to day issues.

Volunteering

All LCGB's activities are carried out by volunteers. We have not undertaken an audit of volunteer time spent but we know that it runs into thousands of hours each year. Trustees not only undertake their strategic role but also in the day to day running of the Charity. Alongside the trustees are a band of committed volunteers who generously give their time and without whom LCGB could not function. Some examples of what volunteers have done in the past 18 months are, to create content for social media, to contribute to working groups developing valuable resources such as supervision for IBCLCs and a consultation document on infant feeding support competencies, to act as guides during our virtual conference, to put together the monthly newsletter, to coordinate the network groups and to attend meetings of outside organisations such as the APPG on Infant Feeding and Equalities, the MMHA (Maternal Mental Health Association) and BFLG, the Baby Feeding Law Group.

This is by no means a comprehensive list of activities undertaken for LCGB by its volunteers. We are enormously grateful to each member who contributes their time, skills and energies to our charity and would like to publicly recognise the importance of their contribution. The generosity of members in giving their time and support has been more valuable than ever in the very challenging 18 months we have all been through.

Comments on volunteering for LCGB;

"Communications - This is a hard job, its weaved into the whole organisation and when there is an error the organisation needs to learn how to best deal with it as it has caused some volunteers to avoid helping again. Because it is a volunteer position it can feel very overwhelming with the true load it carries."

'It is realistic to consider bringing in consultants to coordinate and facilitate future events as the level of volunteer engagement is significant and cannot be taken for granted.'

"OWL – this was great to create with a team. When it came to hosting large events, such as the virtual conference it took a huge amount of volunteer time. Significant volunteer input is required particularly to manage technical issues. Realistic to consider bringing in consultants to coordinate and facilitate future events as the level of volunteer engagement is significant and cannot be taken for granted."

Trustees recognise the indispensable role of volunteers to LCGB and will be putting a particular focus on developing and enhancing their experience, making this a priority in the Strategic Plan.

In recognition of striving for organisational excellence whilst also retaining, developing and nurturing our volunteers we have begun to explore options of paying consultants to carry out some tasks for the charity.

2.1. Outputs and Outcomes for the Charity's Beneficiaries

These are outlined in the priorities in the above section

2.2. Contributing to Activities Run by Other Organisations

We met with Breaking Breastfeeding Barriers (BBB) to explore how LCGB can best support them through information, resources, promotion of their events and a modest donation. BBB is a non-profit Black African & Caribbean breastfeeding organisation in the UK

We promote the work of WABA, as an associate member, particularly their World Breastfeeding Week campaigns held annually in August

We have a close association with WBTi, (World Breastfeeding Trends Initiative), supporting them to carry out their work through both financial contributions for production of materials and through promoting their work on our communication platforms

We are active contributors to a number of breastfeeding support and related organisations; such as APPG on Infant Feeding and Inequalities, Maternal Mental Health Association (MMHA), Baby Feeding Law Group (BFLG), The Breastfeeding Alliance

2.3. Trustee Development

We encourage trustees to identify areas where they would like to develop their skills and support them to find training to do this. As a Board we put an emphasis on kindness because we believe that through kindness towards each other we can make the best progress for our charity. We recognise the benefits of 'team building' and we are planning for an in-person event for trustees and volunteers in 2022. We endeavour to meet socially when this is possible and to be in touch with one another outside of Board meetings to check-in on one another. This has been especially important over the past 18 months. We celebrate our Founders and the history of our organisation because we are proud of where LCGB started and the journey we have made. We require all trustees to complete refresher training every three years.

3. Financial Review

3.1. Details of Any Funds Materially in Deficit

The Charity has no funds which are materially in deficit.

3.2. Policy on Reserves

The Charity's policy on reserves is to generate and maintain a balance which is sufficient:

- a) To preserve the financial viability of the Charity in the event that unforeseen and / or unavoidable circumstance precipitate a short-term fall in its income;
- b) To enable the Charity, in the interests of meeting its objectives, to undertake from time to time the setting up of new and innovative projects on a pilot basis to demonstrate the viability and potential benefits of such activities as a precursor to securing the external funding necessary to maintain such projects on an on-going basis.

For these purposes the reserves policy requires the minimum level of reserves (to cover 9 months of operating costs and some conference venue costs if necessary) to be £25,000.

3.3. Remuneration of Trustees

All Trustees act in a voluntary capacity and receive no remuneration or other material benefits from their services to the Charity.

Out-of-pocket expenses necessarily and reasonably incurred by Trustees in promoting the purposes of the Charity are reimbursed at cost.

3.4. Financial Status

- a) Though modest, LCGB's current resources from unrestricted donations are more than sufficient to meet its outgoings for at least next year. All the indications are that this will remain the case for the foreseeable future.
- b) Our activity was considerably impacted by the Covid pandemic. This has not had a significant impact on generated surplus for the year and it is expected that activity will increase as Covid restrictions allow. We have already seen increased activity during 2021.

3.5. Statutory Statements on Liabilities

The Trustees declare that:

- ✓ The charity has given no guarantees where potential liability under the guarantee is outstanding at the date of this statement (*eg:* any outstanding/ongoing contract or legal undertaking to buy or provide specific services);
- ✓ The charity has no debt outstanding at the date of this statement which is owed by the CIO and which is secured by an express charge on any assets of the CIO (*eg:* a mortgage on property owned by the charity);

4. Reference and Administration Details

4.1. Charity Name & Registration

Lactation Consultants of Great Britain

The charity is a Charitable Incorporated Organisation, registration no: 1187793 registered with the Charity Commission on 6th February 2020.

4.2. Charity's Address

6 Livingstone Terrace, Bath, BA2 3LE, UK

e-mail: info@lcgb.org

website: www.lcgb.org

4.3. Names of the Trustees Who Manage the Charity

Our constitution states; First charity trustees, The first charity trustees of the CIO are listed below and shall serve for the term specified, (three years), to be calculated from the end of the first AGM. We officially gained charity status in February 2020 and held our first AGM as a charity in November 2020. Listed here are the names of the charity trustees of LCGB elected at the AGM held in April 2019 at which the Constitution of the charity was approved by the members.

Name	Role	Appointed	Resigned
Zoe Faulkner -	Chair	April 2019	
Linda Brownlie -	Treasurer	April 2019	

Hilary English -	Deputy Chair	April 2019	
Heather Kale -	Secretary & Deputy Chair	April 2019	
Zurina Ali		April 2019	
Shel Banks		April 2019	Nov 2020
Sophie Burrows		April 2019	
Sally Etheridge	Deputy Chair	April 2019	April 2021
Helen Gray		April 2019	
Marion Jones		April 2019	
Vikki Kidd		April 2019	
Clare Meynell		April 2019	
Trish Molinari		April 2019	
Heidi Nowalany		April 2019	
Cath Stone	Treasurer	April 2019	May 2020

4.4. Names of Advisors & Senior Members of Staff

None

4.5. Bank

Cooperative Bank

5. Structure, Governance & Management

5.1. Type of Governing Document

Constitution – based on the Charity Commission’s model governing document for Charitable Incorporated Organisations, with voting members other than its charity trustees

5.2. Charitable Objects

As defined in LCGB’s Constitution

The charity’s objects are:

- To promote and protect the physical and mental health of the general public through increasing skilled and expert breastfeeding support to and for mothers and babies.
- To advance the education of the general public, and especially those persons concerned with care of children, on the importance of breastfeeding (as a public health issue/ both in the immediate and long-term, and to promote a high standard of education and knowledge about breastfeeding, evidence-based practice and lactation including specialised care.

5.3. Trustee Selection Methods

There must be at least eight charity trustees. There is no maximum number of trustees.

In accordance with the Constitution, Trustees are appointed or re-appointed for a term of three years from the conclusion of the general meeting at which they are elected.

In appointing Trustees, due consideration is given to ensuring that the Trustees have, between them, the skills and experience necessary to manage the charity effectively and in accordance with charity law.

5.4. How New Trustees are Inducted and Trained

Each new charity trustee is provided with a copy of the constitution, a copy of the CIO's latest trustees' annual report and statement of accounts, minutes of previous Board meetings and copies of policies and procedures. We are currently working on a full job description for trustees in order that the commitment to and requirements of the role are fully transparent to those considering becoming a trustee. To support trustees in their role, new trustees are asked to undertake trustee training. We have been using the NCVO's training programs. We welcome interest from members in the role of trustee and encourage them to attend Board meetings and to observe the running of the CIO, as well as to be involved at a volunteer level in some aspect of the CIO, before running for election as Trustee. We work hard to make all new trustees feel welcome and to grow in confidence in their role by providing opportunities to gain new skills through shadowing experienced trustees, to attend meetings with external organisations and by identifying areas of interest where they can develop skills and take training to follow-up these interests. We mainly use training offered by NCVO, Small Charities Commission and The Association of Chairs .

5.5 Additional Governance Issues

LCGB has a number of Strategic Teams:

Equality, Diversity and Inclusion

Finance

Policy and Advocacy

Communications

Education

And a number of Task groups working at an operational level including:

Supervision development

Members' newsletter

Network Groups

Social media

Website

Membership

Events / Conference

Stall

OWL Ongoing Web Learning

Advancing the IBCLC

NICE guidance response

Approved by the Trustees and signed on their behalf,

Name Heather Kale, Secretary

Date: 28th October 2021

Lactation Consultants of Great Britain				Charity No (if any)	1187793	
Annual accounts for the period						
Period start date		06-Feb-20	To	Period end date	31-Dec-20	

Section A Statement of financial activities

Recommended categories by activity	Details of own analysis		Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
			£	£	£	£	£
Incoming resources (Note 3)							
Incoming resources from generated funds			-	-	-	-	-
Voluntary income	7266		2,266	5,000	-	7,266	-
Activities for generating funds	17408		17,408	-	-	17,408	-
Investment income			-	-	-	-	-
Incoming resources from charitable activities			-	-	-	-	-
Other incoming resources			-	-	-	-	-
Total incoming resources			19,674	5,000	-	24,674	-
Resources expended (Notes 4-5)							
Costs of Generating Funds			-	-	-	-	-
Costs of generating voluntary income			-	-	-	-	-
Fundraising trading costs	7977		7,977	-	-	7,977	-
Investment management costs			-	-	-	-	-
Charitable activities	450		450	-	-	450	-
Governance costs	1501		1,501	-	-	1,501	-
Other resources expended			-	-	-	-	-
Total resources expended			9,928	-	-	9,928	-
Net incoming/(outgoing) resources before transfers			9,746	5,000	-	14,746	-
Gross transfers between funds			-	-	-	-	-
Net incoming/(outgoing) resources before other recognised gains/(losses)			9,746	5,000	-	14,746	-
Other recognised gains/(losses)							
Gains and losses on revaluation of fixed assets for the charity's own use			-	-	-	-	-
Gains and losses on investment assets			-	-	-	-	-
Net movement in funds			9,746	5,000	-	14,746	-
Total funds brought forward			-	-	-	-	-
Total funds carried forward			9,746	5,000	-	14,746	-

Section B Balance sheet						
		Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
Current assets						
Cash at bank and in hand		70,973	5,000	-	75,973	-
Total current assets		70,973	5,000	-	75,973	-
Net assets		70,973	5,000	-	75,973	-
Funds of the Charity						
Unrestricted funds		70,973			70,973	-
Restricted income funds			5,000		5,000	-
Total funds		70,973	5,000	-	75,973	-
Signed by one or two trustees on behalf of all the trustees	Signature			Print Name		Date of approval

Section C		Notes to the accounts	
Note 1 Basis of preparation			
1.1 Basis of accounting			
These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:			
• Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);			
• and with*	<input type="checkbox"/>	Accounting Standards;	
or	<input checked="" type="checkbox"/>	Financial Reporting Standards for Smaller Enterprises (FRSSE);	
• and with the Charities Act.			
1.2 Change in basis of accounting			
There has been no change to the accounting policies (valuation rules and methods of accounting) since last year			
1.3 Changes to previous accounts			
No changes have been made to accounts for previous years			

Section C	Notes to the accounts	(cont)
Note 2	Accounting policies	
INCOMING RESOURCES		
Recognition of incoming resources	These are included in the Statement of Financial Activities (SoFA) when: <ul style="list-style-type: none">the charity becomes entitled to the resources;the trustees are virtually certain they will receive the resources; andthe monetary value can be measured with sufficient reliability.	
Incoming resources with related expenditure	Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.	
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.	
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.	
EXPENDITURE AND LIABILITIES		
Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.	
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.	
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.	
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.	

Section C		Notes to the accounts	(cont)
Note 3			
Analysis of incoming resources			
<i>Incoming resources may be further analysed if this would help the reader of the accounts.</i>			
	Analysis	This year	Last year
		£	£
Voluntary income	Restricted donation	5,000	-
	Unrestricted donations	2,266	-
	Total	7,266	-
Activities for generating funds	Membership income	16,814	-
	Other	594	-
	Total	17,408	-

Section C		Notes to the accounts		(cont)
Note 4		Analysis of resources expended		

Section C		Notes to the accounts		(cont)
Note 5		Details of certain items of expenditure		
5.1 Trustee expenses				
		This year	Last year	
Number of trustees who were paid expenses		3		
Nature of the expenses		Reimbursement of costs for travel or out of pocket technology / website expenditure on behalf of the CIO		
Total amount paid		£1,531.39	£	