

Trustees' Annual Report for the period						
From		Period start date			Period end date	
		01	04	2022	To	31

## Section A Reference and administration details

**THE MATERNITYTEACHER  
PATERNITYTEACHER PROJECT**

Other names charity is known by

The MTPT Project

Charity's principal address

c/o Vivanda Ltd

7.12, 1 Lyric Square

W6 0NB

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	Bridget Clay	Chair		
2	Jennifer Webb	Safeguarding		
3	Meera Gupta-Chaudhary	Treasurer		
4	Rosie Kelly-Smith	Partnerships		
5	Kathleen Cushnie	Coaching		
6	Madeleine Fresko-Brown			
7	Helen Philpott	Schools / MATs		
8	Jenna Crittenden			
9	Claire Neaves	Inclusion		

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

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Community Organising	Sebastien Chapleau, Citizens UK	Jacquard Point 1 and 3, Tapestry Way, London, E1 2FJ

Charity Mentoring	The Cranfield Trust	Court Room Chambers, 1 Bell Street, Romsey, Hampshire, SO51 8GY

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

Emma Sheppard, Founding Director


## Section B Structure, governance and management

### Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution for CIO
How the charity is constituted (eg. trust, association, company)	Under Trust Deed
Trustee selection methods (eg. appointed by, elected by)	Appointed by Emma Sheppard, Founder and Bridget Clay, Chair 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.

Safeguarding policy (children and vulnerable adults) read, understood and followed by Trustees and all volunteers during onboarding process. Seven new Trustees were recruited in the Autumn of 2022 to expand the board.

The charity is supported by a team of 40 volunteers, and 12 freelance coaches. Expansion of Trustee Board has provided greater capacity and experience.

Major risks this financial year have included the sustainability of the Founding Director's role without access to grant funding to cover core costs.

## Section C Objectives and activities

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

THE OBJECTS OF THE CIO ARE TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT BY MAINTAINING HIGH STANDARDS IN TEACHING BY ENSURING THE CONTINUED PROFESSIONAL DEVELOPMENT OF TEACHERS DURING OR ON THEIR RETURN FROM PARENTAL LEAVE, INCLUDING ASSISTING IN THE RE-TRAINING OF TEACHERS WHO HAVE TAKEN A CARING-

## RELATED CAREER BREAK.

Trustees read and confirm understanding of key guidance documents from the Charity Commission website and our founding constitution document during onboarding.

Requests for further training or information are a standard point on the Trustee meeting agenda.

**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)**

### Additional details of objectives and activities (Optional information)

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

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

## Section D

## Achievements and performance

## Section D

## Achievements and performance

### Summary of the main achievements of the charity during the year

2022-23 was the first financial year of full-time leadership of The MTPT Project from the Founding Director. Key achievements have included:

- Expansion of Return to Work workshops and Parental Leave group coaching programmes
- Piloting a new Sustain and Grow group coaching programme
- Establishing a campaigning project with Citizens UK and the FEA and developing a 10 Point Manifesto of teaching as a sustainable career choice
- Completion of workshops for the first iteration of the DfE's Flexible Working Ambassador Schools programme
- Publication of further research reports into female teachers aged 30-39 and why they are the largest demographic to leave teaching every year
- Voicing Education podcast series, funded by Teach First Innovation Network fund
- Strengthened relationships with existing partners and established new key partnerships
- Published our book *Your Guide to Teaching, Parenting and Creating Family Friendly Schools*

## Section E

## Financial review

### Brief statement of the charity's policy on reserves

New Treasurer Trustee role has provided the opportunity for financial training for the Founding Director, including establishing forecasting documents and providing the Board of Trustees with a clearer summary of quarterly finances.

### Details of any funds materially in deficit

N/A

### 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.

#### Principal sources of funds:

- Return to Work workshops and Parental Leave group coaching programmes
- Flexible Working Ambassador School workshops
- Coaching funding / sponsorship from schools, CPD providers, charitable Trusts and unions
- Sustain and Grow group coaching programme (pilot)
- Online workshops for individuals and schools
- Conference presentations and workshops
- Individual membership fees
- EasyFundraising donations


## Section F

## Other optional information

## 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)	Bridget Clay	
Position (eg Secretary, Chair, etc)	Trustee	
Date	20.11.23	





Section A

Independent Examiner's Report

Report to the trustees

Charity Name  
The Maternityteacher Paternityteacher Project

On accounts for the year  
ended

31 March 2023

Charity no  
(if any)

1192218

Set out on pages

7 - 8

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2023.

Responsibilities and  
basis of report

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

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

Independent  
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

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

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

Signed:

*S Plumb*

Date:

5 Dec 2023

Name:

Susan Plumb

Relevant professional  
qualification(s) or body  
(if any):

ICAEW

Address:

Haines Watts

Station Approach, Newport Street

Swindon, SN1 3DU



# CHARITY COMMISSION FOR ENGLAND AND WALES

## 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 £
<b>A1 Receipts</b>					
Membership	821		-	821	1,434
Donations	39			39	268
Publications		-	-	-	-
Events		-	-	-	-
Coaching		12,618	-	12,618	2,970
DfE programme		-	-	-	350
Mothers Of All Pay Gaps Events		3,350		3,350	2,150
Workshop	8,566	-	-	8,566	3,260
Family Friendly Schools membership	-			-	565
Conference fees	5,286	-	-	5,286	600
Other income	1,728	-	-	1,728	441
<b>Sub total (Gross income for AR)</b>	<b>16,440</b>	<b>15,968</b>	<b>-</b>	<b>32,408</b>	<b>12,038</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>16,440</b>	<b>15,968</b>	<b>-</b>	<b>32,408</b>	<b>12,038</b>
<b>A3 Payments</b>					
Logo and website design	-	-	-	-	144
Coffee mornings	250	-	-	250	50
Coaching	-	12,347	-	12,347	1,690
Accountancy costs	780	-	-	780	420
DfE programme		-		-	3,880
Family Friendly Schools Consultation	-			-	400
Mother Of All Pay Gaps Events	-	2,584		2,584	2,353
Publications	3,206	-	-	3,206	-
Conference fees	4,680			4,680	400
Events		-	-	-	-
Workshops	6,870	-	-	6,870	-
Other	714	-	-	714	231
	-	-	-	-	-
<b>Sub total</b>	<b>16,500</b>	<b>14,931</b>	<b>-</b>	<b>31,431</b>	<b>9,568</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>16,500</b>	<b>14,931</b>	<b>-</b>	<b>31,431</b>	<b>9,568</b>
<b>Net of receipts/(payments)</b>	<b>- 60</b>	<b>1,037</b>	<b>-</b>	<b>977</b>	<b>2,470</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>6,175</b>	<b>1,950</b>	<b>-</b>	<b>8,125</b>	<b>5,655</b>
<b>Cash funds this year end</b>	<b>6,115</b>	<b>2,987</b>	<b>-</b>	<b>9,102</b>	<b>8,125</b>

## 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 £
<b>B1 Cash funds</b>	Cash at bank	6,115	2,987	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	6,115	2,987	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>		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
	#UNKNOWN!	Bridget Clay	05.12.23
	#UNKNOWN!	Emma Sheppard	05.12.23