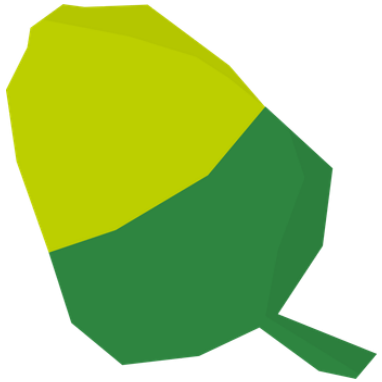
Impact Report 2025-2026

Our vision is a world that is inclusive to all, regardless of ability.



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Lesleigh Bounds - CEO

The past year has been one of achievement, progress, and momentum for White Lodge. Following the launch of our Active Plan 2025-2030, we have focused on **turning ambition into action, delivering meaningful improvements** that strengthen our services, extend our reach, and increase our impact. Our strategy provides a clear vision for the future, centred on championing inclusion, reducing isolation, amplifying the voices of disabled people, and ensuring everyone we support feels connected, valued, and empowered.

I am incredibly proud of the progress made during this first year of delivery. Through the dedication of our staff, volunteers, trustees, and partners, we have **achieved significant milestones, invested in our facilities and services, and strengthened the foundations** for future growth. From embedding our hydrotherapy provision and enhancing customer experiences to improving internal systems and processes, every achievement has been focused on delivering better outcomes for the people and families who rely on White Lodge.

This year has also highlighted our resilience. Like many charities, we have faced rising costs, increasing demand, and evolving service challenges. The closure of our Children's Therapy Service marked a significant change, and we recognise the impact this had on families who benefited from that support.

Despite this, our diverse service offer, together with strong financial stewardship, has enabled us to remain **resilient, financially stable**, and focused on **future investment**.

None of this would be possible without the commitment and generosity of our supporters. I would like to thank our staff, volunteers, trustees, funders, corporate partners, community supporters, and donors for their **unwavering dedication** to White Lodge and our mission.

Most importantly, I thank the children, young people, adults, and families who place their trust in us. Their resilience and achievements inspire everything we do. Together, we have achieved a great deal this year, and as we continue delivering our Active Plan, we remain committed to **creating opportunities, breaking down barriers, and building a more inclusive community where everyone can thrive**.



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Neil McIntyre - Chair of Trustees

As I look back on the past year, I am immensely proud of how White Lodge has continued to support children, young people, adults and families through an exceptionally challenging operating environment. Like many charities and care organisations, we have faced rising costs and increasing pressure on services. Through it all, the commitment of our staff, volunteers and supporters has ensured **the people we support remain at the heart of everything we do**.

2025–26 was the first year of our five-year strategy and an important time for **turning our plans into action**. We have continued to develop our services, invest in our facilities and explore new opportunities and partnerships, while responding to changing needs.

What stands out throughout this report are **the individual stories behind our work**. Whether it is a child gaining confidence and making friends, an adult becoming stronger and more independent, or a family receiving much-needed support, these experiences remind us why White Lodge exists and why we must keep evolving.

As we move into the next year of our strategy, we want to strengthen our connections with the communities around us. By working with local people, businesses, organisations, funders and partners, we can create new opportunities and **build a stronger, more inclusive community**.

None of this would be possible without our dedicated staff and volunteers, generous donors, funders and supporters, and my fellow Trustees. Thank you to everyone who has played a part during the past year.

Most importantly, thank you to the children, young people, adults and families who place their trust in White Lodge. We will continue to listen and ensure **your experiences and aspirations help shape our future**.



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About Us

White Lodge has evolved over time to better serve our community. Now, we help children, young people, and adults with many different disabilities, neurodivergence, and health conditions. This includes learning and developmental disabilities, physical disabilities, and complex neurological needs.

Many people we support have more than one diagnosis or extra needs, so everyone needs different support. We have experience with many conditions, such as cerebral palsy, autism, Global Developmental Delay, acquired brain injury, stroke, multiple sclerosis, and rare genetic or neurological conditions.

No matter the diagnosis or needs, **we focus on the person, not just the condition**. Our services adapt to each individual, helping them build skills, become more independent, reach their goals, and enjoy life as much as possible.

60+ years of support

White Lodge has been supporting people with disabilities and their families for more than six decades.

All ages, one organisation

We support children, young people and adults, providing services across different stages of life.

Around 29% of the people we support are from Runnymede

We have strong connections to our local community as well as supporting people from across Surrey and beyond.



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Working together to champion inclusion

Enriching the lives of children and adults in our community.

For 64 years, White Lodge has supported children and adults with disabilities to thrive. Today, more than **1,200 people** are supported by our services each year, supported by around **150 staff** and an incredible community of trustees, volunteers, funders and supporters.

Our 2025–30 Active Plan builds on this strong foundation and sets out our ambition for the next five years: **to extend our reach further into the community**, ensuring our services continue to respond to local needs while challenging the inequalities experienced by the people we support, their families and carers.

Central to this is **co-production**. By listening to and working alongside the people who use our services, we can ensure that what we provide reflects their needs, experiences and aspirations.



As we grow and develop, we remain committed to maintaining the **highest standards of quality** across our services. By working together with the people we support and our wider community, we can continue to make a lasting difference and create a more inclusive future.

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Year 1 of the Active Plan



2025–26 was the first year of our five-year strategy and a time of real progress for White Lodge. Over the past year, we worked to build a strong and sustainable organisation that provides high-quality, responsive services for people with disabilities and their families.

Listening to the people we support is central to our work. We shaped our strategy with input from over 200 staff, volunteers, customers, and partners. **In 2025–26, we kept listening, learning, and responding to changing needs.** By sharing stories from across White Lodge, we show the impact of our services and help raise awareness of the challenges faced by people with disabilities and their families.

This year also brought some big challenges. The financial situation was tough, with higher employment costs, rising prices, and more pressure across the charity and social care sectors. Even so, demand for our services stayed high. We kept investing in our services and facilities, improving how we work, and looking for new opportunities and partnerships to help keep White Lodge sustainable for the future.

We are deeply grateful to our staff, volunteers, donors, funders, corporate partners, and supporters. Thanks to their commitment, expertise, and generosity, we can offer opportunities, support, and services that truly make a difference for children, young people, adults, and families.

As we enter the second year of our strategy, we will build on the progress from 2025–26. We will keep adapting to changes, strengthening our organisation, and developing our services, always putting the people we support and their families at the centre of every decision.

Our Impact in 2025-26

In 2025–26, White Lodge supported children, young people and adults with complex health and social care needs across our services. Our work also reached hundreds more parents, family members and carers.

444

children, young people and adults **directly supported**

1,200

people supported through **our wider work**

59,487

hours of **support delivered**



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Our Services At A Glance 2025-26

Nursery

15 children

7,683 hours of education

Play & Youth Clubs

130 children and young people

17,706 hours of sessions

Treetops

33 children and young people

3,655 hours of respite care

Adult Day & Weekend Activities

55 adults

23,633 hours of support

Adult Physio & Fitness

125 adults

2,265 hours of classes

Face2Face Befriending

41 parents

696 hours of support

Children's Therapy

45 pre-school children, and their families

3,849 hours of therapy

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Our Impact

Behind every number is a person, a family and a story.

Every day, White Lodge supports children, young people, adults and families in different ways. The stories that follow are just a few examples of what that support can mean- from feeling safe and making friends to building independence, confidence and new skills.



"Nancy now loves going to nursery every day and comes home happy and content."

Evie, Nancy's mum

"Treetops has become such an important part of our lives. Without their support, we would genuinely feel lost."

Hayley, Noah's mum





"Truthfully, Hayden has never been happier."

Kym, Hayden's mum



"White Lodge has helped me become fitter, stronger and more confident in myself, and I'm really proud of what I'm achieving."

Bella

"White Lodge has given him the chance to make his world bigger, try new things, be around other children and make new friends."

Gemma, Jacob's mum



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Our Impact - Nursery

"When Nancy first started at White Lodge Nursery, she found settling in very difficult. With her autism, learning disabilities, PDA and PICA, new environments and changes can be challenging for her, so I was unsure how she would manage.

"The love, patience, understanding and support Nancy has received from everyone at White Lodge has been truly amazing. They have taken the time to understand Nancy as an individual and support her in a way that makes her feel safe, happy and valued. Seeing how much she has developed over the past year has been incredible.

"**Nancy now loves going to nursery every day and comes home happy and content. As a parent, there is no better feeling than knowing your child is somewhere they are loved, cared for and genuinely happy.** I regularly receive updates about the wonderful things Nancy has been doing, and it makes me so proud to see how much she is learning, exploring and enjoying herself.

"The support we have received as a family has also meant so much to us. White Lodge has always been there to listen, offer advice and reassure us when we have needed it. The activities give Nancy so many opportunities to have fun, learn new things and develop at her own pace.

"We are incredibly grateful to the whole White Lodge team for everything they have done for Nancy. The difference they have made to her confidence, happiness and development is something we will always be thankful for. White Lodge really is a very special nursery."



Evie Scott-Green, Nancy's Mum

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Our Impact - Treetops

"It is difficult to put into words what an incredible difference Treetops has made to Noah and to our whole family.

"The support Noah receives there means so much more than simply providing respite. It gives him a safe and happy place where he feels comfortable, valued and cared for, while also giving his mum, dad and brothers a much-needed break.

"For Noah, Treetops has helped him build resilience, develop independence and life skills, and make friendships and connections outside our family. Seeing him happy and settled there means everything to us. We know that when he is at Treetops, **he is safe and surrounded by people who understand and care about him**. That reassurance is invaluable.

"For us as a family, Treetops has helped protect us from the isolation that can so easily come with caring for a child with additional needs. Having time to rest, recharge and spend time together allows us to keep going and be there for Noah and for each other.



"**Treetops has become such an important part of our lives. Without their support, we would genuinely feel lost.**

"We are incredibly grateful for everything Treetops does for Noah and for all of us. We simply cannot imagine our lives without them."

Hayley, Noah's Mum

Our Impact - PYC

"Jacob was diagnosed with a rare form of cancer when he was just eight months old. He had chemotherapy at Great Ormond Street Hospital and proton therapy in America, which he completed like an absolute champion.

"As a result of everything he has been through, Jacob now has daily seizures where he can suddenly drop, meaning he needs 24-hour care. He is also autistic and doesn't settle for long periods, so finding the right environment, and people who understand him, his needs and his personality, was incredibly important to us.

"White Lodge has been amazing for him. It has given him the chance to **make his world bigger**, try new things, be around other children and make new friends, all while being cared for by staff who genuinely know him inside out.

"For us as a family, White Lodge has also provided some **much-needed respite**. Knowing Jacob is safe, happy and being looked after by people we trust makes such a huge difference. It has been particularly important during half terms and the summer holidays, helping him maintain a routine and regulate when school is closed.

"Since Jacob started attending White Lodge, he is **engaging in more activities at home and accessing the community more**, which is just fantastic.

"We are so grateful to everyone at White Lodge for everything they do for Jacob and our family."



Gemma Page, Jacob's Mum

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Our Impact- Adult Physio and Fitness

"I'm 20 and I've been through a lot with my health. I was diagnosed with a brain tumour when I was 16. I have had 17 operations, including surgery on my spine. In 2020, it grew back and I needed further operations, so there have been lots of challenges along the way.

"Coming to White Lodge has really helped me. Everyone is so nice and supportive, and **I feel comfortable** here. I use the gym and work on different exercises that have helped me become fitter and stronger, improve my balance and build strength in my legs and arms.

"It's not just about getting physically stronger, though. Coming here has helped with my **confidence** too. I'm able to challenge myself, keep working towards things and try things that I might not have thought I could do before.

"One of the things I'm really pleased about is that recently I've even been able to try a little run. I haven't been able to do that for a long time, so being able to give it a go feels like **a big achievement**.

"I really enjoy coming to White Lodge and seeing everyone. Having somewhere where I can exercise, work towards my goals and have people supporting and encouraging me has made a real difference.

"White Lodge has helped me **become fitter, stronger and more confident in myself, and I'm really proud of what I'm achieving**."



Bella

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Our Impact - Rendezvous

"Hayden has been accessing services at White Lodge on and off since he was two and a half years old. He is autistic and has developmental delay, communication differences, anxiety and epilepsy, and needs a high level of support in his everyday life.

"After leaving education at 19, one of Hayden's adult placements broke down. He didn't feel safe or secure there, and his behaviour communicated that very clearly to us. We asked whether White Lodge could provide some temporary support because this was somewhere **he had always felt safe**.

"The team immediately worked with his caseworker and the local authority to put support in place. What was initially intended to fill a gap became something much more. Truthfully, **Hayden has never been happier.** He now spends three days a week at Rendezvous and two days at a horticulture setting.

"Rendezvous gives Hayden a relaxed, low-demand but encouraging and inclusive environment. We have seen such a positive difference in his confidence, spontaneous communication and speech, and in how much he participates in family life at home.

"And **Hayden has friends!** He loves his Rendezvous crew. He can take part in activities while having the flexibility to communicate how much he can manage. There are still struggles and he continues to need daily support, but he keeps trying because **he feels safe**.

"As a parent and carer, knowing the team understands him makes such a difference. When Hayden is struggling, there is never blame; just support, care and time.

"White Lodge is a **magical place** where **people feel special, accepted and cared for.** We are genuinely thankful for everyone who has helped make it a place where Hayden can thrive."



Kym Hobson, Hayden's mum

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Our Impact - Service Volunteer



Hillary, Nursery Volunteer

"I have been a volunteer in the nursery for nearly five years now. I cover mornings and lunchtimes, helping with the children's lunches and supporting in any way I can. I feel I can be that extra pair of eyes and ears that is invaluable at times.

"I usually turn my attention to any child who is playing on their own or perhaps feeling a little overwhelmed, in the hope that they **find my 'Nana' presence a comfort**.

"I decided to volunteer when I retired. Having a grandchild with SEND myself, I felt I could give, and receive, compassion and understanding. I think **it's so important for parents to know there are other people who want to give their child the care and love they deserve**, and White Lodge does this in abundance.

"I am so proud to be part of White Lodge."

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Fundraising Statement

White Lodge has a dedicated fundraising team that raises the income needed to support our work. **Our income comes from a range of sources**, including individual giving, public appeals, trusts and grants, corporate partnerships, community fundraising, legacies, challenge events and White Lodge events and campaigns.

We **take our supporters' privacy seriously** and handle personal information in line with UK data protection law and our privacy policy. We do not sell supporters' personal information or buy fundraising data from third parties. We only use personal information for fundraising communications where we have a lawful basis to do so, including consent where this is required.

Most of our fundraising is carried out by our staff and volunteers. During 2025–26, a professional fundraiser supported one of our events. Their work was overseen by our fundraising team and followed our Fundraising Ethics Code of Practice.

We **do not use agencies** for door-to-door, telephone or kiosk fundraising. We received no complaints about our fundraising activities during 2025–26.

White Lodge is registered with the Fundraising Regulator and follows the Code of Fundraising Practice. We regularly review our fundraising policies, practices and staff training and are committed to fundraising responsibly, openly and to high standards. We take particular care to make sure that **anyone who may be vulnerable is treated fairly and with respect**.

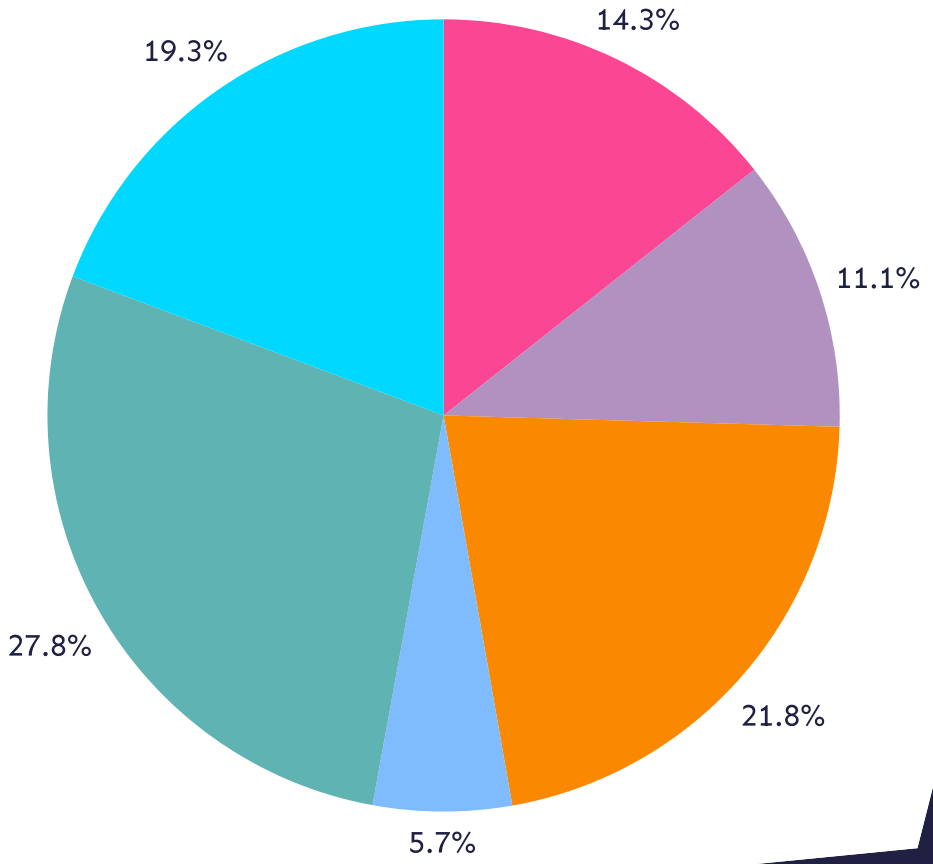


Fundraising Sources

Thank you to everyone who supported White Lodge this year. Whether you are an individual, a family, a trust or foundation, a business, a corporate partner, part of a community group, club, school, or took part in a challenge event, your efforts made a real difference.

Through your donations, grants, fundraising, events, and sponsorship, you helped us keep providing life-changing services for children, young people, and adults with disabilities and their families.

White Lodge Events	£85,974
Trusts and Foundations	£66,566
Individual Giving	£130,440
Corporates	£33,866
Community Events	£166,797
Challenge Events	£115,599



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Fundraising Highlights

£237,257
raised through **seven** of our major fundraising campaigns and events during the year

£105,481 including GiftAid
THE WALKING LAB
Big Give Christmas Campaign 2025

Thanks to The Walking Lab, we have bought specialist equipment for our Adult Neuro Physiotherapy and Fitness service. This helps people with neurological conditions improve their movement, strength, and confidence. It also helps them become more independent and reach their personal goals.



£42,134
Kingswood Charity Golf Day
Supporters and businesses came together to raise vital funds for White Lodge.



£32,226
London Marathon 2025
Eight runners took on the 2025 London Marathon for White Lodge.



£27,705
White Lodge Skydive Days
Supporters took to the skies across two incredible Skydive Days.



£12,020
KOKO Golf Day
Led by Trustee Mike Meredith, golfers came together in support of White Lodge.



£10,953
Individual Fundraising
Staff, their families, and supporters from across our community took on their own challenges.



£6,738
Royal Parks Half Marathon
Staff, their families, and supporters got together to run through the Royal Parks.



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c. £5,000 worth of gifts
Corporate Christmas Gifts
Our corporate partners purchased, wrapped and donated Christmas gifts for people across White Lodge.



Volunteers In Numbers

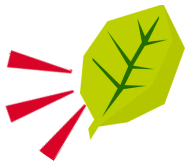
In 2025-26, we had:



17 fundraising volunteers

providing

879 hours of fundraising and event support



196 corporate volunteers

providing

911 hours of maintenance to the White Lodge site



29 service volunteers

providing

4,002 hours of support across White Lodge services

242 volunteers

5,792 hours of volunteering

With a total value of £98,348

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Friends of White Lodge

The Friends of White Lodge (FOWL) began in February 2025 and has become a key part of our Fundraising team. This group of **dedicated volunteers** gives their time, energy, and enthusiasm to support fundraising and activities at White Lodge.

In 2025–26, FOWL held its first fundraising event, Christmas-aoke. This event brought supporters together for a fun, festive evening and helped raise money for White Lodge. The group also supported collections and other fundraising activities throughout the year.

FOWL is especially important in **supporting our corporate volunteering programme**. Members work hard behind the scenes to prepare, coordinate, and support volunteering days, helping corporate teams use their time well. Whether painting rooms or improving our grounds, these days offer practical help and **make a real difference** at White Lodge.



We are very grateful to every FOWL member for giving their time and commitment so generously. **Their help goes beyond fundraising**. They help us build stronger ties with our corporate and local communities and make improvements that would otherwise take a lot of time and resources.



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Our Impact - Fundraising Volunteers

Sue
"Working as a volunteer at White Lodge is rewarding, as you can see the difference it makes to the users, new equipment and aids to make their lives much easier.

"Being a volunteer is a great and rewarding experience. We have made lots of friends and are part of the White Lodge family. That's working with users, workers, and corporate companies."



Viv
"White Lodge have opened their arms out to me in many ways. It's a privilege to be a FOWL"



Claire
"I love being a volunteer, making new friends and enjoying helping at the different events and being part of a team."



Tracy
"Volunteering at White Lodge is incredibly rewarding. Knowing our efforts help create brighter, more welcoming spaces for the service users, whilst working alongside such an enthusiastic team, makes it feel like we truly make a difference."



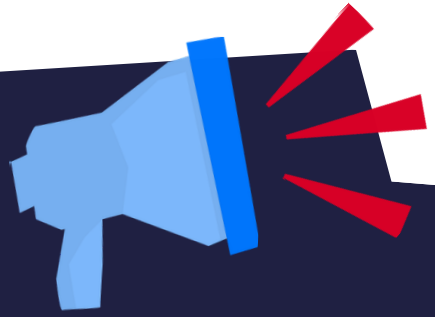
Fundraising Thank You

We are truly thankful to everyone who supported White Lodge this year. Whether you are an individual, family, trust, foundation, business, community group, club, school, event participant, or volunteer, your generosity, time, and commitment mean a lot to us and to those we help.

No matter how you supported us: by donating, fundraising, taking on a challenge, volunteering, attending an event, helping through your business, club, or school, giving a grant, leaving a gift in your Will, or spreading the word, **thank you for being part of White Lodge.**

Every contribution makes a difference. Together, you help us create opportunities, provide important services, build connections, and support disability inclusion for children, young people, adults, and their families and carers.

We could not do our work without you, and we always appreciate your support.



You can trust that your support truly makes a difference.

We promise to use the funds you help raise with care and responsibility, always aiming to make the biggest difference for the children, young people, adults, and families we support.

Your generosity helps people discover their strengths, build confidence and independence, feel included, and access new opportunities. It also helps us break down barriers and support greater disability inclusion in our community.

We will show you the difference you make. We will share stories, achievements, and the impact you help create; we will be open about how we use funds, and we value every contribution, no matter how you choose to support us.

Every donation, challenge, event, and hour you give helps create opportunities, build belonging, and make our community more inclusive.

This is our promise to you.

Financial Overview

For the year ending 31 March 2026, White Lodge generated an income of £3,191,000. This is a decrease of £111,000 compared to the previous year. We are very grateful for the generosity of our donors and the dedication of our volunteers.

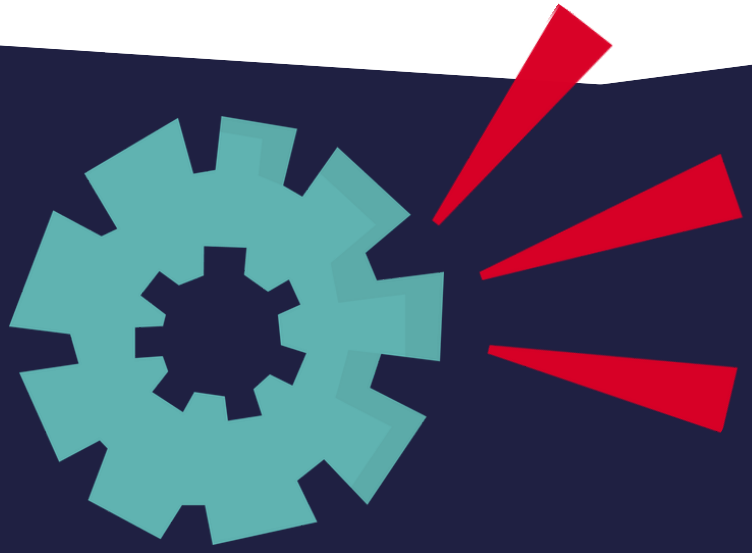
It was a strong and encouraging year for fundraising, with notable progress across key areas. Our overall target was to raise £819,735 through a mix of restricted and unrestricted funds. We came close to meeting our restricted fundraising goal, raising £90,600 against a target of £130,000. For unrestricted funds, we achieved £508,642 against a target of £689,735.

These vital funds were made possible through the support of trusts (£66k), the Big Give (£97k, excluding GiftAid), the golf days (£75k), and other donations (£361k).

Our total expenses for the year were £3,549,000, an increase of £153,000 compared to the previous year.

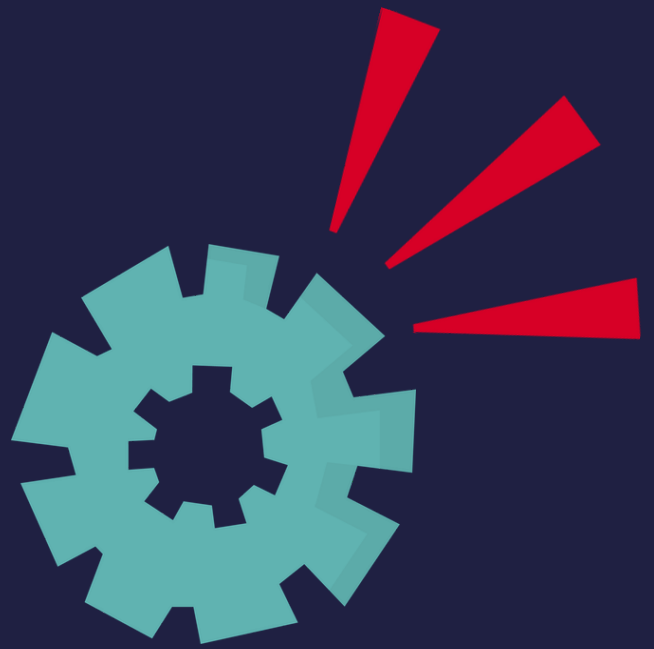
This rise in costs reflects both the growth in the number of service users we support and the general increase in operating expenses. In addition, we carried out essential repairs and maintenance across our buildings to ensure we continue to provide facilities that meet the high standards our service users deserve.

As a result, we reported a deficit, after depreciation, of £358,000.



Financial Overview

	2025/26	2024/25
	£000s	£000s
Net deficit on services before fundraising and depreciation	(359)	(240)
Fundraising surplus	281	435
Net surplus / (deficit) before depreciation	**(78)**	**195**
Depreciation	(280)	(291)
Net deficit	(358)	(96)



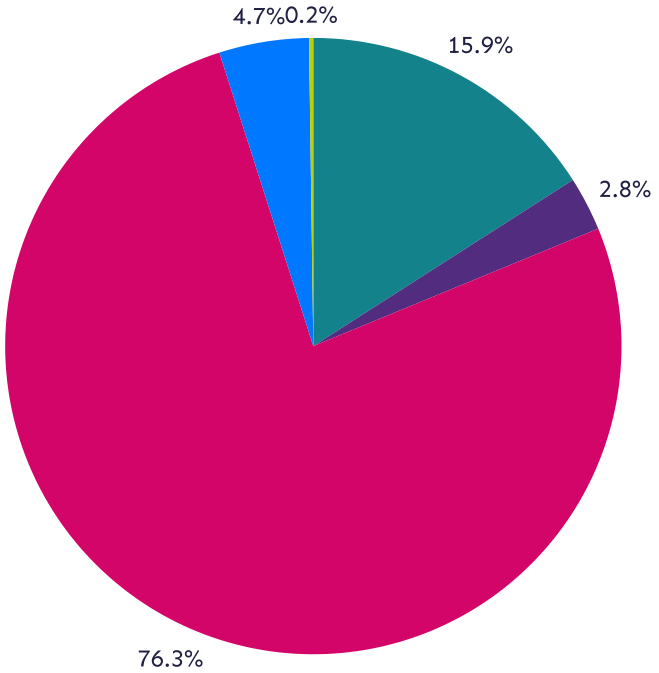
The Trustees remain committed to achieving a positive operational balance each year, with major equipment purchases funded separately through dedicated fundraising efforts. For 2025/26, the target was a surplus of £11k before accounting for depreciation.

At year-end, total fixed assets stood at £4.329 million, compared with £4.566 million in the previous year. The reduction was largely due to a depreciation charge of £280k. This was partially offset by £44k of additions during the year, which included physiotherapy equipment, sensory equipment, and several smaller asset investments.

Income

Total Income: **£3,191,233**

Unrestricted donations and legacies	£508,642
Restricted donations and legacies	£90,600
Income for charitable activities	£2,434,575
Income from trading activities	£150,244
Income from investments	£7,172



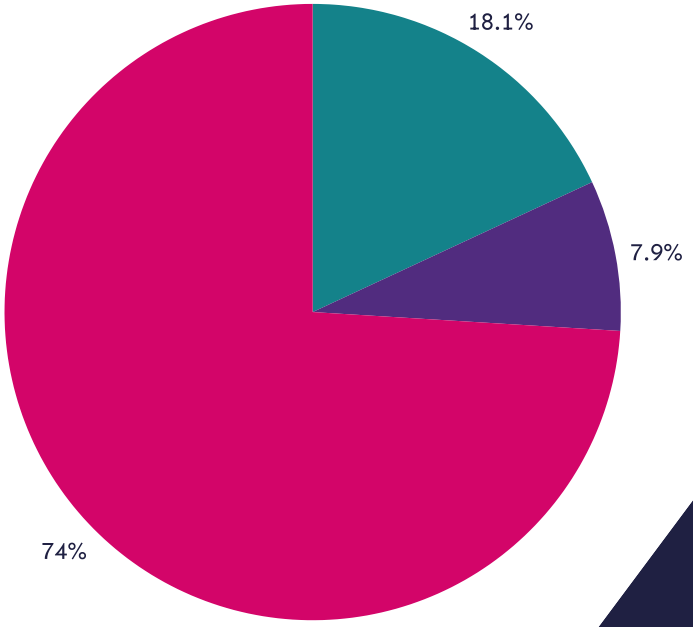
Total income is £111,000 lower than last year's result of £3,302,000.

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Expenditure

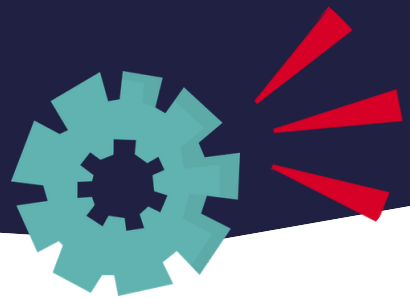
Total Expenditure: **£3,549,730**

Expenditure on adults' services	£641,564
Expenditure on fundraising	£280,517
Expenditure on children's services	£2,627,649



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Risk & Going Concern



The Board of Trustees **guides our approach to risk** at White Lodge. We understand that we can't eliminate all risks; some are just part of the nature of our work and beyond our control. The Senior Management Team (SMT) monitors these risks and manages them. We want to be in the best position possible, though we can't guarantee 100% protection.

We've got a **solid system** in place to monitor risks. We rank them based on how likely they are to happen and how much impact they could have on White Lodge.

Our main challenges are to:

- Keep our services at a high standard.
- Recruit and retain great staff.
- Maintain a sustainable funding model.
- Meet our voluntary income targets.

The Risk Register, which tracks these risks, gets reviewed quarterly. Day-to-day risk management is handled by SMT, who stay on top of it throughout the year.

The Board approves an annual budget and plan for White Lodge, and regularly checks how we're doing against these plans. Any big changes or new financial forecasts are shared with the Finance Committee and the Board.

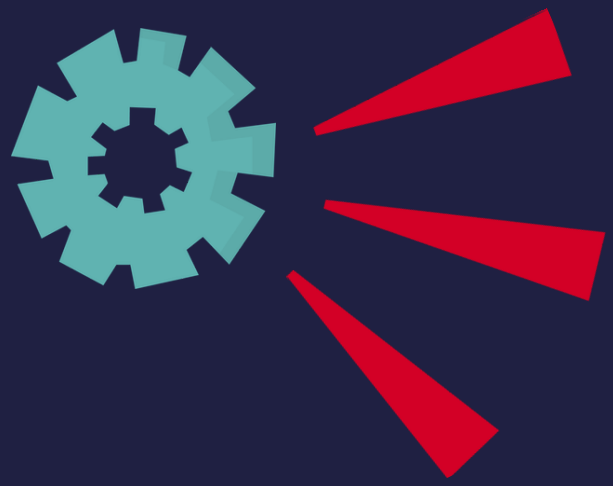
With these systems and our financial controls and reserves policy, **the Board is confident we can handle any challenges**.

Going Concern

At White Lodge, the Trustees take financial governance seriously. Each quarter they review finance reports and key performance indicators (KPIs) to check we're meeting our charitable goals and can keep doing so.

For 2026/27, we've planned a detailed budget. It forecasts a small surplus of £7,000 (before depreciation).

Remuneration



"White Lodge is a leading example of an inclusive, disability confident employer who provide the necessary support and encouragement to their employees."

Employment Support Specialist, Surrey Choices.

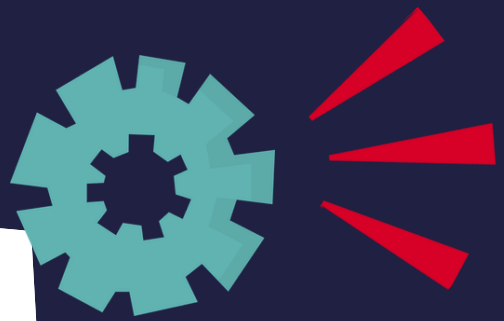
At White Lodge, we continue to uphold a **transparent and fair pay structure** for all employees.

We have established clear salary bands for each role, ensuring that everyone understands how pay is determined. These bands are **reviewed annually** and benchmarked against industry standards, so we remain competitive and consistent with best practice. This approach supports **fair, unbiased decisions** around pay.

We are committed to ensuring equal pay for equal work. Each year, we review salaries across the organisation to **confirm that men and women are paid fairly and equally** for the same roles. Beyond pay, we remain dedicated to **providing equal opportunities for all**.

We invest in our people, supporting their professional growth so **they can thrive** both at White Lodge and in their wider careers.

Gender Pay Gap 2024-25



Over the last 20 years, the national gender pay gap has narrowed, though it's still there. At White Lodge we are very much committed to fairness, equality and equal opportunity for all our staff.

Just like the wider care sector, our workforce is overwhelmingly female. We do value a diverse workforce and we welcome people of all genders into our organisation.

Our latest gender pay gap data shows that women still on average earn more than men at White Lodge. The mean (average) hourly pay gap is **28% in favour of women**, up from 8.5% last year. This is again down to the make-up of our senior leadership and management teams with all the Senior Management Team and Service Manager roles currently held by women.

The median gender pay gap (i.e. the median hourly pay of men compared to the median hourly pay of women) has narrowed from 9.8% to **3.5% in favour of women**. That implies that pay across the more typical roles in the organisation is fairly balanced.

We are well aware that factors such as workforce make-up, job roles, working patterns and seniority can all have an impact on the gender pay gap. We are of course committed to fair and transparent pay and to ensuring that all our people have the same opportunity to develop and progress at White Lodge.

The **mean** (average) gender pay gap in hourly pay **favours women**.

28%

For every £1 a woman earns, a man earns 72p.

The **median** gender pay gap in hourly pay. The median is the middle point of a range of numbers arranged in order.

This is **in favour of women;** every £1 a woman earns, a man earns 96.5p.

3.5%

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Leadership

It is the responsibility of the Board of Trustees to ensure the **efficient, legal, and professional performance** of White Lodge. The CEO works with the Board to set a strategic framework. They agree on a direction and report on the charity's goals.

The Senior Management team (SMT) is delegated the operational day-to-day running of the organisation.

The SMT is:

- Lesleigh Bounds - Chief Executive Officer
- Leyla Beacham - Finance Manager
- Jane Hunter - Marketing and Business Development Manager
- Megan McPate - Human Resources Manager
- Kim Owens - Fundraising Manager
- Louise Redman - Service Delivery Lead for children's services
- Kathryn Winfield - Service Delivery Lead for adult services

The SMT reports to the Board of Trustees regularly through sub-committee and quarterly board meetings.



Left to right:
Leyla Beacham, Kim Owens, Lesleigh Bounds, Louise Redman, Kathryn Winfield, Jane Hunter

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Trustees

Admin Report
The organisation is a charitable company limited by guarantee, incorporated on 20 October 1981. The company was established by a memorandum of association, last amended on 10 January 2017. This document sets out its charitable purposes and powers. It is governed by its articles of association. All Trustees give their time voluntarily and receive no benefits from the charity.

Executive committee
- Neil McIntyre – Chair (appointed as Chair in May 2023)
- Graham Barlow
- Mike Meredith
- Kevin Parke
- Sita Soni
- Lisa Wall
- Kristy Wall

These Trustees reached the end of their term
- Juliette Barnes (August 2025)

Advisors - auditors & bank details
- **Auditor:** Warner Wile Limited, 4 Marigold Drive, Bisley, Woking, Surrey, GU24 9SF. Telephone: 01483 488767
- **Bank:** National Westminster Bank plc, 73 High Street, Walton-on-Thames, Surrey, KT12 1DW





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Trustee Recruitment

After recruitment, our new Trustees must complete **governance training** by our legal representative. They will also do an induction programme managed by the Chief Executive and the HR Manager.

New Trustees receive induction material. It helps them **understand White Lodge's charity, finances, and plans**. The new Trustees visit the on-site services. They attend any charity fundraising activities.

All Trustees have access to the:

- Copy of Memorandum and Articles of Association.
- Organisational Strategy.
- Most recent annual report and accounts.
- Key Policies: safeguarding, finance, governance and fundraising.
- Annual Risk Register.
- Copies of Charity Commission leaflet CC3 “The Essential Trustee: what you need to know” and Companies House booklet “Being a Director”.
- Roles and Responsibilities of a Trustee Document - there is additional information within this document.
- Committee terms of reference.





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Trustee Roles & Responsibilities

Roles & Responsibilities
The Trustees **set the charity's strategy** and check its **progress.** They give daily management to the CEO and the Senior Team. The Board meets often to review all key work. Trustees also run smaller groups called sub-committees. These cover Finance and Fundraising, Quality and Safety, and People and Governance.

The Trustees must prepare yearly reports and financial statements. They follow the law and UK accounting rules (UK GAAP). The Finance and Fundraising Committee leads this work.

By law, Trustees must produce yearly financial statements. These must give a true and fair picture of the charity's money - its income and its spending.

When preparing these reports, Trustees must:

- Choose the right accounting methods and use them the same way each year.
- Follow the rules in the Charities SORP.
- Make fair and careful judgments.
- Explain if they depart from UK accounting rules.
- Assume the charity will continue to operate, unless there is reason to believe it will not.

Trustees also keep **accurate accounting records**. These must show the charity's financial position and meet the rules in the Companies Act 2006.

They must protect the charity's assets and guard against fraud or errors. They must share all audit information with the auditor and make sure nothing is hidden.



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Audit Report

Click here to see the Signed Accounts for 2025-6, also available on Companies House.



White Lodge
Holloway Hill
Chertsey, KT16 0FA

01932 567131
info@whitelodgecentre.co.uk

www.whitelodgecentre.co.uk

Registered with FUNDRAISING REGULATOR

White Lodge is a charity registered in England & Wales (286238)