

# LEGS

# ANNUAL REPORT & ACCOUNTS

2023-2024

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Registered charity: 1177659

Report for year ended 31 March 2024

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# INTRODUCTION FROM CHAIR

I am delighted to present the LEGS Annual Report for April 2023 – March 2024, a year marked by significant growth and meaningful progress toward our mission of providing accessible rehabilitation for people with neurological conditions.

This year, LEGS expanded its reach like never before. We supported 240 participants (and their families and carers) – a 45% increase from the previous year – and we built a timetable of 28 weekly classes, including innovative online offerings such as Seated Pilates and Reach classes. These additions ensure that individuals with varying levels of mobility can access tailored exercise and support, either in person or online.

Notably, our presence in Greater London deepened with the opening of new face-to-face classes, supported by grants from the National Lottery, London Catalyst and other generous donors. These efforts have been pivotal in addressing the gaps in rehabilitation services for underrepresented communities, particularly in areas like Croydon, where socio-economic challenges often limit access to care.

Our Neuro Café continued to flourish, offering 777 instances of attendance this year. These weekly sessions have proven invaluable, fostering connections among participants while providing education on topics ranging from stress management to accessible sports. This initiative exemplifies our commitment to holistic support, empowering participants beyond the physical benefits of rehabilitation.

The LEGS team also grew in expertise and diversity, with the addition of new trustees and physiotherapists who bring a wealth of experience and fresh perspectives.

I am deeply grateful to our staff, volunteers, and participants who embody our values of kindness, inclusivity, and excellence.

Special thanks go to Sarah Sparkes and Victoria Bailey-King for their exceptional leadership and unwavering dedication.

As we look ahead, I am inspired by the resilience and enthusiasm of our community. Together, we are shaping a future where no one faces the challenges of neurological conditions alone. Thank you for being part of this journey.



Annys Fairweather  
Chair, LEGS, May 2024



# OBJECTIVE AND ACTIVITIES IN 2023-2024



## VISION

Equal access to physical activity for people with neurological conditions, enabling them to live active, healthy lives.

## MISSION

To provide affordable and accessible rehabilitation to people living with neurological conditions.

## VALUES

Our values express who we are. They form the basis for all we do.

- we are kind
- we deliver excellence
- we are inclusive
- we are collaborative
- we have integrity

# OBJECTIVE AND ACTIVITIES IN 2023-2024

LEGS was founded to provide high quality, longer-term, affordable rehabilitation, alongside or after NHS rehabilitation has come to an end.

NHS rehabilitation is often time-limited and under-resourced for people following a stroke or living with a long term neurological condition in the community. People report feeling lost after NHS services have finished, resulting in them becoming or remaining physically inactive and socially isolated. Meaningful improvement for people with neurological conditions can happen over many years and LEGS recognises the need for a programme which sustains increased physical activity and social participation over months and years, rather than weeks, and takes a holistic approach by providing participants with both professional and peer support and advice.

By providing our award-winning, weekly exercise sessions, LEGS can help people improve their physical activity and social participation, which can make a huge impact on their quality of life and also reduce health and social care costs.

The LEGS programme enables participants to improve their physical function, independence and confidence, whilst reducing their reliance on carers and family.

LEGS helps people access and engage in lifelong physical and social activity within their communities. We support people back into previous activities and enable the confidence to take up new opportunities.



# OBJECTIVE AND ACTIVITIES IN 2023-2024

Our outcomes include:

- improving health and emotional well-being
- increasing physical activity and
- reducing social isolation.

We enable people to enjoy activities that are meaningful to them and assist them to fulfil their personal and societal roles.

Our aims are consistent with our founding object which is:

*"the relief of disability and the preservation of health by providing physiotherapy led group rehabilitation and support sessions to people who have had a stroke and other neurological conditions."*

The main activities undertaken in relation to those purposes are:

- The provision of physiotherapy assessments and reassessments
- The provision of online and face to face rehabilitation groups
- The provision of education sessions to help participants better manage their conditions
- The facilitation of peer support

We produced a three year business plan (2023-2026) which sets out our aims for the next stages in LEGS' development. We defined our three main aims:

- Reach more of the people who need us the most.
- Open face to face groups in local authority and social enterprise leisure centres.
- Create operational systems that ensure high-quality, cost-effective services whilst supporting growth.

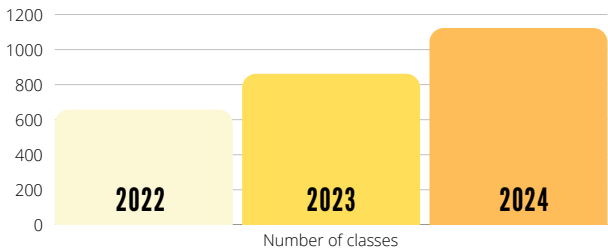
For each aim we have a series of key objectives which will shape the services we deliver. These outcomes will help us to create compelling evidence for potential funders and commissioners and reinforce the success of our intervention in improving the lives of people with disabilities.



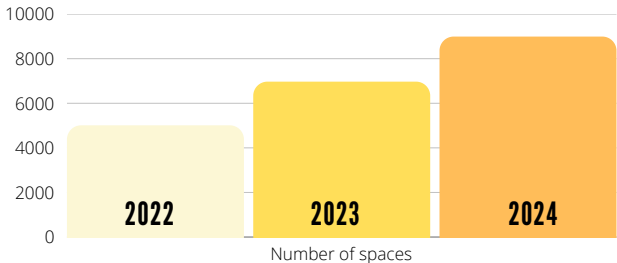
# ACHIEVEMENTS AND PERFORMANCE

## EXERCISE CLASSES

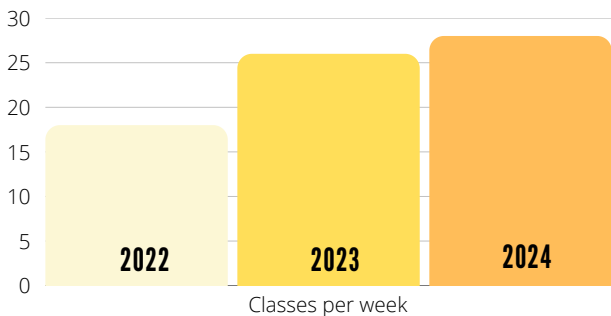
We ran 1,123 LEGS classes this year (862 in 2023 and 658 in 2022).



We provided 8,992 spaces (6,970 in 2023 and 5,011 in 2022). A space = a place for 1 person in a 45 or 60 minute class.



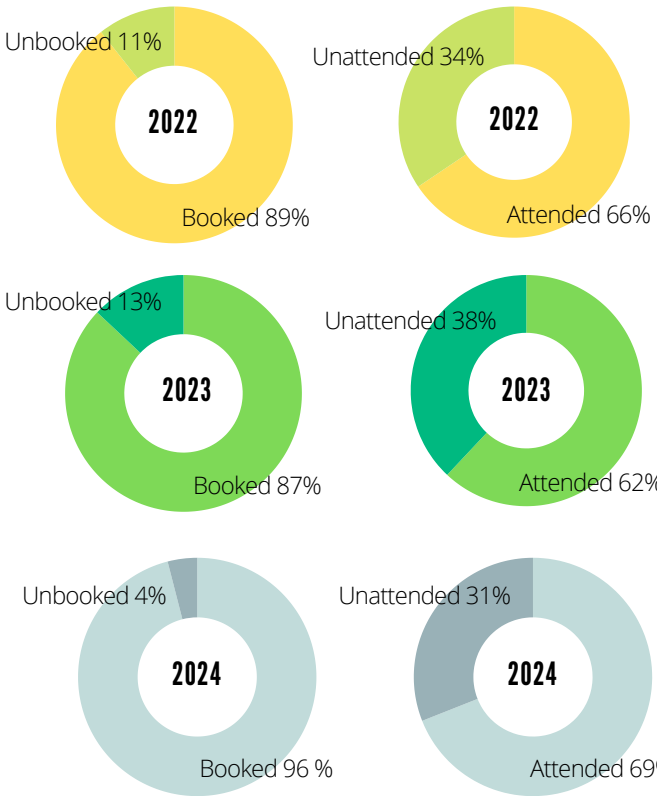
By the end of the year we were running 28 classes per week (26 in 2023 and 18 in 2022).



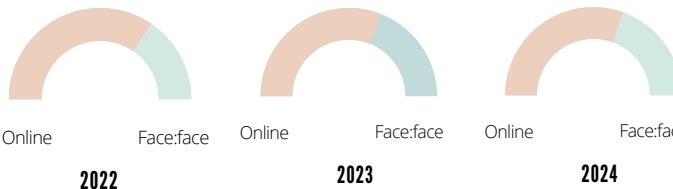
96% of all spaces provided were booked (an increase from 87% last year) and 69% were attended (an increase from 62% last year). These increases improve our financial efficiency as we minimised the number of "empty" spaces.

### BOOKED SPACES

### ATTENDED SPACES



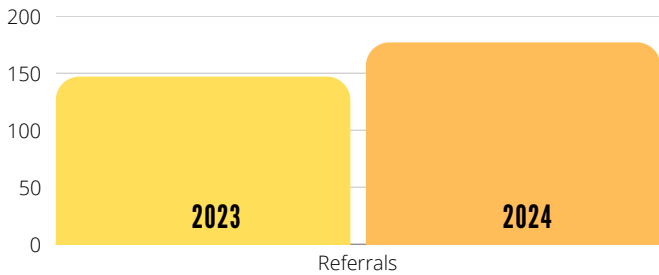
438 of the 1,123 classes we ran this year were face to face (39%). Last year it was 38%.



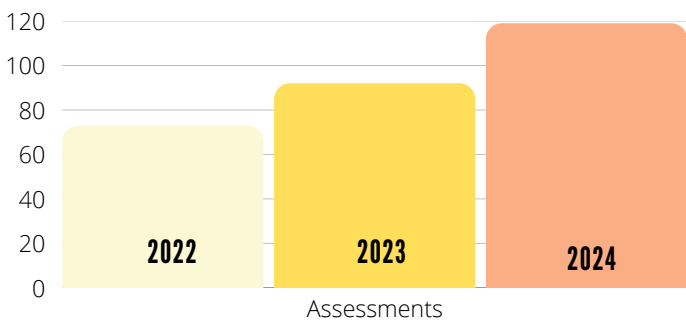
# ACHIEVEMENTS AND PERFORMANCE

## REFERRALS & BENEFICIARIES

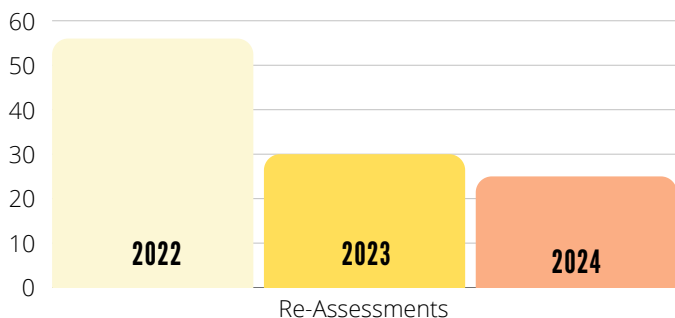
We received 177 referrals (147 last year).



We completed 119 individual assessments with a specialist physiotherapist for new participants (92 in 2023, 73 in 2022). A 28% increase from last year.



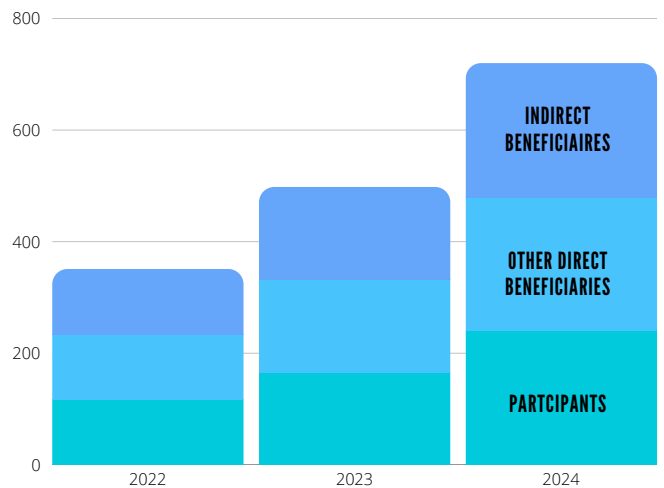
We delivered 25 re-assessments for existing participants (20 in 2023, 56 in 2022). The 25% decrease is due to participants declining the offer of a re-assessment because they felt satisfied with their progress in classes and did not require further support.



We provided services (a class, an assessment or a club/café) to 240 people and their families/carers (a 45% increase from the previous year).

For every person who attends our service, we estimate that at least 1 other member of that household directly benefits, through attending one of our carer support groups, or through support/advice from our physiotherapists.

On average, 1 additional person indirectly benefits as a result of their loved one receiving additional support, for example a friend or family member or carer.



34 onward referrals were made for participants (17 last year) meaning we supported people with blue badge and benefit applications. This is help they might not easily have received without our aid.



# ACHIEVEMENTS AND PERFORMANCE

## NEURO CAFÉ

The number of times people attended a Neuro Café session in 2024 was 777 (641 in 2023, 414 in 2022), a 22% increase from last year.

### NEURO CAFÉ

2024 HIGHLIGHTS SUPPORT

The Neuro Café is a free, weekly, online meet up for participants and their families and carers. Physios and visiting speakers deliver presentations on lots of topics.

#### RESOURCES & ADVICE

- Wills
- Pensions
- Travel Tips
- Legal Advice
- Accessible Day Trips

#### HEALTH & WELLNESS

- Dizziness
- Cholesterol
- Blood Pressure
- Falls Prevention
- Physical Activity

#### SPECIALISED SUPPORT

- Self Care
- Walking Aids
- Mental Health
- Health Screenings

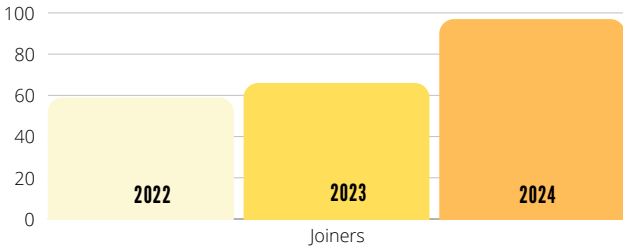
#### INTERACTIVE ACTIVITIES

- Quiz Night
- Peer Support
- Laughter Yoga
- Shared Experiences

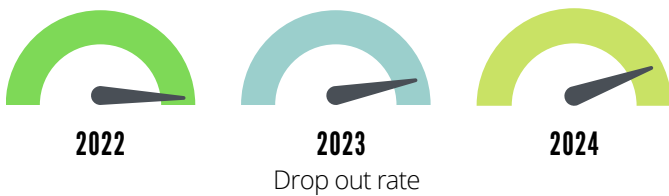
# ACHIEVEMENTS AND PERFORMANCE

## OUR PARTICIPANTS

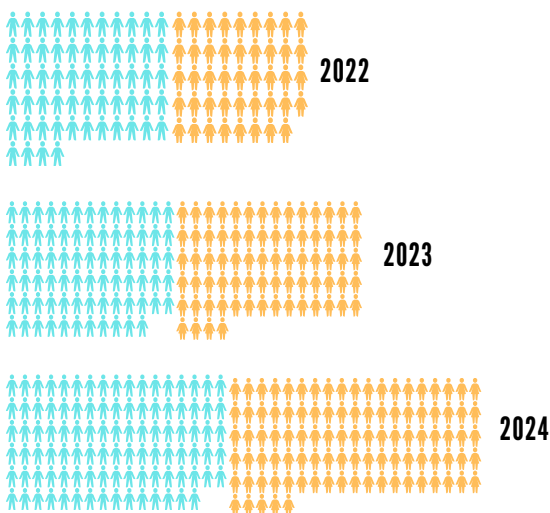
97 people joined LEGS (66 in 2023, 59 in 2022).



Of the 97 joiners, 14 stopped attending within 12 weeks of starting, meaning our drop out rate was 14% (9% in 2023, 2% in 2022). We could not find any published reports from comparable services but we have verbal reports of drop out rates between 30-50% so we consider 14% a very good outcome.

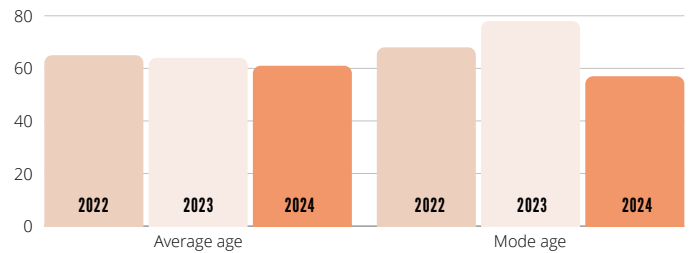


The ratio of people who attended a service this year, who identified as male compared to female was 23:25 (1:1 in 2023, 4:3 in 2022).

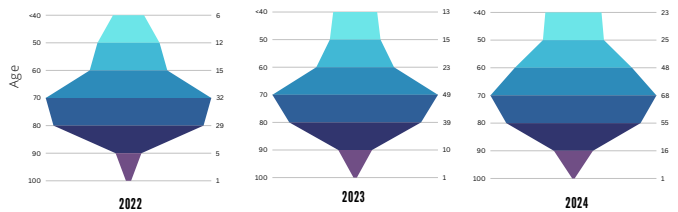


34

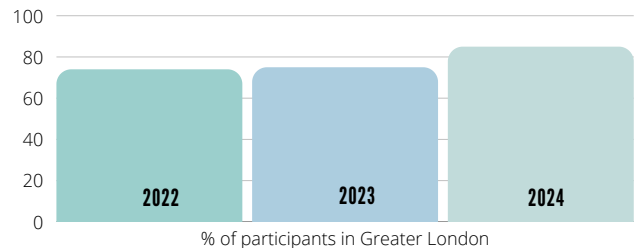
The age range of our participants was 19-94 (last year, 25-96) with an average age of 61 (last year, 64) and mode age of 57 (last year, 78).



The age group with the greatest increase was 51-60 (a 5% increase from last year). We had more under 50s and fewer above 60, reflecting our aim to broaden our reach to younger people affected by neurological conditions.



As we opened more face to face groups in London, the proportion of London-based participants increased from 75% to 85%.



As in previous years, the other participants were spread throughout the UK from Northern Ireland to Cornwall to Lincolnshire.

# ACHIEVEMENTS AND PERFORMANCE

## SUMMARY

### Classes delivered

- We provided 8,992 hours of exercise classes services (a 30% increase from last year).
- We kept all of our classes running, adding 4 new weekly classes to the timetable.

### Attendance efficiency

- 96% of spaces were booked (up from 87% and far exceeding our goal of 87%).
- 69% of spaces were attended (up from 62%).

### Referrals and beneficiaries:

- 240 people and their families/carers were supported (a 45% increase).
- 177 referrals were received (a 20% increase).

### Neuro Café attendance:

- There were 777 instances of attendance (a 22% increase).

### Demographics:

- Participants aged 19-94 (average: 61, three years lower than last year).
- We maintained a balanced gender ratio.

### Retention:

- There were 97 new joiners in 2024 (a 47% increase).
- The drop-out rate was 14%, well below industry-reported rates (30-50%).

### Physiotherapy assessments

- We provided 119 new assessments conducted (a 28% increase).
- There were 25 re-assessments (a 25% decline as participants report feeling satisfied).



# ACHIEVEMENTS AND PERFORMANCE

## OTHER KEY ACHIEVEMENTS & MILESTONES



- We opened an **online Pilates class**, following the popularity of the face to face class.
- We designed and launched a **Seated Pilates** class online, to make the Pilates accessible for people with limited mobility.
- We opened a new **online Reach** class (an arm only exercise group) to offer participants the opportunity to do this more than once a week.
- We launched a second **Move class in Croydon**, due to demand, and thanks to the generous funding we received from the National Lottery.
- We significantly increased and improved our **social media output**. Our audience on Facebook grew by 27%, on Instagram by 55% and X (formerly Twitter) by 22%.
- With the help of our first **work experience placement**, we interview participants and gathered a library of video feedback.
- We delivered support and signposting to the families and carers of our participants, and ran **Family and Carers' Group** exercise classes.
- We launched a **Creativity Club** for participants: a monthly meeting online where we share creative projects and inspiration, as well as how we overcome barriers presented by neurological conditions.
- We had a summer and Christmas **staff social**, and a **Leadership Retreat**, setting goals for the year ahead and reviewing our progress.
- For participants, we held an online summer and **Christmas party**.

# ACHIEVEMENTS AND PERFORMANCE

## PARTICIPANT FEEDBACK

*Thank you for being open to all. Living with multiple system atrophy I find it hard to access groups as they are normally for stroke or Parkinson's only and it is so refreshing for me to be able to access this amazing community and the physio lead has just been so so kind.*

*Collaboration at its best.  
A million thanks.*

*I do not what I would have done without the LEGS class.*

*You have been simply amazing and supported me through some very dark days and led me to the light and the belief that I can live well with this condition.*

*I have never been as strong, thank you.*

*My confidence has skyrocketed, and my class is the highlight of my week.*



# ACHIEVEMENTS AND PERFORMANCE

## PARTICIPANT FEEDBACK

*My uncle has not been out of the house engaging in any social activity for over a year and half, in hospital he used to refuse all groups, I do not know how you have done it, but he loves it.*

*We frequently find him waiting for us at the door on a Wednesday ready to go the gym. The group has been so important to him. Thank you for everything you do for him and all the support you have given us. It is simply invaluable and we need more classes as he would come every day if he could.*

*" I can now deadlift and get up from the floor on my own, never ever did I think I would say that living with a progressive condition"*

*Great session yesterday. I can walk !!!*



# ACHIEVEMENTS AND PERFORMANCE

## PARTICIPANT FEEDBACK

*It is also so inspiring for me to meet people like yourself and services like **LEGS** who are trying to improve the lives of those living with neurological illness.*

*My attendance has been 100% as I love it so much.*



*My knee pain has completely disappeared since I started these groups and I have made friends in an environment I never would have stepped foot in prior to my stroke, but desperate times called for desperate measures and I am so glad I did.*

*Thanks so much to you and the team for another wonderful year. I am so appreciative of everything you do and I know I would be quite a different person without **LEGS**!*

*What a superb mix of physio and information sessions. And we have had some good fun together as well.*

# ACHIEVEMENTS AND PERFORMANCE

## PARTNERSHIPS AND COLLABORATIONS

- We spoke at the The Centre for Neurorehabilitation's Clinical Network Event.
- We presented two research papers at the international congress on Neurorehabilitation and Neural Repair conference in Maastricht, Netherlands.
- We spoke at the UK Stroke Forum.
- We hosted regular CPD sessions for our physiotherapists to ensure we are embedding new practice and evidence into our classes.
- We delivered in-service training to neurological rehabilitation teams in Barnet, Homerton and Camden.
- We attended events with Chelsea Football Club.
- We liaised with Social Prescribers in all of the boroughs we operate.
- We partnered with Age UK Croydon to create a pathway for referrals for them to our face to face classes.





# ACHIEVEMENTS AND PERFORMANCE

## FUNDRAISING

- We were delighted to receive £10,000 of National Lottery funding, £3,000 from London Catalyst and £500 from Magic Little Grants, to help fund the face to face groups in Croydon and some of our online provision.
- The continued and generous support of individual donors provided stability to our income.
- Our trusts and grants fundraising was supported by a part time, freelance fundraiser.

## STAFFING AND VOLUNTEERS

- We appointed four new **freelance physiotherapists** who have added so much to our repertoire and team.
- As ever, we benefitted enormously from the generous support of many **volunteers** who supported the delivery of our face to face and online groups.
- We are so grateful to the LEGS participants who voluntarily give their time to help us as **LEGS Ambassadors** and as our **Participant Voice Representative**.



## REVIEW OF FINANCIAL RESULTS

For the year ended 31st March 2024, there was a deficit of £13,678 (2022-2023: deficit of £41,858).

The income for the year was £151,580 (2022-2023: £97,808). The nearly 55% increase was due to increased participant numbers (meaning an increase in membership fees income), diversifying our income with successful grant applications and the generosity of major donors.

Donations provided the largest income stream, amounting to £82,163 (2022-2023: £59,147).

Income from charitable activities (membership fees and commissioned exercise classes with Headway) was £52,889 (2022-2023: £34,832).

LEGS received no statutory revenue funding and relied for its income entirely on its own fundraising activities, on donations from external sources and on the membership fees paid by participants.

Directly employed staff numbers remained at 1.82FTE (0.5FTE administrative staff, 1.32FTE clinical staff).

Total expenditure for the year was £165,258 (2022-2023: £139,666). This 18% growth reflects the expansion of our programme of services.

Total cash funds at this year end were £62,677 (2022-2023: £76,355).

## RESERVES

The Trustees calculate the reserves as the part of the charity's unrestricted income funds that is freely available, after taking account of designated funds that have been ring fenced for specific costs.

The Trustees maintain a policy of keeping at least 3-6 months' running costs (based on the average of the forecast expenditure for the current and next year) as designated funds within the free reserves, to protect against the possibility that one or all of our current funders is unable to continue their current level of commitment. This policy is reviewed frequently.

At the end of March 2024, a 3 month reserve requirement was equivalent to £47,643. The total unrestricted funds were £52,363. Therefore, we had met our reserves goal.

We are aiming to build a 6 month reserve, which we hope to have achieved by the end of March 2027.

## RESPONSIBILITIES OF BOARD OF TRUSTEES

The Trustees are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011.

The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Insofar as the Trustees are aware:

- There is no relevant information of which the charity's independent examiner is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

These accounts have been prepared in accordance with the provisions applicable to CIOs subject to the requirements of the Charity Commission.

For the year in question, the charity was entitled to exemption from an audit under section 144 of the Charities Act 2011. The Charity Commission has not ordered an audit to be carried out under Section 146 of the Charities Act 2011.

The notes below form part of these accounts.

The Trustees' annual report has been approved by the board of Trustees on 14 January 2025 and signed on its behalf by:



Annys Fairweather  
Chair, LEGS

## NOTES TO THE LEGS ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2024

1. The accounts presented here have been prepared on a receipts and payments basis for the year ended 31 March 2024.
2. In accordance with the Charities Commission guidance, and at the request of the Trustees, these accounts have been independently examined. The independent examiner's report follows these notes.
3. The Trustees confirm, in accordance with the Charitable Incorporated Organisations (General) Regulations 2013, that at year end the CIO did not have any outstanding guarantees to third parties nor any debts secured on assets of the CIO.

## INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS OF LEGS

### Report to the Trustees of LEGS. Charity no 1177659.

I report to the Trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2024.

### Responsibilities and basis of report

As the charity Trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the 2006 Act).

I report in respect of my examinations of the Trust's accounts as carried out under section 145 of the Act 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(4)(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:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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



Mark Middleton, Director (FCA)  
LB Group, 1 Vicarage Lane, London, E15 4HF  
14 January 2025

	LEGS (Local Exercise Groups for stroke and neurological conditions) Charity no. 1177659				CC16a
	Receipts and payments accounts				
	For the period from	1st April 2023	To	31st March 2024	
<b>Section A Receipts and payments</b>					
	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>					
Donations	82,163		-	82,163	59,147
Fees and subscriptions	51,289		-	51,289	32,232
Fundraising	1,393		-	1,393	1,689
Trusts and Grants		13,500	-	13,500	2,140
Commissioned groups	1,600		-	1,600	2,600
Miscellaneous	1,635		-	1,635	
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>138,080</b>	<b>13,500</b>	<b>-</b>	<b>151,580</b>	<b>97,808</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>138,080</b>	<b>13,500</b>	<b>-</b>	<b>151,580</b>	<b>97,808</b>
<b>A3 Payments</b>					
Fundraising	8,702	-	-	8,702	73
Professional memberships	180	-	-	180	96
Staffing & Recruitment	137,477	2,786	-	140,263	127,210
Staff training	1,109	-	-	1,109	1,128
Staff travel and subsistence	-	-	-	-	25
Insurance	320	-	-	320	755
Venue hire & equipment	8,027	400	-	8,427	5,769
Support costs & misc	6,257	-	-	6,257	4,340
Trustee Training & Expenses		-	-	-	270
<b>Sub total</b>	<b>162,072</b>	<b>3,186</b>	<b>-</b>	<b>165,258</b>	<b>139,666</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>162,072</b>	<b>3,186</b>	<b>-</b>	<b>165,258</b>	<b>139,666</b>
<b>Net of receipts/(payments)</b>	<b>23,992</b>	<b>10,314</b>	<b>-</b>	<b>13,678</b>	<b>41,858</b>
<b>A5 Transfers between funds</b>	<b>3,871</b>	<b>3,871</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>72,484</b>	<b>3,871</b>	<b>-</b>	<b>76,355</b>	<b>118,212</b>
<b>Cash funds this year end</b>	<b>52,363</b>	<b>10,314</b>	<b>-</b>	<b>62,677</b>	<b>76,354</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>		52,363	10,314	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>52,363</b>	<b>10,314</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
		<b>Unrestricted funds to nearest £</b>	<b>Restricted funds to nearest £</b>	<b>Endowment funds to nearest £</b>
<b>B2 Other monetary assets</b>	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Electronically signed by AF	Anny's Fairweather	14/01/2025	
	Electronically signed by EK	Esther Kufrin	14/01/2025	

# STRUCTURE, GOVERNANCE AND MANAGEMENT

## OUR ORGANISATION

LEGS (Local Exercise Groups for stroke and neurological conditions) was registered as a Charitable Incorporated Organisation in March 2018 with the Charity Commission. The charity was established under a constitution which describes the objects and powers of the charitable organisation and the rules by which the charity is governed. The charity number is 1177659.

Apart from the first charity Trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity Trustees. In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity. The Trustees may, by and from their number and from time to time, elect such officers (Chair, Secretary, Treasurer) as they see fit.

All Trustees give their time voluntary. Any expenses reclaimed from the charity are set out in the accounts.

## TRUSTEE BOARD STRUCTURE

The board meets four times a year and is responsible for LEGS' strategic direction and policies.

Additionally, we have four sub committees: Finance, Marketing & Fundraising, Participant Voice, Business Planning, which meet at least twice a year, or as required to work on focused projects.

We want our board to reflect the diverse communities we serve and for LEGS' leadership structure to represent the equality, diversity and inclusion that we strive to create through our charity's aims.

All of our nine Trustees have personal and lived experience of living with or caring for somebody with a neurological condition. And they each bring a wealth of professional experience which strengthens our governance and leadership.

## PREMISES

We continue to benefit from the generous support of Barrecore whom offer us accessible studio space at a subsidised rate so that we can run our face to face classes affordably in Notting Hill, Islington and Wandsworth.

The William Hobbayne Hall in Hanwell, home to our Tai Chi classes generously provide their venue at a charity rate meaning we can offer face to face Tai Chi classes affordably. The John Trotter Trust also provide us with generously subsidised rates for our Barnet class.

This year we started a hire agreement with a second GLL Better Gym (in Thornton Heath). Hiring such accessible spaces on a weekly basis ensures we reach more participants and reduces our charity costs.

The ability of our team to work remotely and from home means we have no need for a dedicated office space, which again is a cost saving.

# STRUCTURE, GOVERNANCE AND MANAGEMENT

## TRUSTEE INDUCTION & TRAINING

New Trustees receive induction through 1:1 meetings with the Chair and the Director of Operations, training courses, attending board meetings and self-directed reading. Induction is an ongoing process. We recognise that it needs to be tailored to the individual and lasts many months.

On or prior to appointment, Trustees are provided with a copy of the charity constitution, latest copy of the annual report as well as Charity Commission publications on the roles and obligations of Trustees, as well as relevant or topical publications relating to trusteeship from organisations such as NCVO, the Charity Commission and Getting On Board.

We encourage Trustees to attend services and social events with participants to familiarise themselves with the day to day running of LEGS and the context within which it operates.

We have a dedicated Trustee training budget and Trustees are directed to undertake training.

Our Chair and Director of Operations lead on Trustee induction but it is the collective responsibility of the board to support one another, welcome new Trustees and work together collaboratively.

## POLICIES, PROCEDURES, STANDARDS & RISK MANAGEMENT

We work to all relevant professional standards and our clinicians are registered with the Health and Care Professions Council (HCPC) and are members of the Chartered Society of Physiotherapy (CSP) or have their own independently arranged insurance.

We have a comprehensive set of policies and procedures which are regularly reviewed by Trustees. There is a risk register which is kept under at least quarterly review by the Leadership Team and is formally approved by the board of Trustees at least annually.





# REFERENCE AND ADMINISTRATIVE DETAILS

## CHARITY NAME

LEGS (Local Exercise Groups for stroke and neurological conditions)

## REGISTERED ADDRESS

LEGS  
c/o LB Group  
1 Vicarage Lane  
London  
E15 4HF

## CONTACT DETAILS

Telephone: 07377 259 778  
Email: [info@legs.org.uk](mailto:info@legs.org.uk)  
Website: [www.legs.org.uk](http://www.legs.org.uk)

## TRUSTEES

Anny Fairweather, Chair of Trustees  
Esther Kufirin, Deputy Chair of Trustees  
Hugh Baxter, Treasurer  
Caroline Appel  
Rupert Cockcroft  
Frederick Baidoo  
Stuart Davies  
Sophia Forrest  
Anthony (Paul) Mylrea

## LEADERSHIP TEAM

Anny Fairweather, Chair of Trustees and Founding Physiotherapist

Victoria Bailey-King, Operational Director

Sarah Sparkes, Clinical Director & Lead Physiotherapist

## BANKERS

Barclays Bank  
35 Notting Hill Gate  
London  
W11 3JR

## INDEPENDENT EXAMINER

Mark Middleton  
Director

LB Group  
1 Vicarage Lane  
London  
E15 4HF