Millie's Trust Annual Trustee Report and Accounts
2025

Registered Charity No. 1151410 (England and Wales) SC046409 (Scotland)

The trustees present their report and accounts for the period ended 31 December 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and the Charity (Accounts and Reports) Regulations 2008. It is also responsible for safeguarding the assets of the Charity and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Structure, governance and management

Millie's Trust Trustees during 2025

Heather Frizzell
Sara Harris (resigned 26 September 2025)
Sarah Kilty

Millie's Trust Employees during 2025

Chief Executive: Joanne Thompson
Commercial Operations Director: Daniel Thompson
Finance and Office Coordinator: Deborah Sidderley
Office Admin: Joanne Vaughan

The charity is governed by a Trust Deed, last signed in July 2022. A minimum of three trustees must be appointed. Trustees are selected by resolution at a special meeting, with regard to the skills, knowledge, and experience required for effective administration of the charity.

2025 is Millie's Trust's 13th year and we continue to be extremely proud of what the charity has achieved.

We would like to say a thank you from the bottom of our hearts to everyone who has continued to support us. Whether that be through a monetary donation, attending a course, taking part in an online fundraising activity or simply sharing a social media post – every tiny bit of support has helped us through the most challenging few years since we were established.

We have ended the year with positivity for what 2026 has to bring.

Thank you for your continued support.

Millie's Trust Team

Objectives and activities

Millie's Trust was established in December 2012 by Joanne and Dan Thompson following the tragic loss of their daughter, Millie, in a choking incident at nursery in October 2012. The charity's mission is to ensure that paediatric first aid training is available to everyone, regardless of financial circumstances.

The objectives of the charity, as set out in the governing document, are:

- To raise awareness of paediatric first aid and provide courses to those who could not otherwise afford them.
- To promote wider understanding of paediatric first aid across the UK.

The charity delivers these objectives through:

- Family First Aid Awareness courses
- Accredited First Aid qualification courses
- First Aid for school children
- Short introductory First Aid sessions
- Mental Health First Aid courses

In line with Charity Commission and OSCR guidance, the trustees have paid due regard to public benefit when planning activities.

Achievements and Performance

In 2025, Millie's Trust trained **3,354 people** across the UK in a variety of courses. Courses were delivered both free and at low cost, with all family first aid awareness courses provided free of charge to parents and carers of babies under 12 months.

In Scotland, Millie's Trust trained 12 people.

The charity continued to work in partnership with the National Day Nurseries Association on **Millie's Mark** (www.milliesmark.com). In 2025, 202 submitted new applications or renewals under the scheme. 72 new applications were processed along with 130 renewals.

In Scotland **7** nurseries submitted new applications or renewals under the scheme.

Grant and donor support

The trustees are deeply grateful for all support received. Whether through donations, attending courses, fundraising activities, or spreading awareness. Each contribution has directly enabled Millie's Trust to continue its vital work.

Financial Review

Millie's Trust has three principal income streams:

1. Public donations
2. Course fees (low-cost and accredited qualifications)
3. Merchandise sales

Income performance in 2025

- Income from First Aid qualification courses remained strong, reflecting the value for money and high demand for accredited training
- Donations linked to free and short courses were broadly in line with previous years.
- Merchandise sales increased
- Public donations increased this year from last year.

- Not including the large grants received in 2024, general income remained steady in 2025

Expenditure in 2025

- Delivery of courses, including trainer fees and equipment.
- Office and building overheads.
- Salary adjustments: increases in line with the National Living Wage, and from 1 April 2025, additional increases to mitigate inflationary pressures on real-terms pay. These were set below inflation, reflecting the trustees' responsibility to balance staff support with financial sustainability.
- Trainer day rates remained the same following the increase given in 2024 to remain competitive and retain high-quality delivery staff.

Investments in efficiency

The new online system was introduced to reduce administrative costs and streamline course management towards the end of 2024 and this has been received well by both the internal team, trainers and the public whilst at the same time reducing qualification expenditure as planned in 2025.

Reserves policy

The trustees maintain a reserves policy equivalent to three months of average expenditure (based on the prior year).

- Since 2023 the reserves have been below the target figure of 3 months expenditure.
- The charity has implemented cost-saving measures during this time.
- During 2024 and 2025 the charity has been repaying into its reserves as planned. In 31 December 2025, reserves were below the target.
- The trustees intend to continue rebuilding reserves during 2026 to reach the target figure.

Risk Management

The trustees have reviewed the major risks facing the charity and are satisfied that appropriate systems are in place to mitigate them, including:

- Regular financial monitoring and cost-control measures
- Diversification of income streams (courses, grants, donations)
- Safeguarding and health and safety policies
- Investment in IT systems to reduce operational risk

Plans for Future Period

Looking ahead to 2026, Millie's Trust will:

- Continue to provide free and low-cost first aid training.
- Expand provision of Mental Health First Aid training, including new course formats and more private bookings.
- Review long-term strategy, including premises needs, as part of a five-year organisational plan.

On behalf of the Board of Trustees

H. Frizzell

Trustee

Dated: 29/9/26