

BHP Charity Conference

12 November 2025



Laura Masheder

Partner, Head of Charities & Not for Profit, BHP

Laura is a Partner at BHP and leads the firm's specialist Charities & Not for Profit team, comprising around 70 professionals. With more than 16 years' experience in advising the sector and holding the ICAEW Diploma in Charity Accounting (DChA), she is a recognised expert in charity financial reporting and governance.

Laura is passionate about helping charities strengthen their financial management and improve transparency. She is known for her pragmatic, forward-thinking advice and her approachable, collaborative style. In addition to her client work, Laura oversees strategy and training within BHP's charity team and contributes to national sector training initiatives, supporting the development of best practice across the profession.



Michelle Mook

Founder and Managing Director, Pro-Development UK

Michelle is the founder and Managing Director of Pro-Development (UK) Limited based in Yorkshire providing support in all aspects of employee engagement and people development.

With over 30 years of experience of improving performance through people strategy, training, coaching and team/leadership development, she founded Pro-Development in 2011 to help the growth of organisations in and around Yorkshire and the Humber. Michelle has built up a strong reputation and grown the business over the years and Pro-Development now have a team of talented people who help many local charities to retain their talent, engage and develop their people, leaders and teams along with improving morale, motivation and culture within the organisation.



Kyle Newton

Employment Tax Partner, BHP

Kyle joined BHP as an employment tax partner, following 17 years working for Big 4 and mid-tier firms. Kyle supports employers both regionally and nationally managing their payroll tax and benefit reporting obligations. This includes supporting the implementation of salary sacrifice arrangements, flexible benefit platforms and strategic advice on expense policy and all employee reward makeup.



Chloe Hughes
Director of Payroll, BHP

Chloe joined BHP in 2022 as Director of Payroll. She has over 25 years of experience in the payroll industry, 23 of which have been within accountancy bureau environments. She holds a CIPP Foundation Degree in Payroll Management and a Certificate in Pensions Automatic Enrolment from the Pensions Management Institute.

With extensive knowledge in payroll legislation, Chloe advises clients on all aspects of payroll, guiding them through regulatory changes and ensuring compliance with HMRC and The Pensions Regulator.

Chloe is passionate about leading a team that consistently provides exceptional service, helping our clients navigate complexity with confidence and clarity.



Lesley Kendrew
Partner and Head of Academies, BHP

Lesley is an audit partner and has specialised in charities for over 20 years, with particular focus on the education sector. She regularly advises charities on practical issues and governance as well as internal and external audit and assurance.

Having been a Trustee of grant giving trusts, Lesley has firsthand experience of the issues facing charities.



Neil Baldwin
Director, BHP

Neil joined BHP in 2000, and qualified as a Chartered Certified Accountant in 2005.

As a specialist charity and not for profit team member, Neil oversees a diverse portfolio of clients in various sectors including charities, academies and corporates. He has detailed knowledge of the Charity SORP and over ten years of experience of auditing in the charity and not for profit sectors.

Neil strongly believes in regular and open communication with his clients. He prides himself on being approachable and available at all times to his team and his clients.



Emma Moody
Partner, Womble Bond Dickinson

Emma leads the Charities Team, having joined the firm in 2007 from a leading London charity practice. She specialises in governance and constitutional matters, advising trustees and charities on legal duties, compliance, and regulatory issues. Her work spans charity establishment, restructuring, mergers, trading, fundraising, and providing tactical and strategic advice. Emma also works on Charity Commission investigation and compliance work and is an approved interim manager.



Mark Honeywell
Legal Director, Womble Bond Dickinson

Mark is a specialist charities and education solicitor, advising charities from across the sector on a broad range of governance, constitutional and regulatory matters. He has particular expertise in advising faith-based charities including Church of England Diocesan Boards of Finance and Education and cathedrals. Mark also supports academy trusts, maintained schools and independent schools on governance and compliance matters. Recognised as a “Next Generation Partner” by Legal 500, Mark regularly speaks at sector events and is a member of both the Charity Law Association and Ecclesiastical Law Association.



Katie Dawson
Associate, Womble Bond Dickinson

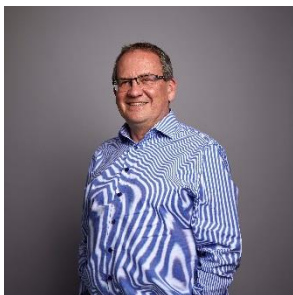
Katie is a specialist charity lawyer advising not-for-profit organisations on governance, restructuring, mergers and Charity Commission compliance. With a background in corporate recovery, Katie brings particular expertise in advising on insolvency and restructuring. Katie has developed a strong focus on faith-based and educational charities. She is a regular speaker at sector events and provides trustee training through organisations such as STEP and MBL Seminars.



Carla Horsfall
VAT Director, BHP

Carla joined BHP in 2021 having spent the first 16 years of her career at another local accountancy practice where she was solely responsible for all the firm’s VAT queries.

She is a trusted VAT adviser with extensive experience helping businesses manage VAT compliance, planning and strategies. Known for her clarity, precision and practical advice, Carla supports clients with tailored, compliant VAT solutions. Carla is a member of the VAT Practitioner’s Group, an associate of the CIOT and a fellow of the ICAEW.



Dominic Staniforth
Audit Partner, BHP

Dominic has extensive knowledge and practical experience in providing audit and business advisory services to a wide variety of charities and owner managed businesses.

A Trustee of a local community charity and, until recently, governor and chair of the Audit Committee at Chesterfield College. He was recently appointed Chair of the Chesterfield Town Board.

Dominic is also responsible for ethics at BHP.



Nicola O'Sullivan
Director, BHP

Nicola began her career with BHP in 2007 and became a Chartered Accountant in 2012. She also holds the ICAEW Diploma in Charity Accounting.

As a member of the specialist Charities, Not-for-Profit, and Academies team, Nicola has extensive expertise in the Charity SORP, the Academies Accounts Direction, and the Academy Trust Handbook. She is well-versed in the intricacies of financial reporting in these sectors.

Nicola is dedicated to fostering strong, long-term relationships with her clients, ensuring that compliance processes are seamless and free from surprises for management.

Additionally, Nicola served as a trustee for over 10 years, providing her with valuable first-hand experience in governance.



Tiggy Clifford
Partner, Torque Law

Tiggy is a founding Partner of Torque Law LLP, Yorkshire's leading niche employment law practice. With over 20 years' experience in advising employers and board level senior executives including numerous charities, Tiggy is well known for her pragmatic and collaborative approach and her ability to resolve the most challenging of employment law issues swiftly and as painlessly as possible. As well as advising numerous charities, Tiggy has experience as a trustee of charities both large and small.

From thorny Employment Tribunal Claims to day-to-day HR issues, Tiggy combines technical excellence with a deep understanding of client businesses, providing advice tailored to organisational objectives and workplace context. Tiggy is also a highly regarded employment law trainer, upskilling those with HR responsibilities to deal with sensitive employment law issues with confidence, reducing risk and costs for employer organisations. Tiggy and the team at Torque Law take pride in delivering truly exceptional client service at every touchpoint, recently being awarded the rare '5 star client satisfaction' accolade by Legal500 and being honoured as Niche Law Firm of the Year at the Yorkshire Legal Awards 2024.



Vanessa Eve
Investment Manager, Quilter Cheviot

Vanessa joined Quilter Cheviot in 2020 and is a Chartered Fellow of the CISI having initially trained as a lawyer at the University of Kent. Vanessa specialises in the bespoke management and construction of portfolios for charities and private clients, holding a level 7 Diploma in Wealth Management. Vanessa has 19 years investment experience within Yorkshire working for firms including Rensburg Sheppards (now part of Rathbones), Charles Stanley and Sanlam Private Wealth. Vanessa spearheads Quilter Cheviot's national Advising Female Clients Initiative whose aim is to get more women engaged with investing alongside increasing female representation within the wealth management community. Vanessa is an active member of the Women in Business Giving Circle whose purpose is to support small local charities with funds to help community organisations working with women, girls and their families.



Nicola Toyer
Charities Director, Quilter Cheviot

Nicola joined Quilter Cheviot in 2025 as a director on the charities team, where she works closely with the regional offices and advises charity clients with more complex requirements. Nicola started her career at Smith and Williamson in 2009 where she spent ten years looking after private clients and offshore trusts, before moving to Investec in 2019 to join their charities team, where she subsequently became Head of Charities. Nicola is passionate about helping charities to meet the needs of their beneficiaries and aligning their investments to their values. Underpinning her experience, Nicola is also a CFA Charterholder and holds the CFA Certificate in ESG Sustainable Investing. She also has a degree in Philosophy, Politics and Economics from the University of Warwick. Away from work, Nicola is a member of the Finance Committee for a large grant making foundation.



Darren Cummins
People Partner, BHP

Darren has over 20 years of hands on experience in leading and developing teams, delivering operational success, driven by a passion for focusing on engagement, culture, continual learning, recognition and feedback to help ensure teams are able to thrive.

Darren decided to step out of pure leadership roles 5 years ago and step into HR to be able to work with Partners and Directors to share his experience and learning to support their people and commercial goals.

Darren has been at BHP for nearly two years as he progresses the journey to maximising colleague engagement and performance.



Rachel Heath
Director, Charities & Not for Profit, BHP

Rachel is an accomplished Director and a key member of BHP's specialist Charities & Not for Profit team. She joined the firm in 2014 and brings over two decades of experience, having qualified as a Chartered Certified Accountant in 2001. Rachel also holds the ICAEW Diploma in Charity Accounting (DChA), reflecting her deep expertise in the sector.

She has extensive experience in auditing and advising charities, not-for-profit organisations, and SMEs, and works closely with many of BHP's key clients. Rachel is known for her thorough understanding of the Charity SORP and the complexities of financial reporting, consistently delivering high-quality audits with added value.

A former Trustee and Treasurer of Target Housing, Rachel brings a practical, governance-focused perspective to her work, helping clients navigate both regulatory requirements and strategic challenges with confidence.



Chris Humphreys
Tax Partner, BHP

Chris joined BHP in 2014 after 15 years as a Tax Partner in a National Firm. An experienced tax practitioner who prides himself on looking at tax issues with a commercial eye and is able to explain them in a way that takes the jargon out of complex tax legislation. Chris has over 25 years' experience advising charities and not for profit clients. Chris is Chair of the Board of Trustees of Sheffield Futures and as such has hands on experience of the day to day issues faced by those in the Third Sector.



Ben Andrews
Head of Business Development, The Family Fund

Ben joined the FFBS team in 2020 and plays a pivotal role in driving growth by working closely with prospective clients to communicate the impact and values of FFBS. With over two decades of experience in sales, Ben has built a career rooted in purpose, specialising in business development for non-profit organisations and charities. His approach combines strategic insight with a deep understanding of the social impact sector, enabling him to identify opportunities that align with both client needs and FFBS's mission. Ben is passionate about building meaningful partnerships and creating sustainable solutions that serve communities across the UK.



Ben Robinson
Regional Portfolio Manager

Ben is the Regional Manager for the North for the CSJ Foundation, a Westminster based think tank which aims to connect the backstreets of Britain with the corridors of power. Working with outstanding grassroots charities and social enterprises from across the region, to drive national change.