

BHP Charity Conference 2025 programme

Time	Presentation	Speaker
8:45 am	Registration and refreshments	
9:15 am	Welcome and introduction	Laura Masheder Partner and Head of Charities & Not for Profit, BHP
9:25 am	The Power of Self Leadership: Thriving in Times of Change In a world where external challenges continue to test the strength of our charities, how we lead ourselves matters as much as how we lead others. Michelle will share stories, tools and insights to help you recognise and challenge the inner voice that holds you back.	Michelle Mook Managing Director, Pro-Development
10:00 am	Breakout session one	
10:45 am	Break	
11:05 am	Breakout session two	
11:50 pm	Breakout session three	
12:35 pm	Lunch	
13:30 pm	Breakout session four	
14:15 pm	Breakout session five	
15:00 pm	Break and refreshments	
15:20 pm	The Power to Thrive: Stronger Charities for a Changing World Following the CSJ's Underfunded and Overlooked and Supercharging Philanthropy reports the CSJ is actively campaigning for much needed change in the charity sector. This session will cover the CSJ's findings concerning the charity sector, what change is possible, and what the CSJ should focus on next.	Kawika Solidum Centre for Social Justice
15:55 pm	Event Close	Laura Masheder Partner and Head of Charities & Not for Profit, BHP
16:00 pm	Power Hour A chance to speak to our experts	

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	People	Finance and investment	Strategy & Governance
Session one	<p>Employee benefits</p> <p>Kyle Newton, Employment Taxes Partner and Chloe Hughes, Payroll Director, BHP</p> <p>This session will provide an update on HMRC's activity concerning the National Minimum Wage, outline the related risks, and address the management of tax risks linked to employment status, IR35, and off-payroll working.</p>	<p>FRS 102/SORP Advanced</p> <p>Lesley Kendrew, Partner and Neil Baldwin, Director, BHP</p> <p>As the charity sector prepares for the most significant accounting changes in a decade, finance professionals need to be ready to interpret, apply and implement the upcoming updates to FRS 102 and the Charities SORP with confidence.</p> <p>This session is designed for charity finance teams, accountants and those directly involved in preparing financial statements. We'll take a detailed look at the changes coming into effect from 1 January 2026, including the revised income recognition model, lease accounting requirements, tiered reporting, enhanced disclosure requirements and transitional arrangements.</p> <p>Through worked examples, practical scenarios, and technical guidance, we'll explore how these changes will impact your charity's financial reporting and audit preparation. We'll also cover the implications of the Economic Crime and Corporate Transparency Act and the revised charity size thresholds, helping you understand how these developments affect audit status, filing obligations and governance reporting.</p> <p>This session is designed to equip finance professionals with the tools and understanding needed to start to navigate the transition smoothly, helping you stay ahead of the curve and ensure your charity is ready for the new reporting landscape.</p>	<p>Making trading subsidiaries work for you - investment, governance and avoiding the pitfalls</p> <p>Mark Honeywell, Legal Director, Emma Moody, Partner and Kate Dawson, Associate, Womble Bond Dickinson</p> <p>Womble Bond Dickinson advise charities from across the sector on the establishment, structuring and the ongoing maintenance of trading subsidiaries. Drawing on this experience, this session will focus on when and how charities can invest in trading subsidiaries, the relationship between a trading subsidiary and its parent charity and what governance arrangements should be put in place to avoid legal pitfalls.</p> <p>This session will conclude with a round-up of recent legal developments relevant to charities.</p>

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<p>Session two</p>	<p>Leading in a Changing World: Engaging and Inspiring Across Generations</p> <p>Michelle Mook, Managing Director, Pro-Development (UK) Ltd</p> <p>This interactive workshop will explore practical ways to strengthen leadership in the current climate. Through discussion, short activities and shared experiences, you'll discover tools and approaches to help you engage your people, harness generational strengths and create cultures where staff and volunteers can thrive.</p>	<p>Empowering charities to thrive by building VAT resilience</p> <p>Carla Horsfall, VAT Director, BHP</p> <p>This session will explore the concept of VAT resilience - a charity's ability to manage its VAT obligations effectively and adaptively in a changing world. We'll look at how charities can take a step back to truly understand their current VAT position, and the benefits of adopting strong controls and procedures.</p> <p>Too often, we see organisations "doing what has always been done" - but that approach can lead to inefficiencies, missed opportunities, and risk.</p> <p>We'll explore:</p> <ul style="list-style-type: none">• Why understanding your VAT position is critical to financial resilience• How to build robust VAT controls and governance• Common pitfalls and how to avoid them• The impact of VAT law and funding changes - and how to plan ahead <p>This session is designed to be practical, thought-provoking, and empowering - helping charity finance professionals build confidence and capability in their VAT approach.</p>	<p>Navigating the going concern assumption and developing a reserves policy</p> <p>Dominic Staniforth, Partner and Nicola O'Sullivan, Director, BHP</p> <p>This session explores the critical financial reporting concept of the <i>going concern assumption</i> - the expectation that an organisation will continue operating for the foreseeable future. Attendees will gain clarity on their role and responsibilities in assessing going concern, practical steps to undertake this assessment, and insight into how auditors evaluate and challenge it. We will also discuss how to align the going concern assessment with a well-considered reserves policy.</p>
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<p>Session three</p>	<p>Guiding charities through changes under the Employment Rights Bill</p> <p>Tiggy Clifford, Partner, Torque Law</p> <p>The Employment Rights Bill will bring significant change to UK employment law over the next couple of years. To enable charities to plan ahead, this session will provide an oversight of key changes and the steps which employers can take to best prepare their organisations and managers.</p>	<p>Rethinking cash and defence investments</p> <p>Vanessa Eve, Investment Manager, and Nicola Toyer Charities Director, Quilter Cheviot</p> <p>In this two-part session, Quilter Cheviot will explore whether you are making the most of your cash reserves, and whether you should be considering alternative strategies. In the second part, they will examine whether it's time to challenge the sectors norm of not investing in defence or aerospace. In light of a rapidly changing geopolitical landscape, should trustees and finance leaders reconsider the role these sectors might play in a modern investment portfolio?</p>	<p>Making trading subsidiaries work for you - investment, governance and avoiding the pitfalls</p> <p>Mark Honeywell, Legal Director, Emma Moody, Partner and Kate Dawson, Associate, Womble Bond Dickinson</p> <p>Womble Bond Dickinson advise charities from across the sector on the establishment, structuring and the ongoing maintenance of trading subsidiaries. Drawing on this experience, this session will focus on when and how charities can invest in trading subsidiaries, the relationship between a trading subsidiary and its parent charity and what governance arrangements should be put in place to avoid legal pitfalls.</p> <p>This session will conclude with a round-up of recent legal developments relevant to charities.</p>
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<p>Session four</p>	<p>Empowering Performance: Feedback & Development for Charity Leaders Darren Cummins, People Partner, BHP</p> <p>In the charity sector, where impact matters more than profit, strong leadership is essential. This interactive 40-minute session equips leaders with practical tools to foster performance, deliver meaningful feedback, and build a culture of growth and trust. Whether you're leading volunteers or managing teams, you'll leave with actionable strategies to inspire development and drive positive change.</p>	<p>FRS 102/SORP introduction</p> <p>Laura Masheder, Partner and Head of Charities & Not for Profit and Rachel Heath, Director, BHP</p> <p>This presentation provides an introductory overview of the upcoming changes to the Charities SORP following the periodic review of FRS 102 and the public consultation held earlier this year.</p> <p>The revised SORP is being updated to align with the new FRS 102 requirements. These include significant changes to lease accounting and revenue recognition, which will affect how charities present their financial position and performance. In addition to these mandatory updates, the SORP-making body has proposed improvements to enhance clarity, proportionality, and transparency—such as the introduction of a three-tier reporting framework, greater emphasis on impact and sustainability reporting, and clearer guidance on reserves and going concern.</p>	<p>Beyond the Box: Recruiting Trustees for Stronger, Smarter Boards</p> <p>Paula Barber, Managing Director, Hamilton Barber Recruitment</p> <p>A charity is only as strong as its board. Too often, recruitment relies on familiar networks, leaving gaps in skills, perspective, and engagement. This session shows how to think beyond the box—finding trustees with the right mix of skills, values, and experience to bring fresh perspectives, drive innovation, and strengthen your board's impact.</p>
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Session five	<p>Employee benefits</p> <p>Kyle Newton, Employment Taxes Partner and Chloe Hughes, Payroll Director, BHP</p> <p>This session will provide an update on HMRC's activity concerning the National Minimum Wage, outline the related risks, and address the management of tax risks linked to employment status, IR35, and off-payroll working.</p>	<p>Tax update and thoughts on what the Autumn Budget might hold</p> <p>Chris Humphreys, Tax Partner, BHP</p> <p>The upcoming Autumn Budget 2025 is highly anticipated within the charity sector, as it is likely to address both financial and regulatory challenges that charities currently face. This presentation will see Chris polish his crystal ball and set out his thoughts on potential announcements, providing analysis of the risk and opportunities ahead.</p>	<p>Collaboration</p> <p>Ben Andrews, Head of Business Development, Family Fund</p> <p>In a changing and competitive funding landscape, collaboration between larger and smaller charities can unlock new ways to thrive. This session, led by Family Fund, will explore how bigger organisations can work alongside smaller charities to share expertise, reduce duplication, and create greater impact for the communities they serve. Drawing on real examples of partnership, the session will challenge the idea of competition as inevitable, instead highlighting how strength and innovation emerge when organisations of all sizes work together towards a shared charitable purpose.</p>
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