Prepared 03.09.26
by Dr Susie Davies, CEO

End of Year Charity Commission Report 2026

1. PAPAYA
REGISTERED CHARITY NO 1183194
15 Hope Square,
Clifton,
Bristol,
BS8 4LX

Trustees and Governance
Papaya is governed by a Board of Trustees who are responsible for overseeing the strategic direction, legal compliance, and effective management of the charity. The trustees ensure that Papaya operates in accordance with its governing document, fulfils its charitable objectives, and maintains high standards of governance, safeguarding, and financial oversight.
Chair of Trustees: Alice Bond
Trustees: Raj Gandhi, Joe Ryrie, and Joe Crow

The Board meets regularly throughout the year to review performance, monitor risk, approve policies, and ensure the charity continues to provide measurable public benefit. Trustees bring a wide range of experience across education, digital wellbeing, safeguarding, governance, and community engagement, ensuring robust oversight and strong leadership.

Bank Details
PAPAYA HSBC 21630253 40-14-09



2.Structure, Governance and Management

How Trustees Are Appointed

Papaya is governed by a Board of Trustees who are appointed in accordance with the charites governing document. New trustees are selected based on the skills and experience required to support the charities strategic aims, with due regard for diversity, safeguarding responsibilities and Charity Commission guidelines. Prospective trustees are interviewed by the Chair and at least one additional trustee, after which formal approval is made by the full Board. All trustees complete conflict of interest declarations upon appointment and annually thereafter, and must agree to comply with the charities Trustee Code of Conduct, Conflicts of Interest Policy, and Serious Incident Reporting Policy.

Policies & Procedures for Induction and Training

Papaya has a structured induction process for all new trustees and staff, ensuring they fully understand the charities work, legal obligations, and operational procedures. Induction includes: safeguarding training, review of the charity's core policies (including the Serious Incident Reporting Policy, Risk Management Policy, Trustee Expenses Policy, Conflicts of Interest Policy, Social Media Policy, Bullying and Harassment Policy, and External Speaker Engagement Policy), and guidance on financial oversight and Charity Commission reporting. Staff who work in schools complete mandatory training delivered by the CEO, including child safeguarding, professional conduct, and workshop delivery standards. All staff working in educational settings undergo Enhanced DBS checks. Full reference checks are obtained for all staff prior to engagement .

Management Structure

The charity operates under a clear governance and management structure. The Board of Trustees is responsible for strategic oversight, compliance, and ensuring the charity meets its objectives effectively and safely. Day-to-day operations are delegated to the CEO, who manages programme delivery, staff supervision, risk assessment, training, and safeguarding practices. The CEO reports to the Board at regular trustee meetings, providing updates on performance, risks, safeguarding incidents, policy compliance, and programme outcomes. Operational decisions are supported by policies covering staff conduct, external speakers, social media use, safeguarding, and risk management .

Risk Management Approach

Papaya maintains a proactive and systematic approach to identifying and managing risks. The Board reviews a comprehensive Risk Register quarterly, assessing operational, financial, reputational, and safeguarding risks. Risks are graded according to severity and likelihood, and mitigation measures are documented and monitored. The charity has formal policies and procedures in place—including the Internal Risk Management Policy, Serious Incident Reporting Policy, Safeguarding Procedures, and Cyber/Data Protection controls—to ensure that risks are recognised and addressed promptly. Staff working in schools are trained in risk awareness, safeguarding responses, and incident escalation, ensuring compliance with best practice and Charity Commission expectations.

Trustees



Alice Bond

Alice is an experienced community leader with extensive leadership experience. As Chair of Trustees at Papaya, she provides strategic leadership and supports the charity's work helping parents and young people navigate the digital age.



Raj Gandhi

Raj is a Partner at Ernst & Young with over 20 years' international experience, serving as a Papaya trustee and actively advocating for smartphone-free childhoods.



Joe Ryrie

Joe is the Co-founder and Director of Smartphone Free Childhood, a former branding consultancy founder, and a Papaya trustee dedicated to helping families delay digital device use through collective action.



Jo Crow

Jo is a higher education professional with nearly 20 years' experience as a Professor at the University of Bristol, serving as a Papaya trustee since 2024.

Staff



Dr Susie Davies, CEO

Dr Susie Davies, Founder and CEO, is an NHS GP with a special interest in adolescent mental health, as well as a keynote speaker and author of The Healthy Selfie: How to Like Yourself in the Digital Age. Susie has spent much of her clinical career listening to young people and seeing first-hand the growing pressures affecting their mental health, including anxiety, low mood, low self-esteem and relationship difficulties. It was this experience that led her to found Papaya in 2018.

Susie provides Papaya's strategic leadership and ensures that our work remains evidence-informed and grounded in children's health and wellbeing. Her clinical background is central to Papaya's preventative approach, bringing expertise in mental health, early intervention and the practical protective factors that support wellbeing, alongside an understanding of the rapidly changing digital environment in which children are growing up. Susie's work has also given Papaya a strong public voice. She regularly contributes to national media and policy discussions about children, smartphones, social media and mental health, helping to translate complex evidence into practical advice that parents, schools and young people can understand and act on.



Sally Harding,COO

Sally Harding, COO, has more than 20 years' experience in leadership, operations, people and programme management. Sally works closely with Susie to lead the day-to-day running of Papaya, to strengthen systems and processes, oversee programme delivery and support the organisation's growing team. Her operational and people-management expertise complements Susie's clinical and strategic leadership, helping Papaya to scale its work while maintaining quality, consistency and strong governance.

Workshop Facilitators

→ 10

Presenters

→ 60

3. Objectives and Activities

Charitable Purposes as Stated in the Governing Document

Papaya exists to advance the education, wellbeing, and personal development of children and young people through creative, educational, and supportive programmes delivered primarily in school settings. The charity's purposes include providing high-quality workshops and learning experiences, promoting emotional resilience, supporting positive mental health, and enabling young people to develop essential life skills. All activities carried out by the charity are directly aligned with these charitable aims and are delivered in accordance with the principles of safeguarding, inclusion, equality, and public benefit.

Key Activities Carried Out During the Year

During the year, Papaya delivered a range of educational workshops, school-based programmes, and youth-focused activities designed to support young people's learning and wellbeing. These included structured creative workshops, resilience-building sessions, personal development activities, and targeted support for vulnerable pupils. Staff delivering these sessions received appropriate training from the CEO and operated under robust safeguarding, social media, risk management, and conduct policies.

The charity also undertook community engagement work, developed new educational resources, strengthened partnerships with schools, and provided continuous professional development to staff and volunteers. All staff working in schools held Enhanced DBS checks (with Barred Lists, where eligible), and references were obtained for every employee. The management team ensured full compliance with Papaya's internal policies, including Serious Incident Reporting, Bullying and Harassment, Conflicts of Interest, External Speaker Engagement, and Trustee Expenses procedures.

Public Benefit Statement

The trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit. All programmes delivered by Papaya are designed to provide clear public benefit by supporting the education, wellbeing, and personal development of children and young people, particularly those who may be vulnerable or at risk of disadvantage. The charity ensures that its activities are accessible, inclusive, and responsive to community needs, and that its resources are used effectively to maximise impact. The trustees regularly review the charity's activities and outcomes to ensure that Papaya continues to deliver meaningful, measurable, and legally compliant public benefit throughout the year.

Schools Workshops and Parent Talks

KS2 Workshop 'Me and My Screen'

Our interactive Me and My Screen workshop helps KS2 students critically evaluate their technology use and its impact on themselves and society. Designed to engage young people, it can be delivered to up to four classes of 30 students each. The workshop has received excellent feedback from both staff and students.

KS2 Workhop ' Me and My Self Esteem'

An honest, collaborative exploration of how online spaces and digital devices shape the way children view themselves and the world around them. The workshop equips children with practical safeguards against cyberbullying, alongside strategies to build confidence, resilience, and healthy self-worth. This is a new workshop for the 2026 accademic year.

KS2 Parent Talk 'The Tech Talk'

This session, Let's Talk About Our Kids & Their Tech, offers parents and carers clear, research-backed insights and practical strategies for managing children's mental health and tech use. It covers the impact of smartphones and social media, helping families set healthy boundaries and make informed choices. The session is non-judgmental, open for honest discussion, and for adults only.

KS1 Parent Talk 'Balancing Screens'

This new talk explores the importance of play in childhood development and the impact that excessive screen use can have on children's experiences, growth, and wellbeing. It offers practical solutions for parents and carers on how to encourage more play at home and create a healthy balance with technology for the whole family.

KS3 ' The Healthy Selfie'

Parenting teenagers in the digital age can feel overwhelming, and the introduction of the social media ban raises big questions for many families—especially when children already have access to social media. This talk equips parents with practical, evidence-based strategies to understand the reasons behind the ban, navigate its implementation at home, support teenagers to step away from social media, and build healthier digital habits that strengthen real-world self-worth and wellbeing.

Papaya CPD Programme and KS3 workhops

We are launching a new 3 part teacher cpd programme and KS3 RSE workshops. This will equip teachers with the skills they need to deliver the new RSE with undestanding, confidence and the resources they need for thought provoking and impactful lessons.







4.Achievements and Performance

A year of remarkable growth

Over the past year, Papaya has continued to grow its reach and impact significantly. Having reached more than 16,200 children between September 2024 and September 2025, we have now reached over 31,000 children — almost doubling our impact in just one year. We have also delivered 228 parent talks, a 69% increase on the previous year, helping parents and carers feel better informed and supported as they navigate the challenges of raising children in an increasingly digital world.

Our programmes continue to receive excellent feedback. Parent talks achieved an average rating of 9.7 out of 10, while school leaders rated our workshops 9.3 out of 10. We are also delighted by the growing number of schools choosing to rebook our workshops, reflecting both the quality of our programmes and the increasing demand for practical, preventative education around children, technology and wellbeing.

This growth demonstrates both the scale of the need and the strength of Papaya's model. We have shown that we can rapidly expand our reach while maintaining high-quality delivery and excellent feedback.

Key Outcome and Statistics

From September 2025 to September 2026, we spoke to over 31,000 children, almost double last years total. We also delivered 228 parent talks, as well as teacher training, corperate workshops and media interviews.

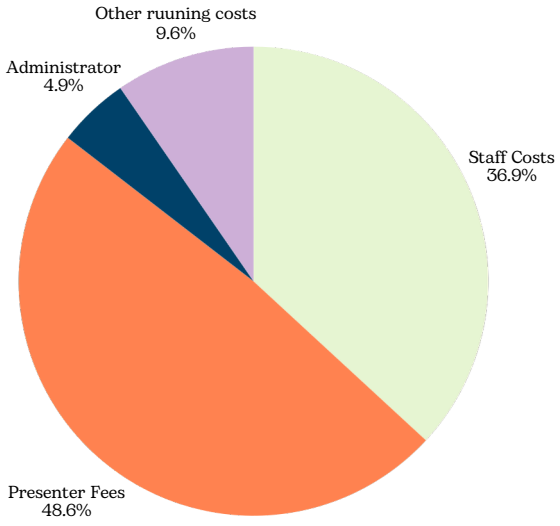


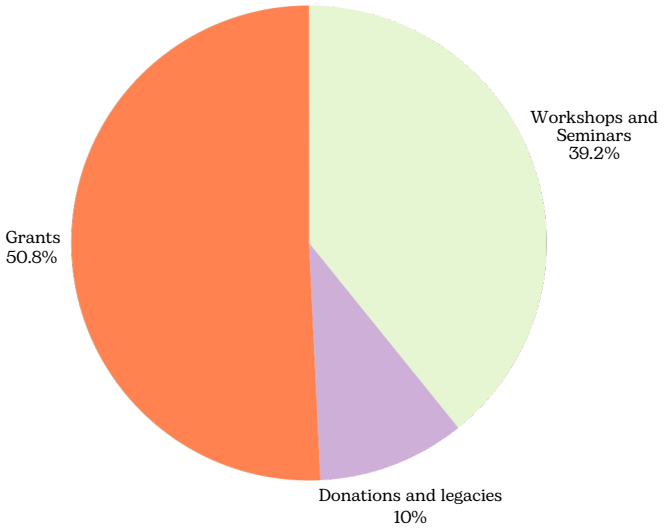
5. Financial Review

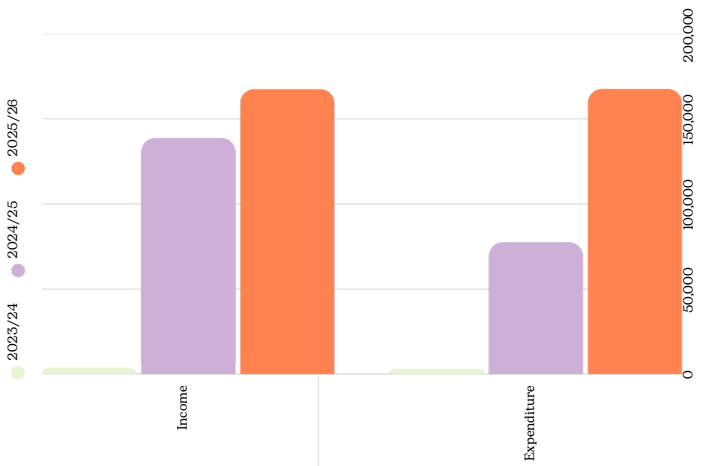
Overview of Income and Expenditure

Expenditure	£
Staff costs	61,771
Presenters fees	81,459
Administration costs	8,249
Other running costs	16,085
	167,564

Income	£
Grants	85,000
Workshops and seminars	65,637
Donations and legacies	16,812
	167,449







5. Financial Review

Financial Transparency

Income

Total income increased from £138,337 in 2024/25 to £167,449 in 2025/26, an increase of £29,112 (21%).

In 2024/25, the largest source of income was Trust funding at £84,800, alongside £34,006 from schools and £19,571 in donations. In 2025/26, income was more diversified, with £85,000 in grants, £65,637 from workshops and seminars, and £16,812 from donations and legacies.

The substantial increase in workshop and seminar income reflects the significant expansion in reach during the year. The number of children attending workshops approximately doubled, from around 16,000 to 31,000 children. There was also an increase in the number of parent talks, contributing to the growth in earned income and demonstrating the increased demand for the organisation's work.

Expenditure

Expenditure increased from £83,486 in 2024/25 to £167,564 in 2025/26, an increase of £84,078. This substantial increase is largely a result of the organisation moving from a period of limited staffing and activity into a full year of expanded operations.

In 2024/25, staff costs were £35,495, with paid staff employed for only part of the year, from February to August. In 2025/26, the organisation incurred the full-year costs of the CEO and COO, reflecting the increased scale and complexity of the organisation and the need for stronger leadership and operational capacity. There was also a growing need for additional administrative support.

Presenter fees increased from £44,015 to £81,459, directly reflecting the substantial increase in the number of workshops and talks delivered. This expenditure therefore represents a key cost associated with the organisation's increased reach, with twice as many children benefiting from the programme.

The organisation also incurred additional costs associated with its growth and development, including the expansion of the booking system, marketing and production of a film, and increased fundraising activity. These are important investments in the organisation's infrastructure, visibility and future sustainability.





5. Financial Review

Financial Transparency

Overall position

The 2025/26 accounts show income of £167,449 against expenditure of £167,564, giving a small reported deficit of £115. This compares with a surplus of £54,851 in 2024/25.

The reduction in surplus should be viewed in the context of the organisation's considerable expansion during 2025/26. The year saw a doubling of children reached through workshops, an increase in parent talks, a full year of senior leadership staffing, additional administrative requirements and investment in systems, marketing and fundraising.

Overall, the organisation has moved from a relatively small operating base in 2024/25 to a significantly larger level of activity in 2025/26. The near break-even position demonstrates that the organisation has been able to support this substantial expansion while keeping expenditure broadly in line with income, providing a strong foundation for continued growth.

Reserves Policy

Papaya recognises the importance of maintaining appropriate financial reserves to ensure stability, continuity of services, and protection against unforeseen financial challenges. This Reserves Policy sets out the level of reserves the charity aims to hold, why these reserves are needed, and how they will be monitored and managed.



6. Plans for the Future

In the coming year, Papaya aims to expand its impact by increasing the number of school workshops delivered to 35 per month during term time, broadening the reach and depth of its parent talks, and strengthening community engagement. We are also launching a nation wide CPD programme for teachers. A key priority is to deepen partnerships with local charities and organisations, ordinary magic, Coventry Educational Psycholagists, and Smartphone Free Childhood, enabling Papaya to reach more families, educators, and young people across different regions.

We are also rolling out a host of new workshops and talks.



In addition, Papaya will continue to strengthen governance by implementing regular trustee training, reviewing all organisational policies annually, and enhancing data protection and digital security procedures. Financial sustainability will remain a core priority, including maintaining our target of holding four months of unrestricted reserves and seeking further grant funding to ensure long-term stability. The trustees remain committed to delivering clear public benefit and ensuring Papaya grows responsibly and effectively.

7. Funds & Accounting Notes

Papaya operates a straightforward financial structure with no subsidiaries, investment portfolios, endowment funds, or complex financial instruments. Income and expenditure are recognised on a receipts and payment basis.

Unrestricted cash funds represent Papaya's general operating income and are used to support the core delivery of workshops, staff training, safeguarding compliance, and organisational development. Restricted cash funds, where received, are managed separately and spent strictly in accordance with the conditions set by donors or funders.

The trustees monitor cash flow closely throughout the year and ensure that financial decisions align with the charity's reserves policy, which requires maintaining a minimum of four months' operational expenditure in unrestricted cash reserves to safeguard Papaya's continued delivery and stability.

Investment Policy

Papaya is committed to responsible financial management and to ensuring that the charity's funds are used solely to further its charitable objectives. The charity does not engage in financial investment activity and does not hold any investment products, shares, managed funds, or long-term financial instruments. This policy outlines the charity's position regarding investments and the principles that guide our financial stewardship.

Independent examiner's report

To the trustees of

PAPAYA (Parents Against Phone Addiction in Young Adolescents)

I report to the trustees on my examination of the accounts of PAPAYA (Parents Against Phone Addiction in Young Adolescents) (the charity) for the year ended 1 September 2026, which are set out on the following four pages.

Respective responsibilities of trustees and examiner

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(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 giving me cause to believe that in any material respect:

(1) accounting records were not kept in respect of the charity as required by section 130 of the Act; or (2) the accounts do not accord with those records.

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



Date: 9 September 2026

Chris Clarke ACA

Member of the Institute of Chartered Accountants in England and Wales
12 Red Lion Mews
Odiham
RG29 1HP

PAPAYA (Parents Against Phone Addiction in Young Adolescents)

Receipts and payments account

For the year ended 1 September 2026

	Restricted	Unrestricted	2026 Total	2025
	£	£	£	£
Receipts				
Grants	20,000	65,000	85,000	84,800
Workshops and seminars	-	65,637	65,637	34,006
Donations and legacies	-	16,812	16,812	19,571
Total receipts	**20,000**	**147,449**	**167,449**	**138,377**
Payments				
Staff Costs	24,505	37,266	61,771	25,495
Presenter fees	8,550	72,909	81,459	44,015
General expenses				
Administrator	-	8,249	8,249	1,440
Other running costs	-	16,085	16,085	2,536
Total payments	**33,055**	**134,509**	**167,564**	**73,486**
Net receipts / (payments)	**(13,055)**	**12,940**	**(115)**	**64,891**
Cash funds at 1 September 2025	24,505	42,116	66,621	1,730
Cash funds at 1 September 2026	**11,450**	**55,056**	**66,506**	**66,621**

The notes form part of these accounts.

PAPAYA (Parents Against Phone Addiction in Young Adolescents)

Statement of assets and liabilities

As at 1 September 2026

	2026	2025
	£	£
Cash funds		
Cash at bank and in hand	66,506	66,621
Total cash funds	**66,506**	**66,621**
Other monetary assets		
Debtors (note 3)	6,581	-
Total assets	**73,087**	**66,621**
Liabilities		
Creditors (note 4)	3,749	-
Net assets	**69,338**	**66,621**
Represented by:		
Restricted funds (note 5)	11,450	24,505
Unrestricted funds		
General funds, debtors less creditors	57,888	42,116
Total funds	**69,338**	**66,621**

The notes form part of these accounts.

Approved by the trustees on 20.09.2026 and signed on their behalf by

Alice Bond

Chair

Alice Bond, Chair of Trustees

PAPAYA (Parents Against Phone Addiction in Young Adolescents)

Notes to the accounts

For theyearended1September2026

1. Accounting policies

Basis of preparation

The accounts have been prepared on a receipts and payments basis in accordance with section 133 of the Charities Act 2011 and the Charities (Accounts and Reports) Regulations 2008. This is not a basis of accounting recognised under generally accepted accounting practice and does not purport to give a 'true and fair view' of the charity's financial position in the sense required of accruals accounts; rather, it summarises the cash received and paid by the charity during the year.

Fund accounting

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes of the charity without further specified purpose, and are available as general funds.

Restricted funds are funds subject to specific conditions imposed by the donor or funder, or arising from the terms of an appeal. Expenditure which meets these conditions is charged to the relevant restricted fund.

Incoming resources

Receipts are recognised only when cash is received by the charity.

Resources expended

Payments are recognised only when cash is paid by the charity. Expenditure includes any VAT which cannot be recovered.

Fixed assets

The charity did not hold any fixed assets at the start or end of the year. Any equipment purchased in the year is written off in full as expenditure at the point of payment, consistent with the receipts and payments basis.

2. Related party transactions

No trustee received any remuneration or reimbursement of expenses during the year (2025: none). Trustee Joe Ryrie is Co-founder and Director of Smartphone Free Childhood, an organisation the charity has an informal working relationship with in pursuit of its charitable objects. No financial transactions took place between the charity and Smartphone Free Childhood during the year (2025: none).

Key management personnel of the charity comprise the Chief Executive Officer, Dr Susie Davies (the charity's founder), and the Chief Operating Officer, Sally Harding. Total remuneration paid to key management personnel during the year, including gross salary, employer's National Insurance and employer pension contributions, was £60,762 (2025: not separately disclosed).

3. Debtors

Debtors of £6,581 (2025: £nil) comprise amounts invoiced for school and corporate workshop delivery in the year but not received by 1 September 2026. As these accounts are prepared on a receipts and payments basis, this amount is not included within receipts for the year and will be recognised when the cash is received.

4. Creditors

Creditors of £3,748.84 (2025: £nil) comprise £2,548.84 of PAYE and National Insurance payable to HMRC for July and August 2026 (paid quarterly in arrears) and £1,200.00 of presenter fees payable for delivery in August 2026. As these accounts are prepared on a receipts and payments basis, these amounts are not included within payments for the year and will be recognised when the cash is paid.

5. Restricted funds

The restricted funds balance of £11,450 (2025: £24,505) comprises £3,050 held for the Nisbet Trust grant (Bristol) and £8,400 held for the Rothschild Foundation grant (Buckinghamshire). Expenditure has been allocated to each fund using the charity's policy of £200 per full day and £150 per half day of programme delivery attributable to that fund's purpose, following receipt of each grant: £6,950 for Bristol and £1,600 for Buckinghamshire. The £24,505 balance brought forward from 2024-25 was fully applied to staff costs during the year.