Charity Name

- British Association of Mindfulness-Based Approaches (BAMBA)

Charity number

- 1211302

Reporting period

- 01.01.25 to 31.12.25

Registered address

- International House, 109 – 111 Fulham Palace Road, London. W6 8JA

Trustees

- Chair Sophie Sansom
- Jeremy Shackleford
- Chikanyo Okorafor
- Peter Anthem
- Mari Thorman

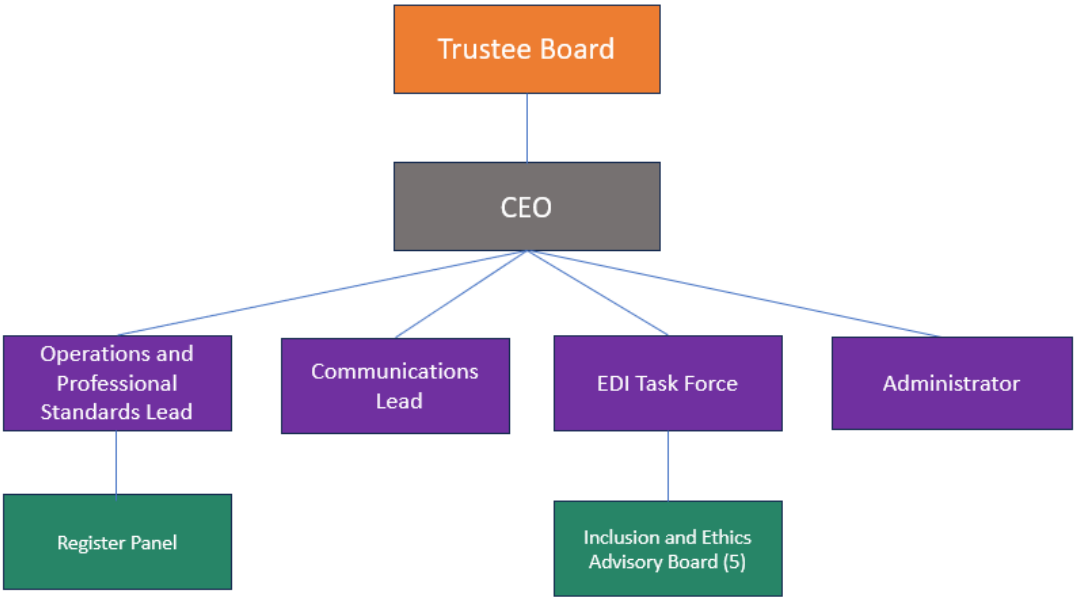
Trustee Chair overview from Dr Sophie Sansom

2025 marked BAMBA's first full year operating as a registered charity. Throughout the year we focused on strengthening governance, supporting our members and affiliate organisations, maintaining professional standards, and expanding our contribution to a safe, ethical and inclusive mindfulness sector. We are grateful to our volunteers, advisory board members, affiliate organisations, teachers and wider community whose support enables BAMBA to fulfil its charitable objectives.

The following report outlines our charity structure for 2025, governance framework, the Trustee recruitment and hiring and succession process and how, as an organisation we have met our objectives via various activities.

It has been a financially stable year for the organisation; we have seen growth in our affiliate organisation members and teachers register. We are excited to look forward to 2026/ 2027 activity as we continue to strengthen the organisation whilst delivering for our members, communities and society at large through our charitable aims and objectives.

Charity structure



Governance and Structure

- The British Association of Mindfulness-Based Approaches (BAMBA) is a Charitable Incorporated Organisation (CIO) registered in England and governed by its constitution. As a CIO, BAMBA is an incorporated charity with its own legal identity, enabling it to enter into contracts, hold assets, and limit the personal liability of its members.
- The charity is governed by a Board of Trustees, which is responsible for the overall management, strategic direction, and governance of the organisation. Trustees are required to act in good faith to further BAMBA's charitable purposes and to exercise appropriate care, skill, and diligence in carrying out their responsibilities. The Board may comprise up to eight trustees, with a minimum of four trustees required at all times. Trustees meet regularly throughout the year and may establish committees to support the effective delivery of BAMBA's work. The constitution also includes clear provisions relating to conflicts of interest, trustee conduct, financial controls, and accountability.
- BAMBA has a membership structure comprising Trustees, Individual Members, Affiliate Organisations, and Executive Board Members. Members exercise democratic oversight through Annual General Meetings and have key constitutional powers, including the election of trustees.

Trustee Recruitment, Appointment and Succession

- Trustee appointments are made through an open and transparent process designed to ensure that the Board maintains an appropriate balance of skills, experience and perspectives. Vacancies may arise through retirement, resignation, completion of term limits, or the need to strengthen areas of expertise.
- Under BAMBA's constitution, trustees may be elected by the membership at the Annual General Meeting. Where vacancies arise between Annual General Meetings, the existing Board may appoint a trustee to serve until the next AGM, at which point the appointment is subject to member oversight. All trustees must be eligible to serve under charity law, be at least 18 years old, and formally accept the responsibilities of trusteeship before taking office.
- The constitution provides for structured succession planning. Chair and Vice-Chair appointments are normally made for terms of up to two years, with limited extensions available. Trustees may move between board officer roles, supporting continuity of leadership while maintaining regular renewal. Trustees may serve for a maximum of six consecutive years and up to three trustee posts before stepping down, after which they may only be reappointed following a three-year break in service.
- To support effective induction and governance, all newly appointed trustees receive a copy of the constitution together with the charity's latest annual report and accounts, ensuring they understand their legal duties and the strategic priorities of the organisation from the outset. All appointed Trustees are required to complete a conflict-of-interest document which is held on file and reviewed annually by the CEO.
- This governance framework helps BAMBA maintain strong oversight, accountability, and continuity while ensuring that trustees are appointed through fair and transparent processes that support the charity's long-term sustainability.
- Trustees serve on a voluntary basis and receive no remuneration for their duties as trustees. During 2025, there was no requirement to pay any Trustee expenses (in accordance with BAMBA policy and the provisions of the constitution).

Meeting our Objectives – BAMBA Activities 01.01.25 to 31.12.25

Governance and Organisational Development

- Throughout 2025, the organisation has made significant progress on strengthening BAMBA's governance framework and infrastructure, including:
  - Adoption of the updated CIO constitution in December 2024 and subsequent implementation during 2025.
  - Review and development of governance policies and procedures which are all now in place.
  - Consideration of trustee succession, board structure and role progression.
  - Work on trustee expenses and financial controls, including a formal expenses policy and conflict of interest process.
  - Ongoing attention to Charity Commission reporting and regulatory compliance.
  - Trustees met at board meetings with the CEO eleven times between 01.01.25 and 31.12.25.
  - Trustees & CEO met with Advisory Board and Register Panel throughout 2025
  - AGM for all members was held in July 2025 as a full day event – online / live
  - Number of registered teachers as at 31.12.25 - 440
  - Number of affiliates organisations as at 31.12.25 - 18
  - Number of CPD events delivered in 2025 – 14

Strengthening Accreditation and Professional Standards

- A substantial area of BAMBAs work has focused on the organisation's role as the professional body and register for mindfulness practitioners, including:
  - Maintaining accreditation and listing standards.
  - Widening access to the professional teachers register
  - Supporting registered teachers and practitioners in maintaining professional standards.
  - Developing onboarding and information materials for new members.
  - Producing a new Members Information Pack for graduates and newly trained teachers entering the profession via a quality assessed affiliate training organisation.
  - Strengthening communication about BAMBA's standards framework and membership benefits.
  - The Equity, Diversity and Inclusion Advisory Board was formed in July 2025 in support of strengthening the organisations focus and direction towards

creating an inclusive mindfulness and contemplative field approach to teaching training and supervision whilst connecting deeply to the diverse needs of the communities and broader societies BAMBA and its members serve.

Partnerships and Sector Engagement

- We have been working closely with training organisations and affiliates throughout the year, including:
  - Collaboration with teacher training organisations through twice yearly meetings and AGM, holding space for affiliate led CPD events for teachers and the wider field.
  - Development of affiliate relationships through the sharing of resources, newsletters and promotion of training programmes, retreats and workshops.
  - Creating compelling communication to increase understanding of BAMBA's accreditation pathways.
  - Building awareness of the BAMBA Register and its role in promoting safe, ethical and inclusive practice via quality assessed training organisations and recognised training pathways.
  - Onboarding new training organisations and expanding our reach
  - Deepening relationships with partners such as the National Health Service (NHS) and the Mindfulness Initiative (MI).

Communications and Member Engagement

- We have delivered many significant communications to the field, including:
  - Production of member newsletters.
  - Production of affiliate resource newsletter
  - Promotion of BAMBA's values of caring, integrity, openness, inclusivity and responsiveness.
  - Sharing updates regarding standards, governance and organisational developments.
  - Event follow up and sharing of CPD materials and resources
  - Holding networking events, focus groups and insight gathering sessions

Delivering for Public Benefit

- We have met our objectives during this period by:
  - Promoting safe and evidence-informed mindfulness teaching, training and supervision.

- Supporting quality, ethics and professional standards for mindfulness practitioners via our affiliate organisation members and register of teachers.
- Providing increasing public assurance through accreditation and registration and ensuring robust processes are in place for new and renewal teacher applications to our public register.
- Educating the public and stakeholders about mindfulness and professional standards through open live information sessions, attending external events, staying active on social media and sharing information via various public communication platforms
- Collaborating with organisations involved in mindfulness education, training, supervision and practice.

Financial sustainability and organisational resilience.

- The organisation generated income of c£64k during this period, of which c£19k of these funds were won via a *National Lottery - Awards For All* grant that allows our EDI work and ambitions to continue into 2027.
- The majority (c£45k) income came from membership fees, affiliate organisation renewal membership fees and BAMBA ticketed CPD events.
- Year on year membership and renewals evidence a small increase in volume, thus impacting positively on organisational income.
- Trustee positions remained stable throughout 2025 and into 2026. As part of BAMBA's succession planning arrangements, trustee and officer appointments will be reviewed during 2026 in accordance with the terms set out in the constitution
- The addition of a volunteer EDI advisory board is proving effective in its early stages and is contributing well to BAMBAs overall organisational aims and objectives.
- BAMBA does not hold funds as a custodian trustee as at 31.12.25
- The trustees recognise the importance of maintaining appropriate reserves. As a newly established charity, BAMBA has not yet adopted a formal reserves policy. This will be reviewed during 2026 as part of the organisation's ongoing financial development.

Looking ahead 2026 – 2028

As we look ahead into 2026 / 27, we have already made a start on strengthen the connection between the mindfulness field and the professionalisation of teachers. We are focused on:

- Continuing to build strong foundations of ‘professional standards’ and reviewing the position of our good practice guidelines.
- Developing good practice guidelines across various populations (EDI, neurodiversity, trainers, supervisors)
- Elevating professional standards via compelling story telling, messaging, communication campaigns, case studies.
- Educating the public on the importance of safe, ethical and inclusive mindfulness and contemplative teaching, training and supervision.
- Working collaboratively with our affiliate organisations, members and professional partners to activate sustainable long-term change and innovate the field in support of wider human wellbeing and flourishing.
- Continuing our important work on the implementation of our inclusivity strategy whilst shifting to a position of long-term culture change around EDI and integration into BAMBA work, projects, values and purpose.
- Strengthen affiliate engagement through consistent communication, talking and meeting spaces, events and collaborative continuous improvement
- Continued review of our internal governance framework, trustee succession planning and recruitment of values led capable staff
- Building of organisational resilience and reserves.