

### QUEEN'S Commonwealth Trust



Impact Report 2022/23

### **YVP** Intake 2



Bukola Bolarinwa Haima Health Initiative Nigeria



Felix Manyogote TAYEP Tanzania



Sarah Boateng IGEA Enterprise Ghana



Safaath Ahmed Women & Democracy Maldives



Lesego Ndhlovu Marotholi Outreach South Africa



Maya Nanan Siblings and Friends Network Trinidad and Tobago



Keithlin Caroo Helen's Daughters St Lucia



Brad Gudger Alike United Kingdom



Michael Omoniyi The Common Sense Network United Kingdom

## YVP Intake 1



Madelle Kangha Jumpstart Academy Africa Cameroon



Hassan Mujtaba Zaidi **Discovering New Artists** Pakistan



Adam Boxer WSV Kenya



Douglas Mwangi Oasis Mathare Kenya



Jubilanté Cutting Guyana Animation Network Guyana



**Edward Yee Givfunds Social Ventures** India



Temwa Chirembo and Modester Mangilani Ukani Malawi Malawi



**Erick Venant** Roll Back Antimicrobial Resistance Initiative Tanzania



Daniel Misaki IYAN



Carol Odera WISE Kenya



Mwayi Kampesi Planet Green Africa Malawi



Nick Laing OneDay Health Uganda



Benjamin Rukwengye **Boundless Minds** Uganda



Edem Ossai MAYEIN Nigeria



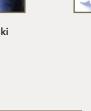
Stephen Katende Kisoboka Africa Uganda



Jean Michel Habineza iDebate Rwanda Rwanda



Jean d'Amour Mutoni Acts of Gratitude Rwanda







•• On our own we cannot end wars or wipe out injustice, but the cumulative impact of thousands of small acts of goodness can be bigger than we imagine. **??** 

Our late patron, Her Majesty Queen Elizabeth II

## Report Structure: Outcomes

This report is structured according to the four outcomes we seek to achieve through our work. Namely, that the youth-led social impact ventures we support:

- Are able to tackle more challenges in their communities, in the most effective way.
- Become more resilient and sustainable.
- Are more financially sustainable and therefore more credible in the eyes of other funders.
- Have young leaders at the helm who have increased capability, confidence and credibility to implement positive social change.

It is also important that our work contributes to the United Nations' (UN's) Sustainable Development Goals, so we will indicate which Goals the organisations we support are working towards.

## Our Language

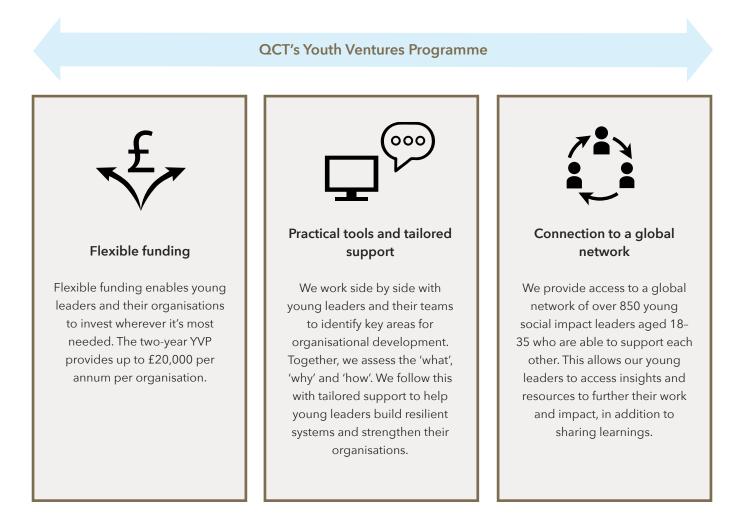
- Youth Ventures Programme (YVP): This is our signature two-year programme. It provides young leaders and their social impact organisations with three key elements: flexible funding; practical tools and tailored support; and access to a vibrant network of over 850 young leaders aged 18-35 who are able to support each other and access insights and resources to further their work and impact. We sometimes refer to YVP leaders and YVP organisations, meaning the young leaders and their social impact organisations respectively.
- **YVP intake 1:** This is the first YVP intake, which consisted of 11 young leaders and their organisations and ran from March 2020 to March 2022. All the young leaders and organisations were from Sub-Saharan Africa.
- **YVP intake 2:** This is the second YVP intake, comprising 15 young leaders and their organisations. They joined in March 2022, and started a second year on the programme in April 2023.
- **Self-generated income:** This means funds that are internally generated or earned by the youth-led organisation. This could be through, for example, the provision of paid goods or services.
- **QCT Network:** This refers to our Network, which is a community of over 850 mission-aligned changemakers (aged 18-35) who are spurring positive social change across the Commonwealth.

## Introduction

The Commonwealth is a global family of 56 countries, home to 2.5 billion people, of which 60% are under the age of 35. And we have seen first-hand how young people have the energy, optimism and local insight to create practical, positive impact in their communities.

With the right support, these young people can effect real and lasting change. So, at the Queen's Commonwealth Trust (QCT), we support young social impact leaders across the Commonwealth to create a positive difference in their communities.

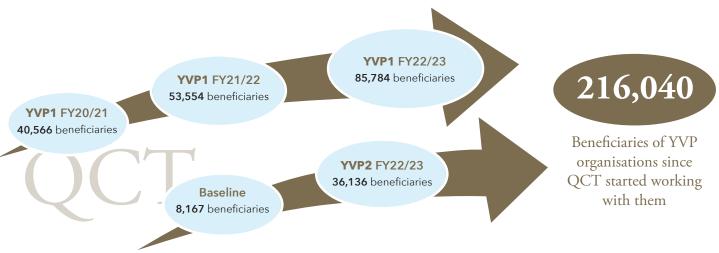
We have seen how, although these young leaders are the most affected by present and future challenges and have solutions that truly work, they often struggle to access funding to scale up, improve programming and create a wider reach. With this in mind, we envision a world where young leaders have the skills and resources they need to create change. And that's why we provide their organisations with flexible funding, practical tools and tailored support, and a vibrant network of young leaders – with the ultimate goal of helping them transform their communities. Their collective potential is enormous, and QCT is here to support it.



## **Executive Summary**

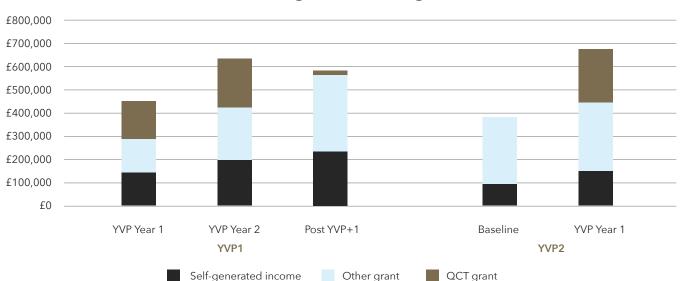
This Impact Report focuses mainly on our two YVP intakes. The second intake consists of the 15 organisations we have worked with during the year ending 31 March 2023 and who, at the time of writing, we are continuing to support. The first intake consisted of 11 organisations that we worked with from March 2020 to March 2022, and evidences the longer-term impact of our work. Across the portfolios, we have observed the following.

• **Programmatic impact:** The substantial increase in the number of beneficiaries reached by both intakes of the YVP clearly demonstrates the positive impact of the programme. This increase is sustained even after the young leaders graduate from the programme, as shown here.



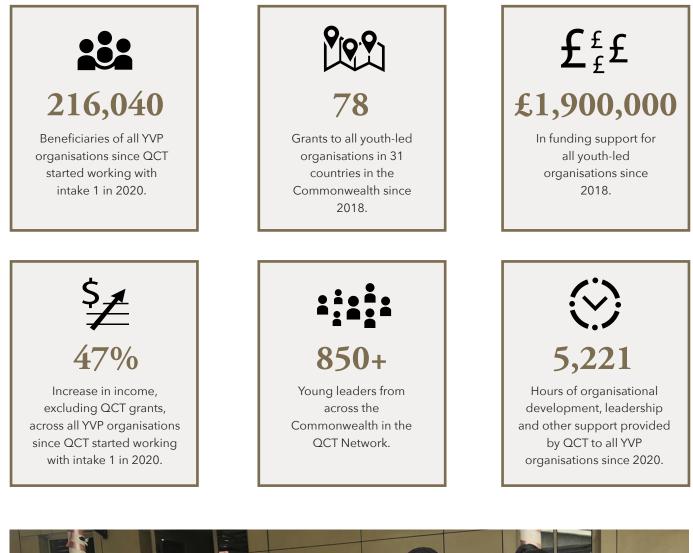
#### Beneficiaries of YVP organisations since QCT started working with them

• **Organisational strengthening:** The YVP organisations have undertaken rigorous self-assessment activities, and fed back that they have significantly improved their systems and processes as a result of QCT's support. This has resulted in increased income generated by the organisations and raised from other funders.



#### Income growth for YVP organisations

We are proud to share the following key highlights from our achievements so far.





**"** QCT's approach to supporting young leaders – not only through funding but also through organisational and leadership development – has been paramount to our growth in the last two years. **?** 

Keithlin Caroo, current QCT YVP leader and founder of Helen's Daughters



## How we create impact

Our work unlocks potential. Whether through funding and increased investment, or financial and organisational stability, we're proud to have a direct positive impact on communities right across the Commonwealth. Our approach is informed by the young leaders themselves, who receive the following:

- **Financial support:** We support organisations at a tipping point, providing young leaders with financial headroom to grow their organisations and attract other funders thereby acting as a catalyst for sustained growth and impact.
- **Practical tools and support:** We support young leaders in a focused and tailored way to build their organisational systems and processes, increasing resilience and sustainability and ultimately creating more value for the communities they serve.
- Long-term perspective: When working with youth-led organisations, we take a long-term view, investing in ongoing relationships with young leaders, and supporting the growth of holistic organisations that will flourish well into the future.
- **Trusted partners:** Our QCT staff members act as trusted partners for our YVP leaders, helping to create a space for honest, challenging and supportive discussions around any issues of concern for the young leaders.
- Access to the QCT Network: We have built a network of truly exceptional young leaders that have been subject to due diligence. We know there is a lot of demand to be part of the QCT Network, as, last year alone, we considered over 1,500 applications to join.

### Youth-led organisations better address the challenges in their communities.

#### **Boosting beneficiaries**

At QCT, we help youth-led organisations have more impact - and we have seen first-hand the tangible results brought about by our support.

This year alone, we have enabled the 15 YVP organisations to reach over 36,000 beneficiaries. That is four times as many as the baseline. And, even after graduating from YVP, organisations continue to have greater reach – for the 11 organisations in the first YVP intake, their beneficiaries went from 40,566 in the first year to 53,554 and then, after graduating from the programme, 85,784.

## YVP Organisation Spotlight



## Tanzania Young Eco Protection (TAYEP) – YVP intake 2

Supporting TAYEP to increase access to clean water in Tanzania, contributing to UN Sustainable Development Goal 3: Good health and wellbeing

#### Problem

While working in Tanzania, Dr Felix Manyogote witnessed how waterborne diseases caused by poor sanitation were the greatest barrier to children accessing education – and the most common reason for child mortality. He founded TAYEP to improve water sanitation and hygiene in schools, primarily through foot-pedal-operated hand-washing stations and workshops to increase education around sanitation. However, he lacked the tools, organisational structure and funding to grow TAYEP and have wider reach.

#### Solution

QCT supported TAYEP through funding, while also providing advice and consultancy to build the capacity of the organisation.

#### Impact of QCT's support

Through QCT's support, TAYEP has achieved substantial growth and significantly increased uptake of their services reach. In their first YVP year, they distributed 120 hand-washing stations, compared to 40 in the year before they joined the programme. They conducted workshops for 5,000 children, up from 1,000 the year before, and reached children in 40 schools, compared to 10 schools in the previous year. This demonstrates how QCT's support of TAYEP has created real and positive change for the organisation and, ultimately, for schoolchildren in Tanzania.

Click below to find out more about TAYEP's work with QCT.

https://queenscommonwealthtrust.org/projects/tanzania-young-eco-protectiontayep-pioneering-clean-water-access-education-health-and-poverty-reduction/



7

school in Tanzania.

## YVP Organisation Spotlight

### Ihandiro Youth Advocates for Nature (IYAN) – YVP intake 1

Helping IYAN build sustainably and improve access to clean energy sources, contributing to UN Sustainable Development Goal 7: Affordable and clean energy

#### Problem

Born and raised in the Rwenzori mountains in Uganda, Daniel Misaki grew up surrounded by lush forest and rich biodiversity. However, his community's dependence on firewood and charcoal for cooking and lighting was leading to loss of biodiversity and forest cover, coupled with increased landslides and soil erosion.

Daniel founded IYAN to empower the local community to protect nature through affordable, alternative clean energy sources and sustainable livelihood efforts. But, while Daniel had the local knowledge and ideas to improve the situation, IYAN lacked funds, a long-term plan and the necessary systems and policies to roll out his idea. In Daniel's own words, he had a "big dream but limited capacity to make its impact realistic and sustainable". And that's where we came in.

#### Solution

We worked with Daniel and the team at IYAN to build a five-year plan, implement robust policies and procedures, navigate risk management and increase capacity. We also helped IYAN to transition from providing eco-stoves purchased in the capital to manufacturing their own simple eco-stoves. This is a big step and has transformed IYAN from a dealer to a producer, providing a sustainable model to deliver on clean cooking.

#### Impact of QCT's support

QCT's impact has been evident in IYAN's increased reach. In the last year, IYAN has built and sold nearly 4,000 eco-stoves, compared to 1,204 in the previous year. And they have nearly doubled their self-generated income, while also providing employment for 20 members of the community, as opposed to 10 the year before.

Click below to find out more about IYAN's work with QCT.

https://queenscommonwealthtrust.org/projects/iyan-uganda-affordable-clean-energy/







### Youth-led organisations are more resilient and sustainable.

We help youth-led organisations deliver over the longer term. In our experience, social entrepreneurs often focus on creating direct change for their communities, rather than building the infrastructure necessary for the longevity and sustainability of their ventures.

Almost without exception, all organisations that we support require strengthening in financial management and systems; measuring and reporting impact (programmatic strengthening); and effective safeguarding. We therefore provide tailored support for these areas as core to the YVP.

During the year, we have provided over 2,185 hours of tailored support across organisational development and leadership. And we have seen the results through our organisational assessment



framework and improvements to the self-generated income and employment created by the YVP organisations.

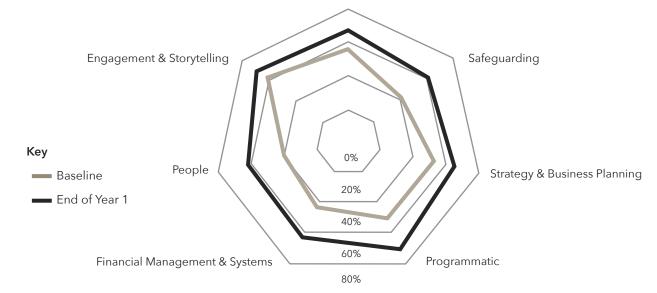
When an organisation joins the YVP, we facilitate an organisational self-assessment, and we then revisit this periodically throughout our programme of support. It looks at 38 aspects across seven organisational areas framing the practical tools and tailored support we provide.

• Organisational strengthening (facilitated selfassessment): Across the seven organisational areas, we have seen YVP intake 2 organisations strengthen by 16.5 rating points during their first year with QCT and the YVP intake 1 organisations strengthen by 29.9 rating points during their two years with QCT.



The organisational change for the YVP intake 2 organisations during their first year with QCT is as follows:

#### **Organisational Assessment**

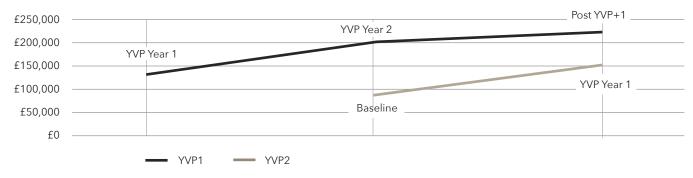


Governance



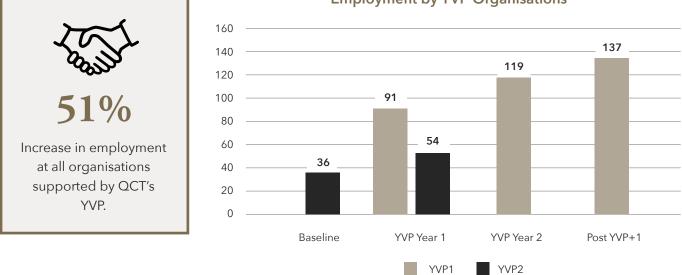
This year, as additional proxies for organisational growth, sustainability and resilience, we requested data since we started with YVP organisations on changes to self-generated income (being, for example, income earnt from services or goods provided by the youth-led organisations).

• Income (self-generated): The organisations in YVP intake 2 have seen a 60% growth across the portfolio. This growth has been driven by half of the YVP intake 2 portfolio as some organisations we work with have limited opportunities to self-generate income. The YVP intake 1 organisations have seen a three-year growth of 69% across the portfolio.



#### Self-generated income growth for YVP organisations

• Number of staff: Across the 15 organisations in YVP intake 2, staff members have increased by 50%, from 36 before QCT's support to 54 now that the organisations have been supported for a year. Meanwhile, the YVP intake 1 organisations have seen a three-year growth of 51% across the portfolio, with staff numbers growing from 91 in QCT's first year of working with the organisations, to 119 in the second year, and 137 for the first year after graduating from the programme.



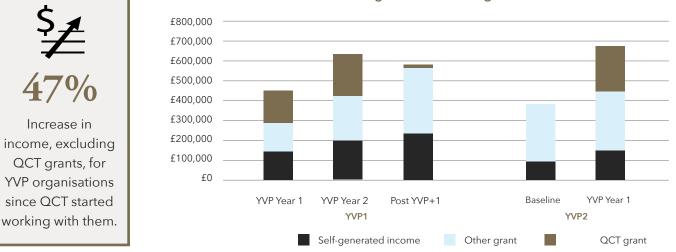
#### **Employment by YVP Organisations**

### Youth-led organisations are more financially sustainable and credible with other funders.

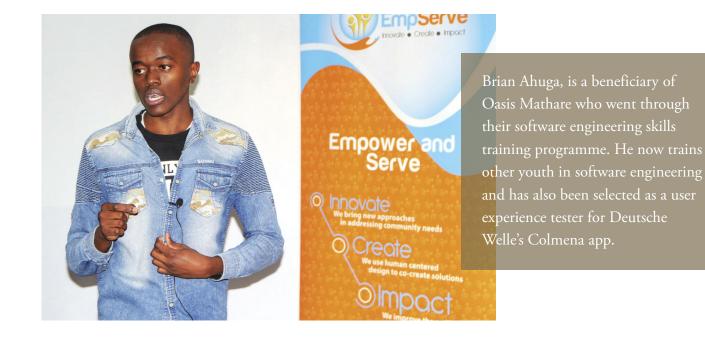
We aim to help our young leaders build a more sustainable financial base for their organisations, strengthening their organisations and their understanding of, and credibility with, other funders. In short, we want to enable them to attract various sources of funding.

With this in mind, we are thrilled to have observed strong growth in external funding for YVP intake 1 organisations, with grants and donation income from funders other than QCT rising from £162,000 during their first year, to £224,000 in their second year and £341,000 for the first year after graduating from the programme. This represents impressive three-year growth of 110% across the portfolio. We have not yet seen growth for YVP intake 2 organisations, as it can take time to convert opportunities into income received.

After stripping out the effect of QCT's grants, YVP organisations have seen strong growth in overall income.



#### Income growth for YVP organisations



Brad and Douglas, both current YVP intake 2 leaders, explain how they have benefitted from association with QCT, and the way it enables access to other funding. Jean Michel, an intake 1 leader, explains the benefits of the QCT approach.

<sup>CC</sup> Whilst the funding from QCT itself was significant, our association with QCT has increased our credibility and helped unlock new funding opportunities. Our analytics and feedback show our solution is working to alleviate feelings of loneliness and isolation in the cancer community, but developing, maintaining and scaling digital products requires a lot of income.



QCT's continued support over the years – from our initial COVID-19 grant to our multi-year funding through the YVP – has encouraged other grant-making bodies and philanthropists to support

our cause, leading to a vital increase in income year on year. Beyond this, the insight and knowledge from the QCT Network has really helped us explore avenues of sustainable

income to ensure we can continue to provide Alike's platform long term without having to rely solely on charitable fundraising. **>>** 

Brad Gudger, Alike, YVP intake 2



<sup>CC</sup> Just by the virtue of being supported by QCT, other partners are keen to listen to what we are doing. We can attribute getting the Deutsche Welle Academy consultancy to being a QCT YVP. The flexible funding and internal systems and controls from QCT have played a significant role in securing other funding. **>>** 

Douglas Mwangi, YVP intake 2 and founder of Oasis Mathare

<sup>66</sup> iDebate has signed for a grant of US\$100,000 from Mastercard Foundation to implement a project for a year. Thank you QCT for forcing me to move from being a debate coach to a leader of an organisation that does debate. Your investment in iDebate's systems is paying off. **??** 

Jean Michel, YVP intake 1 and founder of iDebate Rwanda



# Young leaders have increased capability, confidence and credibility to implement positive social change.

#### Key areas

We aim to increase the **capability**, **confidence** and **credibility** of young people to lead, recognising that skilled young leaders are critical to the success of the organisations they've created. Therefore, investing in young leaders, as well as in the teams working with them, is key.

**Capability** relates to how YVP leaders learn and improve their abilities across many organisational areas, from finance to impact measurement and safeguarding.

Confidence relates to self-belief, knowledge-building and also the awareness that they are valued.

**Credibility** relates to how the leaders engage with multiple different stakeholders, whether that's potential funders, those that they work with, or those they support.

Through our investment and support, we have certainly seen YVP leaders grow in all three of these areas.

#### **Tailored support**

Our QCT staff team stays in close contact with the YVP leaders and their teams to advise them. Of the 2,185 hours of tailored support provided last year, approximately <sup>1</sup>/<sub>3</sub> related to structured organisational development, <sup>1</sup>/<sub>3</sub> to regular contact and ad-hoc support, and <sup>1</sup>/<sub>3</sub> to leadership coaching for QCT's YVP leaders and their teams.

The leadership coaching - provided through BetterUp - builds confidence, resilience and mental fitness, empowering YVP leaders to deliver better. The 68 young leaders and team members who completed reflection points (having had at least three coaching sessions with BetterUp) self-assessed that the coaching had led to improvements in:

- Strategic planning (+25%)
- Problem solving (+21%)
- Stress management (+37%)



**Brad Gudger**, **Alike**, Current YVP leader, describes QCT's contribution and impact upon his capability, confidence and credibility:

<sup>66</sup> QCT has added a great deal of credibility to my work and professional development. I really value, and am grateful for, the opportunities QCT provides. I am well versed in team management; however, being responsible for a new full-time member of staff has been a new challenge. I have had to learn fast to ensure their wellbeing, productivity, progression and job security are appropriately managed.

QCT has always been a source of support and guidance as I expand my skills as a manager of a fulltime staff member. Having an organisation such as QCT supporting and investing in an initiative that I have created gives me confidence and belief in what I have created. My confidence has grown as a new manager of a growing team.

QCT's second year of funding through the YVP is a demonstration of their belief in our work. Alike is covering new ground, developing a new digital product as a start-up charity. QCT has been invaluable in validating some of our thinking on our new three-year strategy. In this, I believe my capability as a strategic leader has grown. **??** 

## The QCT Network

# The QCT Network supports young leaders to connect and access practical resources, increasing their capability, confidence and credibility to implement positive social change.

We provide access to a unique network of 850+ young leaders (aged 18-35) from across the Commonwealth who are actively leading and effecting positive social change. Network members engage primarily through an online platform, the QCT Network Hub, where they support each other, share knowledge and access insights and resources.

Last year, QCT conducted 55 events through the QCT Network Hub, with 26 conceptualised and delivered by QCT Network members. We also hosted sessions by Harvard's Social Innovation and Change Initiative, among other things.

QCT Network members establish connections through the QCT Network Hub and then share wisdom and knowledge informally, as has been the case for Lesego and Jessica in South Africa (see below).

#### Young leader spotlight:

Jessica Dewhurst, founder of The Justice Desk Africa, and Lesego Ndhlovu, co-founder of Marotholi Outreach.

The Justice Desk Africa is a human rights organisation that empowers everyday people to understand, defend and access their fundamental human rights.

Marotholi Outreach identifies at-risk children from vulnerable communities with early signs of faltering growth and provides nutritional rehabilitation to them before they progress to established malnutrition. Both organisations operate in South Africa.



<sup>CC</sup> Through the QCT Network Hub, I realised that Lesego and I were working in the social impact space in South Africa. There is a link between justice and malnutrition and The Justice Desk Africa was setting up a justice and early childhood development project. Lesego's work in the children's health sector was vital – and, after messaging her, we established opportunities where we could work together to impact our communities. We have since undertaken mutually beneficial activities for our organisations. We jointly

conducted talks and trainings on malnutrition and its link to children's rights and justice. I would not have found her without QCT's Network Hub.**??** 

#### Jessica Dewhurst



<sup>66</sup> Jessica and I met through the QCT Network Hub – and, since then, our organisations have jointly hosted panel discussions on malnutrition and its link to justice issues. The Justice Desk Africa has been providing Marotholi Outreach with

safeguarding training and is also helping us develop a child protection policy. Since The Justice Desk Africa has been in existence longer than we have, their team has been a great sounding board, with Jessica often connecting me to resourceful people for my line of work. For example, through her connection, I met the Chairperson of Philani Health, and we are now working towards a national call to petition the South African government for better child and maternal health policies. **??** 

#### Lesego Ndhlovu

# The QCT Network Hub provides opportunities for collaborations and sharing of wisdom across Commonwealth countries.

#### Young leader spotlight:

**Sadia Jafrin**, Founder of Grow Your Reader Foundation in Bangladesh, and **Portia Dery**, Founder of African Youth Writers Organization in Ghana.

Sadia and Portia met through the QCT Network Hub and collaborated on "Connecting Our Worlds Through Our Cultures" – a six-week programme to support children in Bangladesh and Ghana to learn and unlearn about each other's worlds by challenging misconceptions and embracing diversity. Participants were enriched with a new worldview and information on world unity and tolerance. Sadia and Portia are not YVP members, thus demonstrating the standalone value of our Network beyond the YVP.

<sup>44</sup> Through this programme, we believe that participants are being more accepting of diversity. **>>** 

#### Sadia Jafrin



<sup>**CC**</sup> We hope to expand this programme by engaging five other countries across the Commonwealth to strengthen intercultural dialogue among young people. **??** 

Portia Dery

We asked Network members to describe the benefits derived from being part of the QCT Network and community - their responses are represented proportionally in the word cloud below.



We're excited that, this year, we have established QCT Network country chapters in Kenya, Pakistan, and Trinidad and Tobago. These provide great opportunities for in-person collaboration. For Fahad Rizwan, who is based in Pakistan, this has enabled him to join forces with eight Network members close to him.



#### Young leader spotlight:

Fahad Rizwan, co-founder of Green Squad, collaborating with eight QCT young leaders from the Network.

Green Squad is an environmental conservation group based in Pakistan. Fahad connected with like-minded young leaders on the QCT Network Hub who shared an interest in environmental activism. This enabled him to collaborate with eight other young leaders in '16 Days of Activism' - an environmental campaign that championed the reduction of plastic pollution in Pakistan.



<sup>CC</sup> Through QCT Network's chapter in Pakistan, I was acquainted with other climate activists whom we worked with on an environmental campaign. Because of the QCT Network, it was easy to connect with Mariam Zubair of Betinomisogyny who brought me and 8 other young leaders from Pakistan together for 16 days of environmental activism. Together, we have amplified impact in environmental protection. **??** 

Fahad Rizwan

These leader spotlights give just a small insight into the many benefits found through the QCT Network and the real impact they translate into for the communities they serve. Young leaders often mention the opportunities created, their raised profile and the credibility that come from being a member of the QCT Network.

We recently shone a spotlight on the work of QCT Network members and their profiles were raised through partaking in events such as lighting beacons in countries across the Commonwealth for the Platinum Jubilee, and the Raising of the Commonwealth Charter Flag. Both were undertaken at the request of the Platinum Jubilee Pageantmaster.

## Summary and Lessons Learnt

Through this report, we hope we have evidenced the impact that QCT is having, both in terms of the Youth Ventures Programme and through our Network of young leaders. We are proud to be contributing to the UN's Sustainable Development Goals and empowering organisations to play vital roles in their communities.

In compiling the report, we have identified a number of lessons learnt, which we will share in a moment and from which we will draw learnings for future years. However, in the main, it has confirmed to us how we are positively impacting initiatives – and therefore communities – across the Commonwealth.

We are helping youth-led social impact ventures to become more able to tackle challenges in their communities; more resilient and sustainable; and more credible with other funders. We are also helping the young leaders at the helms of these organisations to increase their capability, confidence and credibility. Of this, we are proud.

Before we conclude, though, we should take a moment to consider the lessons we have learnt across the past year. We feel this is important as, from these, we can improve processes and adapt the support we give accordingly.

In terms of **reporting**, there are some questions we wish we had asked earlier. As we refine the metrics we use to measure impact, certain questions have become important. We have mitigated this by asking them in retrospect, but we didn't like to do this as we put great value on being respectful of young leaders' time. We are now finessing our onboarding questions and also our regular reporting process to take into account these learnings.

We have struggled to find an objective way of **measuring capability**, **confidence and credibility**. Young leaders tend to have a very subjective view of these aspects, and we have noticed that they struggle to meaningfully rate themselves, preferring instead to provide qualitative responses. Going forwards, we are considering questions around measuring improvements since being supported by QCT, and understanding what else we can do to understand changes to capability, confidence and credibility.

Much of our **organisational development support** is provided by our in-house team, including a few close advisors, rather than it being outsourced or requiring individual YVP organisations to identify their own consultants to provide support. It means we have a deeper in-house understanding of our YVP organisations and enables us to draw learnings from across the portfolio, enriching our subsequent offer. However, while we and our YVP organisations see the value of this, we have struggled to clearly communicate this value-addition to some supporters. We will therefore seek to capture more qualitative stories from our YVP leaders about QCT's value addition, and interrogate if these are because of our approach.

When it comes to **Network engagement**, it can be hard to measure value. We know that young leaders have many draws on their time, yet we are pleased to say that they highly value the QCT Network when they engage. This year, we have trialled different approaches to increase engagement opportunities. All of this takes time and resource from our small team, and is hard to aggregate to convey the value of the Network. Going forwards, we have put in place a framework to measure and compare engagement, which we will use both to convey the value of the activities run and to inform strategy about which of the varied QCT Network engagement activities to maintain or discontinue.

While we mourn the loss of our late patron Her Majesty Queen Elizabeth II, we are committed to continuing her legacy and belief in young people across the Commonwealth. On Commonwealth Day 2023, His Majesty the King spoke of the 'extraordinary potential' of the Commonwealth. He added that "by listening to each other, we will find so many of the solutions that we seek."

Thank you for your support in reading this report. We envision a world where young leaders have the skills and resources they need to create change – and, together, we are making strides to make this vision a reality. If you would like to contact us about anything you have read here, you can do so via **philanthropy@qct.org.uk**.





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