

STEP UP HUB

England & Wales · Charity number 1059876

Details

Other names	HELP SOMALIA FOUNDATION, HSF
Status	Registered
Legal form	Other
Registered	1996-12-19
Register	View on the Charity Commission register

Contact

Address	Moran House SUITE 12a 449-451 High Road London NW10 2JJ
Phone	02088303568
Email	info@stepuphub.org
Website	www.stepuphub.org

Activities

Objects: (1) TO RELIEVE THE POVERTY OF SOMALI REFUGEES WHO ARE RESIDENTS IN THE UNITED KINGDOM BY PROVIDING SUCH REFUGEES WITH FREE AND CONFIDENTIAL ADVICE, ASSISTANCE, COUNSELLING, TRANSLATION AND INTERPRETING SERVICES IN MATTERS SUCH AS ASYLUM, IMMIGRATION, MONEY, DEBTS, WELFARE BENEFITS, HOUSING, EDUCATION, TRAINING AND EMPLOYMENT AND IN SUCH OTHER CHARITABLE WAYS AS THE ASSOCIATION THROUGH ITS EXECUTIVE COMMITTEE MAY DETERMINE. (2) TO RELIEVE POVERTY OF PERSONS IN SOMALIA AND NEIGHBOURING COUNTRIES WHO HAVE BEEN DISPLACED BY PROVIDING THEM WITH FOOD, SHELTER, TOOLS FOR RECONSTRUCTION, MEDICINE, CLOTHING AND ARTIFICIAL LIMBS AND IN SUCH OTHER WAYS AS THE ASSOCIATION THROUGH ITS EXECUTIVE COMMITTEE MAY DETERMINE. (3) FOR THE PUBLIC BENEFIT IN THE LONDON BOROUGH OF BARNET AND IN PARTICULAR FOR THOSE MEMBERS OF THE PUBLIC WHO ARE SOMALIS OR OF SOMALIAN DESCENT BY ADVANCING EDUCATION AND BY PROVIDING AND ASSISTING IN THE PROVISION OF FACILITIES FOR RECREATION AND LEISURE TIME OCCUPATION IN THE INTERESTS OF SOCIAL WELFARE AND WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE OF THOSE PERSONS FOR WHOM THE FACILITIES ARE PROVIDED. (4) TO PROMOTE GOOD RACE RELATIONS BY ENDEAVOURING TO ELIMINATE DISCRIMINATION ON THE GROUNDS OF RACE OR CLAN AFFILIATION AND ENCOURAGING EQUALITY OF OPPORTUNITY BETWEEN PERSONS OF DIFFERENT RACIAL GROUPS RESIDING IN THE LONDON BOROUGH OF BARNET AND ELSEWHERE.

Activities: Step Up Hub formerly known as Help Somalia Foundation (HSF) is a platform for people of all ages, genders and ethnicities to access support and services to enable positive steps towards more inclusive and valued communities.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Amateur Sport, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** LONDON BOROUGH OF BARNET, ELSEWHERE IN THE UNITED KINGDOM AND IN SOMALIA
- Kenya
- Somalia
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£368,345	£390,002	-	-
2024-03-31	£69,250	£87,074	-	-
2023-03-31	£125,366	£183,646	-	-
2022-03-31	£219,708	£76,474	-	-
2021-03-31	£162,578	£117,788	-	-

Trustees

Name	Role	Appointed
Dr LAWRENCE MENSAH AKWETEY		
Hassina Yassin		2011-09-12
MR ABDUL KADIR AHMED NURI		
Safo Mohamed		2017-12-04
YASSIN ELMALI ALI		2012-12-03

STEP UP HUB

England & Wales - Charity number 1059876

Accounts



Registered Charity No. 1059876

STEP UP HUB
(PREVIOUSLY KNOWN AS HELP SOMALIA FOUNDATION)

**Report of the Trustees and Financial Statements
For The Year Ended 31 March 2025**



Selby Centre, Selby Road
London, N17 8JL
Tel: 020 88013199 Mob: 07748287303

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STEP UP HUB

Legal and Administrative Information For the year ended 31 March 2025

Status: The organisation is a charity registered with the Charities Commission in England & Wales.

Charity Number: 1059876

Registered Office & Headquarter
Business Address: Moran House
449-451 High Road
Willesden
London NW10 2JJ

Trustees:	Mr Deeq Qaaje	-	Chair
	Ms Safo Mohamed	-	Treasurer
	Mrs Hassina Yassin	-	Secretary
	Mr Yassin Ali	-	Trustee
	Dr Lawrence Akwetey	-	Trustee
	Mr Hanad Mohamoud	-	Trustee

Bankers: TSB Bank
Harlesden Library, Craven Park Rd
London NW10 8SE

Independent Examiners: Bennic Ltd
Chartered Certified Accountants
Selby Centre
Selby Road
London N17 8JL

STEP UP HUB

Our purpose

Step Up Hub is a charity dedicated to addressing social injustice and inequalities in Brent and its surrounding boroughs. Our work seeks to ensure that people have the knowledge, confidence, and skills needed to assert their rights, make positive contributions, and reach their full potential. Step Up Hub is also a platform for people of all protected characteristics as well as other dimensions of difference not currently recognised by the Equality Act 2010 such as immigration status. Through support and releasing of capacity we aim to achieve more inclusive and valued communities. We do this through a range of work including:

- projects, activities, and support services for individuals and families
- collaborations with other organisations and stakeholders such as public bodies.
- provision of platforms that amplify the voice of diverse communities

Our Aims and Objective

Our aims are set to reflect the aims of our community. Every year our trustees review our objectives and activities to ensure they continue to address the needs of the local community. In carrying out this review the trustees have considered the Charity Commission's general guidance on public benefit.

Step Up Hub exists to provide appropriate cultural services for members of the community whose needs often are not met by mainstream service providers. We respond to the health, social, cultural, educational and employment needs of diverse members, particularly those who are socially excluded.

This year we have worked hard to challenge the barriers, stereotypes, and taboos which prevent intersectional BAMER people from accessing support either in the community or mainstream services so that no community member is forced to endure their problems in silence.

Activities and achievements 2024-25

Welfare Advice Services

We provided welfare advice and information to ensure that our service users are receiving the benefits and support that they are entitled to, and we used their experiences of navigating the welfare system to challenge the policies and practices that hinder rather than support people in need. In the past twelve months, there has been a high demand for our general welfare support due to increased cost of living and against a backdrop of lower economic opportunities. Housing insecurity is another major issue that our service users are struggling. The welfare provision is needed more than ever due to the severe cost-of-living pressures facing low-income residents, We support more than 3000 clients during past year, most of the client were concerned with cost of living, 78% of our clients we supported with applying resident support grant, PIP, benefits claims and appeals. As the results lot of families increased their entitlements. Beneficiaries have benefited from our online and remote delivery provision that we developed directly to address the inability to come together face-to-face due to the impact of Covid-19. They have found comfort in their ability to pick up the phone from the safety of their own homes. Due to positive feedback from our service users, we have decided to keep this as well as our usually face-to-face service.

Step Up Hub is also part of the Brent Hubs Partnership which has enabled us to have greater outreach, across the borough. We have provided services from two Brent Hubs venues (Living Room and Wembley localities). We deliver the same level and range of general welfare/benefits advice, to a broad variety of clients and can refer people on to other specialist services, (like in-depth debt advice) which are available under the same roof.

Reducing school exclusion

Step Up Hub worked with community partners in Brent and Ealing as well as a University of London to tackle barriers experienced by children with Special Educational Needs and Disabilities (SEND) that result in low attainment and aspiration, and school exclusion. We co-delivered workshops to over 50 parents and care givers and contributed to blogs, toolkits, and research. Positive outcomes included an increase in awareness of rights, and the ability and confidence to exercise those rights among care givers, in relation to obtaining a SEND diagnosis, an Education, Health and Care Plan (EHCP), and preventing or challenging school exclusion.

I Am Brent – My Ends 2.0 programme

To help keep our young people and their families safe, Step Up Hub led a consortium of six charities to use money secured from the Mayor of London's Violence Reduction unit to deliver meaningful change at the neighbourhood level using a public health approach. We delivered or oversaw the delivery of a wide range of interventions, from talks in schools to pre-release work with youth offenders in prison, offering help, early intervention, or intensive support. In addition, through the management of a community microgrant and provision of capacity building support, we strengthened local collaborative networks that included statutory agencies. The impact of work saw us helping over 900 people during the year. Positive outcomes included improved resilience to grooming, reduction in young people carrying weapons, raising of aspiration, strengthening of family and community ties, and raising the number of young people who got into employment. We have created a strong foundation to build on this work over the coming years.

Family Support Service

We continue to deliver Parenting and Befriending Programmes to support families and caregivers in Brent. Step Up Hub delivered four "Strengthening Families, Strengthening Communities", parent programmes (SFSC) during the year. Incorporating social learning theory and behavioural theories with practical experience, our trained facilitators worked with groups of parents in three-hourly sessions, over 13 weeks. Over 50 parents successfully completed our courses. We targeted parents known to social services, schools or the police as well as those who self-referred. We empowered them to empower their children through a better understanding of child development, use of positive discipline techniques, and promotion of children's social skills and self-discipline. Positive outcomes achieved included improved family relationships, decrease in anti-social behaviour, and improved aspiration. Importantly, we also supported parents to help their children connect with their heritage and roots, drawing from this well to overcome barriers and contribute to our shared success.

Health Inequality

In partnership with Brent Council, NHS and local voluntary organisations we continue to provide information and support to help local people access services that sustains good mental and physical health and wellbeing. We delivered clear and accurate information to engage minority ethnic groups to take up health checks, cancer screening, vaccinations and to increase confidence in mainstream NHS services.

We hosted workshops to discuss mental health, substance misuse among young people, and how to prevent and manage diabetes.

Cultural Celebration and Community Cohesion

Step Up Hub organised a successful community and cultural event highlighting the big contribution minority ethnic communities make to our larger community. In particular, this year we promoted the achievements of members of the Somali community in Brent. Our work seeks to positively celebrate local culture, heritage and promote community cohesion and inclusion in Brent.

Representation

Step Up Hub provides accountable community leadership and a focal point for minority ethnic communities in Brent. Step Up Hub continued to represent service users in local and national strategic partnerships and advice panels to ensure that community needs are always on the agenda when planning new initiatives and strategies for community development.

Trustees' Report for the year ended 31 March 2025

The trustees present their report with financial statements of the charity for the year ended 31 March 2025. The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Plans

The trustees have agreed the Step Up Hub's Strategic Plan 2024-2026 to improve our focus on the things we most want to achieve; trustees have selected priorities for strategic development the priorities are:

Priority One: Finding a suitable office spaces for our staff and activities. We will actively seek to find a community centre which could host our expanding staff and activities that will meet our needs

Priority Two: A High-Performing Organisation. We will drive high performance at all levels of the organisation activities. We will understand our community needs better and build links so that our work reflects the needs and priorities of the people we serve.

Priority Three. A Well-Funded Organisation. We will continue to grow and diversify our sources of income.

Structure, Governance and Management

Legal structure

Step Up Hub have been established on 13th December 1996 when a constitution was adopted, Step Up Hub operates as a registered Charity (No. 1059876) registered on 19th December 1996.

Organisational Structure

The board of trustee is not subject to maximum trustees but there must always be a minimum of five trustees. The board meets regularly to discuss development, finance and to facilitate effective operations and the delivery of projects. The trustees are responsible for policy formulation and ensuring that the organisation complies with its legal obligations and pursues its objectives.

Induction and training of trustees

New trustees are invited to a trustee meeting to brief them of their legal obligations under the charity law, the content of the governing document, the committee and decision-making process, the business plan and recent financial performance of the charity. Several publications from charity commission are provided including the guidance on charities and public benefit. Trustees are aware of their responsibilities to keep abreast of development in relation to the governance of charities under Charities Act.

Trustees' responsibilities

The trustees have a duty to identify and review the risk to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and errors. The trustees oversee preparation of financial statements, select suitable accounting policies and make judgments and estimates that are reasonable and prudent to give the true state of affairs of the charity. Trustees are also responsible for safeguarding the assets of the charity. They are elected and replaced as set out in the constitution.

Statement of Values

Step Up Hub is underpinned by a set of beliefs and principles that guide all activities and operations and all staff and volunteers embrace these values:

- Give priority to understanding and addressing the needs of the community that we serve.
- Provide professional services which promote the cultural values of the community.
- Maintain professionalism and strive continuously for superior quality.
- Respect privacy and confidentiality among staff and volunteers.
- Adhere to equal opportunities and recognise and respect cultural diversity.
- Involve all staff and volunteers in decision making.

Financial Review

Reserves policy:

The charity currently operates with minimal reserves. The trustees are endeavouring to build up its donor base with a view to having reserves equal to £35,000, which represents three months' operating expenditure, excluding expenditure coming from grants for projects.

Risk(s) review:

The trustees have recently reviewed the major risks faced by the charity. This has resulted in efforts to look for funds to employ a youth co-coordinator, funding & finance manager in order to increase charity's donor base and to finalise the health and safety review.

Principal funding sources

The charity's main sources of income are payments in relation to the supply of donations and grants. During the year the charity received funding from various organisations such as LB of Brent, City Bridge Trust and Mayor's fund (I Am Brent – My Ends 2.0 programme) totalling £ 359,316. In addition, the charity also received generous donations and obtained funds from various fundraising activities carried out during the year totalling £ 9,029.

Plans for the future periods

We will continue to promote the charity's activities with both the public and private sectors towards successful obtaining funding. This will include bidding from monies available from local and central government and various manageable grants.

How our activities deliver public benefit

The charity supports a wide range of advice and advocacy, education, and social inclusion activities in furtherance of its charitable objects. The activities supported by Step Up Hub provide benefit to a wide selection of the community in UK for children and people of all ages, abilities and both sexes are eligible to participate. The trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the commission.

Statement of Trustees responsibilities

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the applicable Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements.
- prepare the financial statements on Going Concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

This report was approved by the board and signed on its behalf by: Chair

Mr Deeq Qaaje

Date: -----20 /10/2025-----

Independent Examiner's Report to the Trustees of Step Up Hub

For the year ended 31 March 2025

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 March 2025.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

Having satisfied myself that the accounts of the Charity are not required to be audited under section 144 of the Charities Act 2011 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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; or
3. the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



Fidelia Igbodo FCCA
Bennic Ltd
Chartered Certified Accountants
Selby Centre, Selby Road
London N17 8JL

Step Up Hub

Statement of Financial Activities for the Year Ended 31 March 2025

	Note	Unrestricted Funds £	Restricted Funds £	2025 Total Funds £	2024 Total Funds £
Income from:					
Donations	3	9,029	-	9,029	49,559
Charitable activities	4	-	359,316	359,316	19,691
Total income		9,029	359,316	368,345	69,250
Expenditure on:					
Charitable activities	5	8,158	381,844	390,002	87,074
Total Expenditure		8,158	381,844	390,002	87,074
Net income/(expenditure) for the year		872	-22,528	-21,657	-17,824
Transfer between funds		-	-	-	-
Net movements in funds		872	-22,528	-21,657	-17,824
Funds balance brought forward		99,634	26,581	126,215	144,039
Funds balance carried forward		100,505	4,053	104,558	126,215

Step Up Hub

Balance Sheet for the Year Ended 31 March 2025

	Notes	2025 £	2024 £
Current Assets			
Debtors	7	-	45,000.00
Cash at Bank and in Hand		109,558.00	84,614.67
		<u>109,558.00</u>	<u>129,615</u>
Creditors: amounts falling due within one year			
Creditors and accruals	8	(5,000.00)	(3,400.00)
Current Liabilities less Current Assets		<u>104,558</u>	<u>126,215</u>
General Fund		100,504.78	99,633.28
Restricted Funds		4,053.22	26,581.39
Fund Balance as at 31 March 2024		<u>104,558</u>	<u>126,215</u>

Approved by the Board of Trustees on
and signed on its behalf by:

.....
Ms Safo Mohamed
Treasurer

STEP UP HUB

Notes to the Accounts For the year ended 31 March 2025

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (July 2014) and the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

No key judgements have been made by the charity which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income, including income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to incoming resources when they are receivable as the charity's own money, unless they are for activities that relate to a specific future period, in which case they are deferred to that period.

Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of training, events, advice and capacity building undertaken to further the purposes of the charity.

Notes to the Accounts For the year ended 31 March 2025

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Cash at bank and in hand

Cash at bank and cash in hand includes cash at bank and cash in hand but not banked yet.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

2 Detailed comparatives of the financial statements

	Note	Unrestricted Funds £	Restricted Funds £	2025 Total Funds £
Income from:				
Donations	3	9,029	-	9,029
Charitable activities	4	-	359,316	359,316
Total income		9,029	359,316	368,345
Expenditure on:				
Charitable activities		8,158	381,844	390,002
Total Resources Expended		8,158	381,844	390,002
Net income/(expenditure) for the year		872	22,528	21,657
Transfer between funds		-	-	-
Net movements in funds		872	22,528	21,657
Balance brought forward		99,634	26,581	126,215
Balance carried forward		100,505	4,053	104,558

3 Donations

	Unrestricted Funds £	Restricted Funds £	2025 Total Funds £	2024 Total Funds £
Donations	9,029	-	9,029	4559
Accrued donations				45,000
Services income				5360
	9,029	-	9,029	54,919

4 Income from charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	2025 Total Funds £	2024 Total Funds £
Income from:					
Brent Council			26666.00	26666	10,631
Brent CVS				-	3,700
Mayor's Fund VRU			300,650	300,650	-
City Bridge Trust			32,000	32,000	-
		-	359,316	359,316	14,331
Total income		9,029	359,316	368,345	69,250

5 Expenditure on:

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Charitable activities:				
Salaries & Social Security	-	88,492	88,492	28,757
Event expenses	4,332	64,901	69,233	21,547
Office rent	-	18,684	18,684	12,184
Membership	1,550	-	1,550	1,067
Office expenses	-	1,731	1,731	1,092
Prof fees	100.00	1,169	1,269	400
Consultancy fees	-	24,171	24,171	17,377
Publicity	1,176	2,601	3,777	1,650
Partner payment	-	175,948	175,948	-
Pension	-	647	647	
Accountancy & payroll services		4,500	4,500	3,000
Total expenditure	7,158	382,844	390,002	87,074

6 Net Income (expenditure) for the year

This is stated after charging:

	2025	2024
	£	£
Independent Examination Fees	500.00	400.00

7 Debtors

	2025	2024
	£	£
Donations	0.00	45,000

8 Creditors falling due within one year

	2025	2024
	£	£
Independent Examination	500.00	400.00
Accountancy, Payroll & Advice	4500.00	3000.00
	<u>5000.00</u>	<u>3400.00</u>

9 Emoluments of the trustees

The trustees did not receive remuneration during the year 2024-25. The employee benefits to key management personnel in the year 2024-25 were nil.

10 Related party transactions: there were no related party transactions to disclose.

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England & Wales - Charity number 1059876

Accounts



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Activities and achievements 2023-24

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We provided welfare advice and information to ensure that our service users are receiving the benefits and support they are entitled to improve the financial and wellbeing of service users and we used their experiences to challenge the policies and practices that affect people's lives. In past twelve months, there has been a high demand for our general welfare support due to increased cost of living and against a backdrop of low economic opportunities. Housing challenges is another major issue that our service users are struggling. The welfare provision is needed more than ever due to the severe cost-of-living pressures facing low-income residents,

We support more than 5000 clients during past year, the majority of the client were concerned with cost of living, 78% of our clients we supported with applying resident support grant, PIP, benefits claims and appeals. As the results lot of families increased their entitlements. Beneficiaries have benefited from our online and remote delivery provision that we developed directly to address the inability to come together face-to-face due to the impact of Covid-19. They have found comfort in their ability to pick up the phone from the safety of their own homes. Due to positive feedback from our service users, we have decided to keep this as well as our usually face-to-face service.

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broad variety of clients and can refer people on to other specialist services, (like in-depth debt advice) which are available under the same roof.

Racial Equity Community Leadership Programme

Step Up Hub and SOAS University of London delivered the Racial Equity Community Leadership Programme. The RECLP had been designed to help individuals develop, enhance, and apply their community leadership skills and knowledge to improve urgent pressing social problems experienced by people in the borough. Participants will take up positions of responsibility (such as magistrates, school governors, councillors) and come together to find lasting solutions to inequity while improving the quality of life of all people in Brent and beyond. 20 participants joined the multi-awarding winning programme, which will equip them with high-level and proven skills (and result in a postgraduate qualification).

I Am Brent – My Ends

Step Up Hub led consortium secured the funding of Violence Reduction Unit's My Ends programme bringing networks of local organisations together to deliver meaningful change. I Am Brent collective, is a coalition of six local organisations dedicated to tackling violence affecting young people at the neighbourhood level.

Family Support Service

We continue to deliver Parenting and Befriending Programmes to support families and caregivers in Brent. Step Up Hub delivered Strengthening Families, Strengthening Communities parent programme (SFSC). SFSC draws on social learning theory and behavioural theories. Two trained Step Up Hub facilitators deliver the programme to groups of parents in three-hourly sessions, over 13 weeks.

43 parents had successfully completed the full course and given certificates of accomplishment, and six parents received participation certificated for attending less than the required eight sessions. Parents of children aged three to 18 are empowered to develop a better understanding of child development, use positive discipline techniques, promote children's social skills and self-discipline.

Outcome evidence:

The programme enabled parents to increase their confidence when having discussions with their children.

Parents used the skills taught their parents to understand the benefits of cultural.

Help parents achieve a baseline of boundaries.

Positive change in family relationships and decrease anti-social behaviour and support their children not in education, training, and employment.

Improved in parental confidence to support their children who were not attaining the level they should be in schools.

Change in family relationships through discussions and respect.

Parents increased communication with schools and other organisations to reduce risk of exclusion.

Health Inequality

In partnership with Brent Council, NHS and local voluntary organisations we continue to provide information and support to help local people access services that sustains good mental and physical health and wellbeing. We delivered clear and accurate information to engage BAMER community groups to take up health checks, cancer screening, vaccinations and to increase confidence in mainstream NHS services.

We hosted a workshop to discuss mental health, substance misuse among young people and diabetic. We provided advice, support, and referrals to Somali and Afghan residents at Church End.

Cultural Celebration and Community Cohesion

Step Up Hub organised successful community and cultural events highlighting the big contribution the Somali community members and groups had made to promote the positive examples of the achievements of the Somalis and wider BAME communities to the wider society. Our work seeks to to positively celebrate local culture, heritage and promote community cohesion and integration in Brent.

Representation

Step Up Hub provides accountable community leadership and a focal point for BAME communities in Brent. Step Up Hub represents our service users in local and national strategic partnerships and advice panels to ensure that community needs are always on the agenda when planning new initiatives and strategies for community development.

Trustees' Report for the year ended 31 March 2024

The trustees present their report with financial statements of the charity for the year ended 31 March 2024. The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Plans

The trustees have agreed the Step Up Hub's Strategic Plan 2024-2026 to improve our focus on the things we most want to achieve; trustees have selected priorities for strategic development the priorities are:

Priority One: Finding a suitable office spaces for our staff and activities. We will actively seek to find a community centre which could host our expanding staff and activities that will meet our needs

Priority Two: A High-Performing Organisation. We will drive high performance at all levels of the organisation activities. We will understand our community needs better and build links so that our work reflects the needs and priorities of the people we serve.

Priority Three. A Well-Funded Organisation. We will continue to grow and diversify our sources of income.

Structure, Governance and Management

Legal structure

Step Up Hub have been established on 13th December 1996 when a constitution was adopted, Step Up Hub operates as a registered Charity (No. 1059876) registered on 19th December 1996.

Organisational Structure

The board of trustee is not subject to maximum trustees but there must always be a minimum of five trustees. The board meets regularly to discuss development, finance and to facilitate effective operations and the delivery of projects. The trustees are responsible for policy formulation and ensuring that the organisation complies with its legal obligations and pursues its objectives.

Induction and training of trustees

New trustees are invited to a trustee meeting to brief them of their legal obligations under the charity law, the content of the governing document, the committee and decision-making process, the

business plan and recent financial performance of the charity. A number of publications from charity commission are provided including the guidance on charities and public benefit. Trustees are aware of their responsibilities to keep abreast of development in relation to the governance of charities under Charities Act.

Trustees' responsibilities

The trustees have a duty to identify and review the risk to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and errors. The trustees oversee preparation of financial statements, select suitable accounting policies and make judgments and estimates that are reasonable and prudent to give the true state of affairs of the charity. Trustees are also responsible for safeguarding the assets of the charity. They are elected and replaced as set out in the constitution.

Statement of Values

Step Up Hub is underpinned by a set of beliefs and principles that guide all activities and operations and all staff and volunteers embrace these values:

- Give priority to understanding and addressing the needs of the community that we serve;
- Provide professional services which promote the cultural values of the community;
- Maintain professionalism and strive continuously for superior quality;
- Respect privacy and confidentiality among staff and volunteers;
- Adhere to equal opportunities and recognise and respect cultural diversity;
- Involve all staff and volunteers in decision making;

Financial Review

Reserves policy:

The charity currently operates with minimal reserves. The trustees are endeavouring to build up its donor base with a view to having reserves equal to £35,000, which represents three months' operating expenditure, excluding expenditure coming from grants for projects.

Risk(s) review:

The trustees have recently reviewed the major risks faced by the charity. This has resulted in efforts to look for funds to employ a youth co-coordinator, funding & finance manager in order to increase charity's donor base and to finalise the health and safety review.

Principal funding sources

The charity's main sources of income are payments in relation to the supply of donations and grants. During the year the charity received funding from various organisations such as LB of Brent and Brent CSV totalling £14,331. In addition, the charity also received generous donations and obtained funds from various fundraising activities carried out during the year totalling £54,919.

Plans for the future periods

We will continue to promote the charity's activities with both the public and private sectors towards successful obtaining funding. This will include bidding from monies available from local and central government and various manageable grants.

How our activities deliver public benefit

The charity supports a wide range of advice and advocacy, education, and social inclusion activities in furtherance of its charitable objects. The activities supported by Step Up Hub provide benefit to a wide selection of the community in UK for children and people of all ages, abilities and both sexes are eligible to participate. The trustees have complied with the duty in section 17 of the Charities Act 2011

to have due regard to public benefit guidance published by the commission.

Statement of Trustees responsibilities

The charity trustees are responsible for preparing a trustees’ annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on Going Concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity’s website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

This report was approved by the board and signed on its behalf by: Chair

Mr Deeq Qaaje

Date: -----

Independent Examiner's Report to the Trustees of Step Up Hub

For the year ended 31 March 2024

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 March 2024.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

Having satisfied myself that the accounts of the Charity are not required to be audited under section 144 of the Charities Act 2011 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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; or
3. the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



Fidelia Igbodo FCCA
Bennic Ltd
Chartered Certified Accountants
Selby Centre, Selby Road
London N17 8JL

STEP UP HUB

Statement of Financial Activities For the year ended 31 March 2024

Step Up Hub
Statement of Financial Activities For The Year Ended 31 March 2024

	Note	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Income from:					
Donations	3	49,559	-	49,559	410
Charitable activities	4	5,360	14,331	19,691	124,956
Total income		<u>54,919</u>	<u>14,331</u>	<u>69,250</u>	<u>125,366</u>
Expenditure on:					
Charitable activities	5	9,652	77,422	87,074	183,646
Total Expenditure		<u>9,652</u>	<u>77,422</u>	<u>87,074</u>	<u>183,646</u>
Net income/(expenditure) for the year		<u>45,267</u>	<u>-63,091</u>	<u>-17,824</u>	<u>-58,281</u>
Transfer between funds		-	-	-	-
Net movements in funds		<u>45,267</u>	<u>-63,091</u>	<u>-17,824</u>	<u>-58,281</u>
Funds balance brought forward		54,367	89,672	144,039	202,320
Funds balance carried forward		<u>99,634</u>	<u>26,581</u>	<u>126,215</u>	<u>144,039</u>

Step Up Hub

Balance Sheet For The Year Ended 31 March 2024

	Notes	2024 £	2023 £
Current Assets			
Debtors	7	45,000.00	0.00
Cash at Bank and in Hand		84,614.67	146,438.97
		<u>129,614.67</u>	<u>146,439</u>
Creditors: amounts falling due within one year			
Creditors and accruals	8	(3,400.00)	(2,400.00)
Current Liabilities less Current Assets		<u>126,215</u>	<u>144,039</u>
General Fund		99,633.28	54,367.00
Restricted Funds		26,581.39	89,671.97
Fund Balance as at 31 March 2024		<u>126,215</u>	<u>144,039</u>

Approved by the Board of Trustees on
and signed on its behalf by:

.....
Ms Safo Mohamed
Treasurer

STEP UP HUB

Notes to the Accounts For the year ended 31 March 2024

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (July 2014) and the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

No key judgements have been made by the charity which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income, including income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to incoming resources when they are receivable as the charity's own money, unless they are for activities that relate to a specific future period, in which case they are deferred to that period.

Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of training, events, advice and capacity building undertaken to further the purposes of the charity.

Notes to the Accounts For the year ended 31 March 2024

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Cash at bank and in hand

Cash at bank and cash in hand includes cash at bank and cash in hand but not banked yet.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

STEP UP HUB Notes to the Accounts For the year ended 31 March 2024

2 Detailed comparatives of the financial statements

	Note	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	
Income from:					
Donations	3	4,559	-	4,559	
Accrued donations	3	45,000		45,000	
Services	3	5,360	-	5,360	
Charitable activities	4	-	14,331	14,331	
Total income		54,919	14,331	69,250	
Expenditure on:					
Charitable activities		9,652	77,422	87,074	
Total Resources Expended		9,652	77,422	87,074	
Net income/(expenditure) for the year		45,267	- 63,091	-	17,824
Transfer between funds		-	-	-	
Net movements in funds		45,267	- 63,091	-	17,824
Balance brought forward		54,367	89,672	144,039	
Balance carried forward		99,634	26,581	126,215	

3 Donations

	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Donations	4,559	-	4,559	410
Accrued donations	45,000		45,000	-
Services income	5,360		5,360	8505
	54,919	-	54,919	8,915

4 Income from charitable activities

Note	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Income from:				
Brent Council		10631.00	10631	79,308
GLA Young Londoner Fund		-	-	5,543
Brent CVS		3,700	3,700	-
Brent Health Matters		-	-	21,600
The London Community Fund		-	-	10,000
	-	14,331	14,331	116,451
Total income	54,919	14,331	69,250	125,366

5 Expenditure on:

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Charitable activities:				
Salaries & Social Security	2,435	26,322	28,757	40,130
Event expenses	3,500	18,047	21,547	16,918
Office rent	-	12,184	12,184	12,184
Membership	1,067		1,067	1,439
Office expenses	-	1,092	1,092	1,917
Prof fees	400		400	13,492
Consultancy fees	250	17,127	17,377	7,500
Publicity	-	1,650	1,650	1,400
Training	-		-	86,665
Accountancy & payroll services		3,000	3,000	2,500
Total expenditure	7,652	79,422	87,074	184,146

6 Net Income (expenditure) for the year

This is stated after charging:

	2024	2023
	£	£
Independent Examination Fees	400.00	400.00

7 Debtors

	2024	2023
	£	£
Donations	45,000.00	-

8 Creditors falling due within one year

	2024	2023
	£	£
Independent Examination	400.00	400.00
Accountancy, Payroll & Advice	3000.00	2000.00
	<u>3400.00</u>	<u>2400.00</u>

9 Emoluments of the trustees

The trustees did not receive remuneration during the year 2023-24. The employee benefits to key management personnel in the year 2023-24 were nil.

10 Related party transactions: there were no related party transactions to disclose.

STEP UP HUB

England & Wales - Charity number 1059876

Accounts



Registered Charity No. 1059876

STEP UP HUB
(PREVIOUSLY KNOWN AS HELP SOMALIA FOUNDATION)

**Report of the Trustees and Financial Statements
For The Year Ended 31 March 2023**



Bennic Ltd
Chartered Certified Accountants

The logo for Bennic Ltd features a blue curved line above the word "Bennic" in a bold, sans-serif font, followed by "Ltd" in a smaller font. Below this, the text "Chartered Certified Accountants" is written in a smaller, regular font.

Selby Centre, Selby Road
London, N17 8JL
Tel: 020 88013199 Mob: 07748287303

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STEP UP HUB

Legal and Administrative Information For the year ended 31 March 2023

Status: The organisation is a charity registered with the Charities Commission in England & Wales.

Charity Number: 1059876

Registered Office & Headquarter

Business Address: Moran House
449-451 High Road
Willesden
London NW10 2JJ

Trustees:

Mr Deeq Qaaje	-	Chair
Ms Safo Mohamed	-	Treasurer
Mrs Hassina Yassin	-	Secretary
Ms Olesya Salihu	-	Trustee
Mr Yassin Elmi Ali	-	Trustee
Dr Lawrence Akwetey	-	Trustee
Mr Hanad Mohamoud	-	Trustee

Bankers: Lloyds Bank
58 High Street
London NW10 4LP

Independent Examiners: Bennic Ltd
Chartered Certified Accountants
Selby Centre
Selby Road
London N17 8JL

STEP UP HUB

Our purpose

Step Up Hub is a charity dedicated to addressing social injustice and inequalities in Brent and its surrounding boroughs. Our work seeks to ensure that people have the knowledge, confidence, and skills needed to assert their rights, make positive contributions, and reach their full potential. Step Up Hub is also a platform for people of all protected characteristics as well as other dimensions of difference not currently recognised by the Equality Act 2010 such as immigration status. Through support and releasing of capacity we aim to achieve more inclusive and valued communities. We do this through a range of work including:

- projects, activities, and support services for individuals and families
- collaborations with other organisations and stakeholders such as public bodies.
- provision of platforms that amplify the voice of diverse communities

Our Aims and Objective

Our aims are set to reflect the aims of our community. Every year our trustees review our objectives and activities to ensure they continue to address the needs of the local community. In carrying out this review the trustees have considered the Charity Commission's general guidance on public benefit.

Step Up Hub exists to provide appropriate cultural services for members of the community whose needs often are not met by mainstream service providers. We respond to the health, social, cultural, educational and employment needs of diverse members, in particular those who are socially excluded.

This year we have worked hard to challenge the barriers, stereotypes, and taboos which prevent intersectional BAME people from accessing support either in the community or mainstream services so that no community member is forced to endure their problems in silence.

Activities and achievements 2022-23

Welfare Advice Services

We provided welfare advice and support to improve the financial and wellbeing of our service users and we used their experiences to challenge the policies and practices that affect people's lives. In past twelve months, there has been a high demand for our general welfare support. This is because of our service users facing financial crisis, coupled with the Covid-19 pandemic impact and against a backdrop of low economic opportunities. Housing challenges is another major issue that our service users are struggling. The welfare provision is needed more than ever due to the severe cost-of-living pressures facing low-income residents,

We support 4572 clients during past year, the majority of the client were concerned with cost of living, 78% of our clients we supported with applying resident support grant, PIP, benefits claims and appeals. As the results lot of families increased their entitlements. Beneficiaries have benefited from our online and remote delivery provision that we developed directly to address the inability to come together face-to-face due to the impact of Covid-19. They have found comfort in their ability to pick up the phone from the safety of their own homes. Due to positive feedback from our service users, we have decided to keep this as well as our usually face-to-face service.

Step Up Hub is also part of the Brent Hubs Partnership which has enabled us to have greater outreach, across the borough. We have provided services from two Brent Hubs venues (Kilburn and Wembley). We deliver the same level and range of general welfare/benefits advice, to a broad variety of clients

and can refer people on to other specialist services, (like in-depth debt advice) which are available under the same roof.

Racial Equity Community Leadership Programme

Step Up Hub and SOAS University of London delivered the Racial Equity Community Leadership Programme. The RECLP had been designed to help individuals develop, enhance, and apply their community leadership skills and knowledge to improve urgent pressing social problems experienced by people in the borough. Participants will take up positions of responsibility (such as magistrates, school governors, councillors) and come together to find lasting solutions to inequity while improving the quality of life of all people in Brent and beyond. 20 participants joined the multi-awarding winning programme, which will equip them with high-level and proven skills (and result in a postgraduate qualification).

Platforms Project

Through the Platforms Project we enabled over 450 young people and their parents to talk about issues that affect them, and to take positive steps to build their future success. Open discussions included:

- gang membership
- school exclusion
- online bullying
- sexual exploitation
- navigating higher education
- identity and racism

We delivered events in partnership with Apple. This was part of the Made in London creative sessions, giving young people an opportunity to understand how to use different apps and be creative.

We provided targeted support to young Women of Colour through our Us Girls employability project that was run in partnership with Love London Living. These sessions focused on preparing young ladies aged 16-21 for work-life and future careers.

Family Support Service

We delivered Parenting and Befriending Programmes to support families and caregivers in Brent. Step Up Hub delivered 3 programmes of Strengthening Families, Strengthening Communities parent programme (SFSC). SFSC draws on social learning theory and behavioral theories. Two trained Step Up Hub facilitators deliver the programme to groups of parents in three-hourly sessions, over 13 weeks. 43 parents had successfully completed the full course and given certificates of accomplishment and eight parents received participation certificated for attending less than the required eight sessions. Parents of children aged three to 18 are empowered to develop a better understanding of child development, use positive discipline techniques, promote children's social skills and self-discipline.

Outcome evidence:

The programme enabled parents to increase their confidence when having discussions with their children.

Parents used the skills taught their parents to understand the benefits of cultural.

Help parents achieve a baseline of boundaries.

Positive change in family relationships and decrease anti-social behaviour and support their children not in education, training, and employment.

Improved in parental confidence to support their children who were not attaining the level they should be in schools.

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Health Inequality

We provided information and support to help local people access services that sustains good mental and physical health and wellbeing. We delivered clear and accurate information to engage BAME community groups to take up health checks, cancer screening, vaccinations and to increase confidence in mainstream NHS services.

We hosted a workshop to discuss mental health, substance misuse among young people and diabetic. We conducted a survey with semi-structured questions to capture information on how Covid-19 impacted the mental health of young people. We provided advice, support, and referrals to Somali and Afghan residents at Church End.

Cultural Celebration and Community Cohesion

Step Up Hub organised successful community and cultural events highlighting the big contribution the Somali community members and groups had made to promote the positive examples of the achievements of the Somalis and wider BAME communities to the wider society. Our work seeks to positively celebrate local culture, heritage and promote community cohesion and integration in Brent.

Representation

Step Up Hub provides accountable community leadership and a focal point for BAME communities in Brent. Step Up Hub represents our service users in local and national strategic partnerships and advice panels to ensure that community needs are always on the agenda when planning new initiatives and strategies for community development.

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The trustees present their report with financial statements of the charity for the year ended 31 March 2022. The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

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Financial Review

Reserves policy:

The charity currently operates with minimal reserves. The trustees are endeavouring to build up its donor base with a view to having reserves equal to £35,000, which represents three months' operating expenditure, excluding expenditure coming from grants for projects.

Risk(s) review:

The trustees have recently reviewed the major risks faced by the charity. This has resulted in efforts to look for funds to employ a youth co-coordinator, funding & finance manager in order to increase charity's donor base and to finalise the health and safety review.

Principal funding sources

The charity's main sources of income are payments in relation to the supply of donations and grants. During the year the charity received funding from various organisations such as Brent NCIL Greater London Authority, LB of Brent, Brent Health Matters and The London Community Foundation totalling £116,451. In addition, the charity also received generous donations and obtained funds from various fundraising activities carried out during the year totalling £8,915.

Plans for the future periods

We will continue to promote the charity's activities with both the public and private sectors towards successful obtaining funding. This will include bidding from monies available from local and central government and various manageable grants.

How our activities deliver public benefit

The charity supports a wide range of advice and advocacy, education, and social inclusion activities in furtherance of its charitable objects. The activities supported by Step Up Hub provide benefit to a wide selection of the community in UK for children and people of all ages, abilities and both sexes are eligible to participate. The trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the commission.

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- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on Going Concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

This report was approved by the board and signed on its behalf by: Chair

Mr Deeq Qaaje

Date: 13-12-2023

Independent Examiner's Report to the Trustees of Step Up Hub

For the year ended 31 March 2023

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 March 2023.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

Having satisfied myself that the accounts of the Charity are not required to be audited under section 144 of the Charities Act 2011 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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; or
3. the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



Fidelia Igbodo FCCA
Bennic Ltd
Chartered Certified Accountants
Selby Centre, Selby Road
London N17 8JL

STEP UP HUB

Statement of Financial Activities For the year ended 31 March 2023

Step Up Hub

Statement of Financial Activities For The Year Ended 31 March 2023

	2023 2023 Funds	2022 Total Unrestricted Funds Notes	2023 Total Restricted Funds	2023 Total Funds	2022 Total Funds
	£	£	£	£	£
Income from:					
Donations	3	7,194	410	410	7,194
Charitable activities	124,956	4212,511	8,505	116,451	124,956
Total income	127,961	4,219,705	8,915	116,861	212,150
Expenditure on:					
Charitable activities	143,234	5143,214	0	183,646	183,646
Total Expenditure	143,234	5,143,214	0	183,646	183,646
Net income/(expenditure) for the year	127,961	(4,219,705)	8,915	(67,196)	28,504
Transfer between funds					
Net movements in funds			8,915	(67,196)	28,504
Funds balance brought forward			45,452	157,368	126,346
Funds balance carried forward			54,367	90,172	202,820

Step Up Hub

Balance Sheet For The Year Ended 31 March 2023

	Notes	2023 £	2022 £
Current Assets			
Debtors	7	0.00	0.00
Cash at Bank and in Hand		146,438.97	205,219.64
		<u>146,438.97</u>	<u>205,220</u>
Creditors: amounts falling due within one year			
Creditors and accruals	8	(1,900.00)	(2,400.00)
Current Liabilities less Current Assets		<u>144,539</u>	<u>202,820</u>
General Fund		54,367.00	45,451.85
Restricted Funds		90,172.33	157,368.14
Fund Balance as at 31 March 2022		<u>144,539</u>	<u>202,820</u>

Approved by the Board of Trustees on
and signed on its behalf by:

.....
Ms Safo Mohamed
Treasurer

STEP UP HUB

Notes to the Accounts For the year ended 31 March 2023

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (July 2014) and the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

No key judgements have been made by the charity which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income, including income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to incoming resources when they are receivable as the charity's own money, unless they are for activities that relate to a specific future period, in which case they are deferred to that period.

Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of training, events, advice and capacity building undertaken to further the purposes of the charity.

Notes to the Accounts For the year ended 31 March 2023

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Cash at bank and in hand

Cash at bank and cash in hand includes cash at bank and cash in hand but not banked yet.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

STEP UP HUB Notes to the Accounts For the year ended 31 March 2023

Detailed comparatives of the financial statements

	Note	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £
Income from:				
Donations	3	410	-	410
Services	3	8,505	-	8,505
Charitable activities	4	-	116,451	116,451
Total income		8,915	116,451	125,366
Expenditure on:				
Charitable activities		-	183,646	183,646
Total Resources Expended		-	183,646	183,646
Net income/(expenditure) for the year		8,915	- 67,196	- 58,281
Transfer between funds		-	-	-
Net movements in funds		8,915	- 67,196	- 58,281
Balance brought forward		45,452	157,368	202,820
Balance carried forward		54,367	90,172	144,539

3 Donations

	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
Donations	410	-	410	7,194
Services income	8,505	-	8,505	4,000
Total income	8,915	-	8,915	11,194

4 Income from charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
Income from:					
Brent Council NCIL			79,308	79,308	87,412
GLA Young Londoner Fund			5,543	5,543	57,669
City of London			0.00	0	6,125
Brent SFSC			-	-	24,738
Brent CVS				-	-
Brent Health Matters			21,600	21,600	11,000
The London Community Fund			10,000	10,000	11,570
The Barrow Cadbury Trust			-	-	-
ROYAL VOLUNTARY SERVICE			0.00	0	10,000
Total income		-	116,451	116,451	208,514

5 Expenditure on:

	Unrestricted	Restricted	2023 Total	2022 Total
	£	£	£	£
Charitable activities:				
Salaries & Social Security	-	40,130	40,130	50,983
Event expenses	-	16,918	16,918	45,711
Office rent	-	12,184	12,184	11,169
IT Support	-	-	-	2,376
Membership	-	1,439	1,439	2,816
Office expenses	-	1,917	1,917	862
Prof fees	-	13,492	13,492	5,400
Consultancy fees	-	7,500	7,500	19,527
Publicity	-	1,400	1,400	1,890
Training	-	86,665	86,665	
Accountancy & payroll services	-	2,500	2,500	2,500
Total expenditure	-	183,646	183,646	143,234

6 Net Income (expenditure) for the year

This is stated after charging:

	2023	2022
	£	£
Independent Examination Fees	400	400

7 Debtors

2023	2022
£	£
-	-

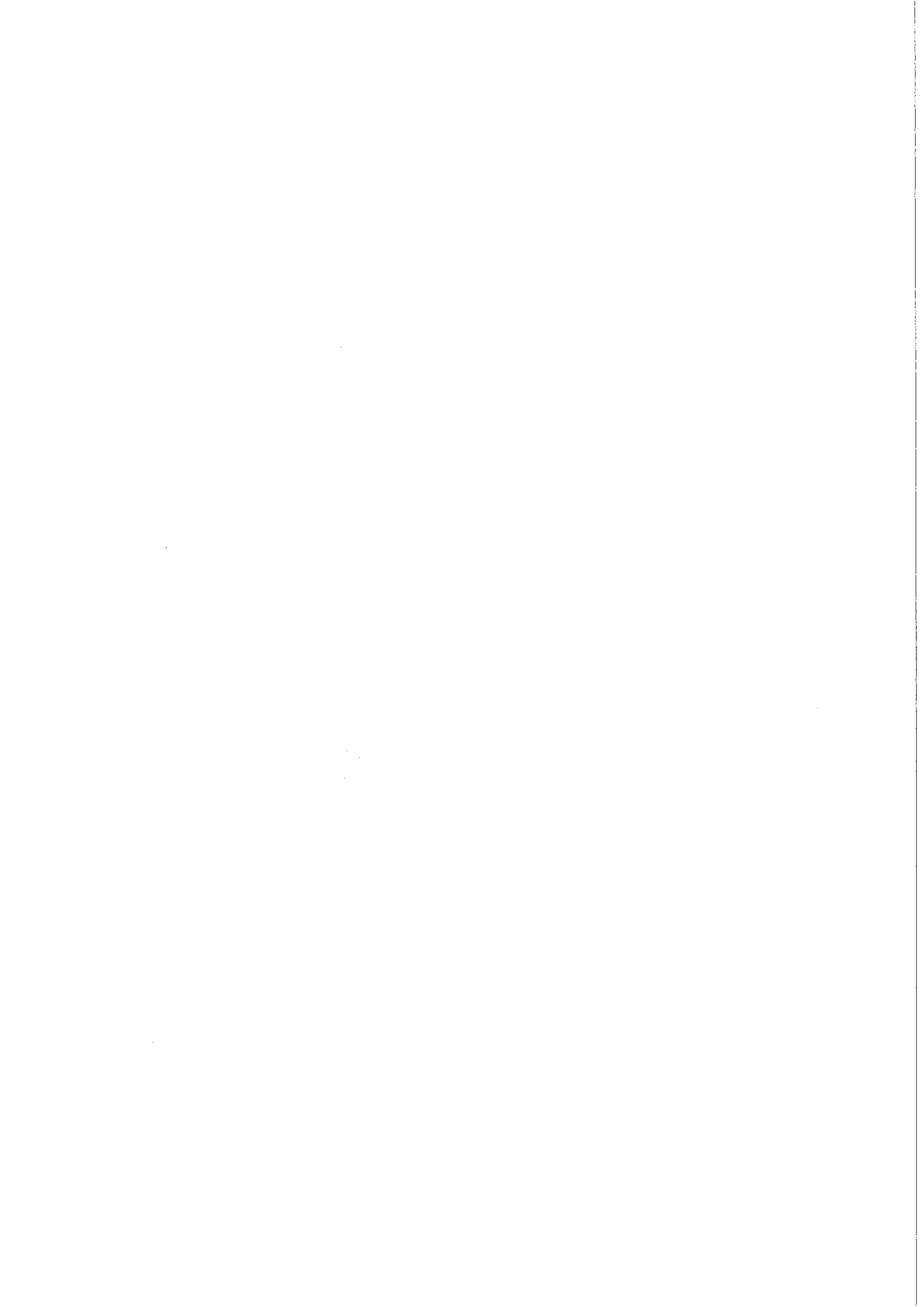
8 Creditors falling due within one year

	2023	2022
	£	£
Independent Examination	400	400
Accountancy, Payroll & Advice	1500	2000
	<u>1900</u>	<u>2400</u>

9 Emoluments of the trustees

The trustees did not receive remuneration during the year 2022-23. The employee benefits to key management personnel in the year 2022-23 were nil.

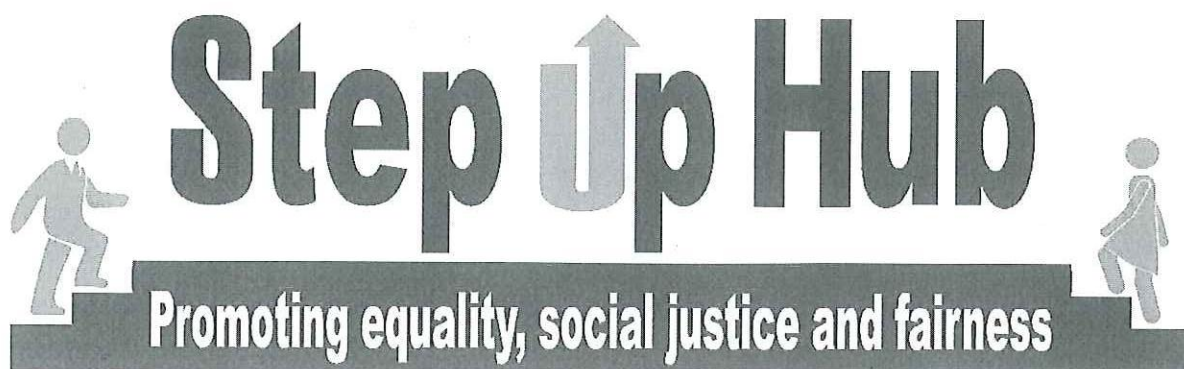
10 Related party transactions: there were no related party transactions to disclose.



STEP UP HUB

England & Wales - Charity number 1059876

Accounts



Registered Charity No. 1059876

STEP UP HUB
(PREVIOUSLY KNOWN AS HELP SOMALIA FOUNDATION)

**Report of the Trustees and Financial Statements
For The Year Ended 31 March 2022**



Selby Centre, Selby Road
London, N17 8JL
Tel: 020 88013199 Mob: 07748287303

STEP UP HUB

Legal and Administrative Information For the year ended 31 March 2022

Status: The organisation is a charity registered with the Charities Commission in England & Wales.

Charity Number: 1059876

Registered Office & Headquarter
Business Address: Moran House
449-451 High Road
Willesden
London NW10 2JJ

Trustees:	Mr Deeq Qaaje	-	Chair
	Ms Safo Mohamed	-	Treasurer
	Mrs Hassina Yassin	-	Secretary
	Ms Olesya Salihu	-	Trustee
	Mr Yassin Elmi Ali	-	Trustee
	Dr Lawrence Akwetey	-	Trustee
	Mr Hanad Mohamoud	-	Trustee

Bankers: Lloyds Bank
58 High Street
London NW10 4LP

Independent Examiners: Bennic Ltd
Chartered Certified Accountants
Selby Centre
Selby Road
London N17 8JL

Racial Equity Community Leadership Programme

Step Up Hub and SOAS University of London delivered the Racial Equity Community Leadership Programme. The RECLP had been designed to help individuals develop, enhance, and apply their community leadership skills and knowledge to improve urgent pressing social problems experienced by people in the borough. Participants will take up positions of responsibility (such as magistrates, school governors, councillors) and come together to find lasting solutions to inequity while improving the quality of life of all people in Brent and beyond. 20 participants joined the multi-awarding winning programme, which will equip them with high-level and proven skills (and result in a postgraduate qualification).

Platforms Project

Through the Platforms Project we enabled over 450 young people and their parents to talk about issues that affect them, and to take positive steps to build their future success. Open discussions included:

- gang membership
- school exclusion
- online bullying
- sexual exploitation
- navigating higher education
- identity and racism

We delivered events in partnership with Apple. This was part of the Made in London creative sessions, giving young people an opportunity to understand how to use different apps and be creative.

We provided targeted support to young Women of Colour through our Us Girls employability project that was run in partnership with Love London Living. These sessions focused on preparing young ladies aged 16-21 for work-life and future careers.

Health Inequality

We provided information and support to help local people access services that sustains good mental and physical health and wellbeing. We delivered clear and accurate information to engage BAMER community groups to take up vaccinations and to increase confidence in mainstream NHS services.

We hosted a workshop to discuss substance misuse among young people. 22 participants attended. 87% of participants reported that after taking part in the discussion they had increased their awareness of the dangers of drug/substance misuse. 95% said they knew a young person who was misusing substances. We conducted a survey with semi-structured questions to capture information on how Covid-19 impacted the mental health of young people. We provided advice, support, and referrals to Somali and Afghan residents at Church End.

Representation

Step Up Hub provides accountable community leadership and a focal point for BAMER communities in Brent. Step Up Hub represents our service users in local and national strategic partnerships and advice panels to ensure that community needs are always on the agenda when planning new initiatives and strategies for community development.

Trustees' Report for the year ended 31 March 2022

The trustees present their report with financial statements of the charity for the year ended 31 March 2022. The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Principal funding sources

The charity's main sources of income are payments in relation to the supply of donations and grants. During the year the charity received funding from various organisations such as Brent NCIL Greater London Authority, LB Brent, City Bridge, Brent Health Matters, Royal Voluntary Service, The London Community Foundation, Black Training and Enterprise Group (BTEG) and Brent CVS totalling £208,514. In addition, the charity also received generous donations and obtained funds from various fundraising activities carried out during the year totalling £11,194.

Plans for the future periods

We will continue to promote the charity's activities with both the public and private sectors towards successful obtaining funding. This will include bidding from monies available from local and central government and various manageable grants.

How our activities deliver public benefit

The charity supports a wide range of advice and advocacy, education, and social inclusion activities in furtherance of its charitable objects. The activities supported by Step Up Hub provide benefit to a wide selection of the community in UK for children and people of all ages, abilities and both sexes are eligible to participate. The trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the commission.

Statement of Trustees responsibilities

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on Going Concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

This report was approved by the board and signed on its behalf by: Chair

Mr Deeq Qaaje

Date: 

STEP UP HUB

Statement of Financial Activities For the year ended 31 March 2022

	Note	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Income from:					
Donations	3	7,194	-	7,194	2,809
Charitable activities	4	4,000	208,514	212,514	174,245
Total income		<u>11,194</u>	<u>208,514</u>	<u>219,708</u>	<u>177,055</u>
Expenditure on:					
Charitable activities	5	1,000	142,234	143,234	117,788
Total Expenditure		<u>1,000</u>	<u>142,234</u>	<u>143,234</u>	<u>117,788</u>
Net income/(expenditure) for the year		<u>10,194</u>	<u>66,280</u>	<u>76,474</u>	<u>59,267</u>
Transfer between funds		-	-	-	-
Net movements in funds		<u>10,194</u>	<u>66,280</u>	<u>76,474</u>	<u>59,267</u>
Funds balance brought forward		35,258	91,088	126,346	67,079
Funds balance carried forward		<u>45,452</u>	<u>157,368</u>	<u>202,820</u>	<u>126,346</u>

STEP UP HUB

Notes to the Accounts For the year ended 31 March 2022

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (July 2014) and the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

No key judgements have been made by the charity which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income, including income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to incoming resources when they are receivable as the charity's own money, unless they are for activities that relate to a specific future period, in which case they are deferred to that period.

Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of training, events, advice and capacity building undertaken to further the purposes of the charity.

Notes to the Accounts For the year ended 31 March 2022

3 Donations

	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Donations	7,194	-	7,194	2,809
Services income	4,000		4,000	11,668
Total income	11,194	-	11,194	14,477

4 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Income from:				
Brent Council NCIL		87412.00	87412	31,970
GLA Young Londoner Fund		57,669	57,669	-
City of London		6125.00	6125	50,399
Brent Council		24,738	24,738	-
Brent CVS			-	9,909
Brent Health Matters		11,000	11,000	-
The London Community Fund		11570.00	11570	35,900
The Barrow Cadbury Trust		-	-	34,400
ROYAL VOLUNTARY SERVICE		10000.00	10000	-
Total income	-	208,514	208,514	162,578

9 Emoluments of the trustees

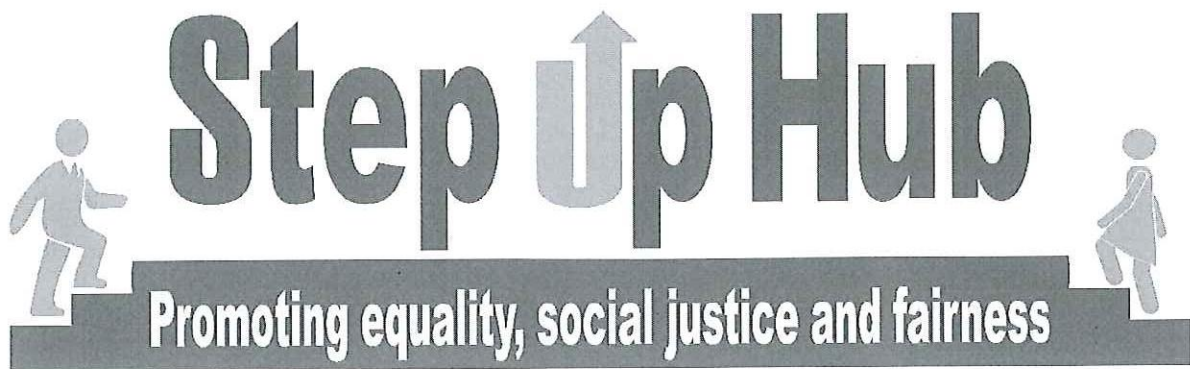
The trustees did not receive remuneration during the year 2021-22. The employee benefits to key management personnel in the year 2021-22 were nil.

10 Related party transactions: there were no related party transactions to disclose.

STEP UP HUB

England & Wales - Charity number 1059876

Accounts



Registered Charity No. 1059876

STEP UP HUB
(PREVIOUSLY KNOWN AS HELP SOMALIA FOUNDATION)

**Report of the Trustees and Financial Statements
For The Year Ended 31 March 2021**



Selby Centre, Selby Road
London, N17 8JL
Tel: 020 88013199 Mob: 07748287303

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STEP UP HUB

Legal and Administrative Information For the year ended 31 March 2020

Status: The organisation is a charity registered with the Charities Commission in England & Wales.

Charity Number: 1059876

Registered Office & Headquarter

Business Address: Moran House
449-451 High Road
Willesden
London NW10 2JJ

Trustees:	Mr Yassin Ali	-	Chair
	Ms Safo Mohamed	-	Treasurer
	Mrs Hassina Yassin	-	Secretary
	Ms Olesya Salihu	-	Trustee
	Mr Deeq Qaaje	-	Trustee
	Dr Lawrence Akwetey	-	Trustee
	Mr Hanad Mohamoud	-	Trustee

Bankers: Lloyds Bank
58 High Street
London NW10 4LP

Independent Examiners: Bennic Ltd
Chartered Certified Accountants
Selby Centre
Selby Road
London N17 8JL

STEP UP HUB

Our purpose

Step Up Hub formerly known as (Help Somalia Foundation -HSF) is a charity dedicated to addressing social injustice and inequalities to ensuring that people have the knowledge, confidence and skills needed to reach their full potential.

Step Up Hub is a platform for people of all ages, genders and ethnicities to access support and services to enable positive steps towards more inclusive and valued communities:

- We run projects, activities and support services for individuals and families
- We work in collaboration with other organisations and projects.
- We provide a voice for communities

Our Aims and Objective

Our aims are set to reflect the aims of our community. Each year our trustees review our objectives and activities to ensure they continue to reflect our aims. In carrying out this review the trustees have considered the Charity Commission's general guidance on public benefit.

Step Up Hub exists to provide appropriate cultural services for members of the community whose needs cannot be met by mainstream service providers. We respond to the health, social, cultural, educational and employment needs of community members, in particular those who are socially excluded.

The objectives of the charity is to challenge the barriers, stereotypes and taboos which prevent BAME community from accessing support either in the community or mainstream services so that no community member is forced to endure their problems in silence.

Our principal objectives are:

To improve the quality of life and promote the physical, social and mental wellbeing of residents of London.

To integrate different communities into wider UK society;

To enhance social inclusion and assist in the reduction of health inequalities, social exclusion and poverty currently experienced by residents of the London Borough of Brent.;

To work collaboratively with other organisations at borough, sub regional, regional and national levels to improve services and quality.

To be financially sustainable and viable as a social enterprise.

Activities and achievements 2020-21

Welfare Advice Service

We provided welfare advice and information to improve the financial and wellbeing of our service users and challenge the policies and practices that affect people's lives. In recent months, there has been a high demand in the need to apply for Resident Support Fund. This is as a result of our service users falling into arrears during the pandemic. Overcrowding from many of our service users have come to light during lockdown. This has meant that assisting our service users with applying for Brent Housing Needs and Locata has become highly requested.

We assisted 2365 service users during the lock down who have benefited from our service over-the-phone service when we were not able to come together face-to-face. They have found comfort in their ability to pick up the phone from the safety of their own homes. Due to positive feedback from our

service users for over-the-phone services, we have decided to keep this as well as our usually face-to-face service.

Step Up Hub are also part of the Brent Hubs Partnership and have been working outreach, across the borough, in two Brent Hubs venues (based in Kilburn and Wembley). We deliver the same level and range of general welfare/benefits advice, to a broad variety of clients and can refer people on to other specialist services, (like in-depth debt advice) which are available under the same roof.

Platforms Project

The purpose of Platforms is to enable young people and their parents essential and a safe space to discuss difficult relevant issues, to also allow relationships to be built and more of a cohesive community. With young people's voices at the heart of many of our decision-making and co-creation processes when it comes to the issues affecting young people.

Over the course of the year, PLATFORMS has supported over 120 young people through a range of activities, workshops, and open discussions including:

- Knife crime in London
- School exclusion
- Confidence, self-esteem, and transferable hard and soft skills
- Football tournament for girls and boys aged 11- 21 years

We also delivered events with partners including Apple collaboration. This was part of the Made in London creative sessions, giving young people an opportunity to understand how to use different apps and be creative.

We provided targeted support to young women of colour through our Us Girls employability project - a 6 session program of workshops, that was run in partnership with Love London Living. These sessions focused on preparing young ladies aged 16-21 for work-life and future careers.

Covid 19 Support

During Covid 19 Pandemic, the burden of Covid-19 has not been shared equally in the society in general and in Brent in particular. BAMER, Older people, men, those living in deprived areas, of BAMER heritage, who are obese or who are living with underlying health conditions have all been at increased risk of dying with COVID 19. At Step Up Hub, we faced an unprecedented demand y each day in these difficult times, our community has never been more important. Step Up Hub had been closely involved in shaping the Council's response to Coronavirus. In particular, Step Up Hub was one of seven key local partner organisations working to support the most vulnerable residents and we have the lead focus on those with specific cultural needs to inform and support residents about COVID-19 precautions, specifically targeting low-income and new families.

The disproportionate impact of COVID reflects entrenched structural inequalities within society which will not be remedied in the short term. However, we have progressed with actions that Step Up Hub has championed which the Council and the NHS should take, both in the immediate and longer term and for the borough as a whole and targeted on particularly affected areas and communities.

Since February 2020, Step Up Hub staff have been involved in the Brent Poverty Commission, chaired by Lord Best. Brent's Poverty Commission is designed to get to the heart of how people in Brent are experiencing poverty and how organisations, including the council, can make a difference. The aim is to provide the Council with practical, evidence-based recommendations for consideration by Brent's Cabinet.

Brent Black Action Plan

The tragic killing of George Floyd in the US brought this into sharp focus and sparked protests around the world. The Covid-19 pandemic has also had a disproportionate impact on Black and Asian communities in terms of the number of cases of the virus and mortality rates. Since June 2020, Step Up Hub had been involved in the Brent Black Community Action Plan which the local community work

with council to create, build sustainable communities, with Black leaders playing a role in decision-making, develop community spaces that members of the community will run and manage and conduct an internal review of processes in the council.

Representation

Step Up Hub provides accountable community leadership and a focal point for BAMER communities in Brent. Step Up Hub represents our service users in local and national strategic partnerships and advice panels to ensure that community needs are always on the agenda when planning new initiatives and strategies for community development.

Trustees' Report for the year ended 31 March 2021

The trustees present their report with financial statements of the charity for the year ended 31 March 2019. The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Structure, Governance and Management

Legal structure

Step Up Hub have been established on 13th December 1996 when a constitution was adopted, Step Up Hub operates as a registered Charity (No. 1059876) registered on 19th December 1996.

Organisational Structure

The board of trustee is not subject to maximum trustees but there must always be a minimum of five trustees. The board meets regularly to discuss development, finance and to facilitate effective operations and the delivery of projects. The trustees are responsible for policy formulation and ensuring that the organisation complies with its legal obligations and pursues its objectives.

Induction and training of trustees

New trustees are invited to a trustee meeting to brief them of their legal obligations under the charity law, the content of the governing document, the committee and decision making process, the business plan and recent financial performance of the charity. A number of publications from charity commission are provided including the guidance on charities and public benefit. Trustees are aware of their responsibilities to keep abreast of development in relation to the governance of charities under Charities Act.

Trustees' responsibilities

The trustees have a duty to identify and review the risk to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and errors. The trustees oversee preparation of financial statements, select suitable accounting policies and make judgments and estimates that are reasonable and prudent to give the true state of affairs of the charity. Trustees are also responsible for safeguarding the assets of the charity. They are elected and replaced as set out in the constitution.

Statement of Values

Step Up Hub is underpinned by a set of beliefs and principles that guide all activities and operations and all staff and volunteers embrace these values:

- Give priority to understanding and addressing the needs of the people and community that we serve;

- Provide professional services which promote the cultural values of both the Somali and wider community;
- Maintain professionalism and strive continuously for superior quality;
- Respect privacy and confidentiality among staff and volunteers;
- Adhere to equal opportunities and recognise and respect cultural diversity;
- Involve all staff and volunteers in decision making;

Financial Review

Reserves policy:

The charity currently operates with minimal reserves. The trustees are endeavouring to build up its donor base with a view to having reserves equal to £25,000, which represents three months' operating expenditure, excluding expenditure coming from grants for projects.

Risk(s) review:

The trustees have recently reviewed the major risks faced by the charity. This has resulted in efforts to look for funds to employ a youth co-coordinator, funding & finance manager in order to increase charity's donor base and to finalise the health and safety review.

Principal funding sources

The charity's main sources of income are payments in relation to the supply of donations and grants. During the year the charity received funding from various organisations such as Brent NCIL, Brent CVS, City Bridge Trust, The London Community Fund, and The Barrow Cadbury Trust totalling £162,578.

In addition, the charity also received generous donations and obtained funds from various fundraising activities carried out during the year totalling £14,477.

Plans for the future periods

We will continue to promote the charity's activities with both the public and private sectors towards successful obtaining funding. This will include bidding from monies available from local and central government and various manageable grants.

How our activities deliver public benefit

The charity supports a wide range of advice and advocacy, education, and social inclusion activities in furtherance of its charitable objects. The activities supported by Step Up Hub provide benefit to a wide selection of the community in UK for children and people of all ages, abilities and both sexes are eligible to participate. The trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the commission.

Statement of Trustees responsibilities

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;

- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

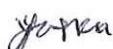
The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

This report was approved by the board and signed on its behalf by:

Chair

Mr Yassin Ali



Date: 16/12/2021

Independent Examiner's Report to the Trustees of Step Up Hub

For the year ended 31 March 2021

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 March 2021.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

Having satisfied myself that the accounts of the Charity are not required to be audited under section 144 of the Charities Act 2011 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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; or
3. the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



Fidelia Igbodo FCCA
Bennic Ltd
Chartered Certified Accountants
Selby Centre, Selby Road
London N17 8JL

STEP UP HUB

Statement of Financial Activities For the year ended 31 March 2021

		Unrestricted	Restricted	2021	2020
	Note	Funds	Funds	Total	Total
		£	£	Funds	Funds
				£	£
Income from:					
Donations	3	2,809	-	2,809	2,670
Charitable activities	4	11,668	162,578	174,245	135,621
Total income		<u>14,477</u>	<u>162,578</u>	<u>177,055</u>	<u>138,291</u>
Expenditure on:					
Charitable activities	5	1,400	116,388	117,788	114,862
Total Expenditure		<u>1,400</u>	<u>116,388</u>	<u>117,788</u>	<u>114,862</u>
Net income/(expenditure) for the year		<u>13,077</u>	<u>46,190</u>	<u>59,267</u>	<u>23,429</u>
Transfer between funds		-	-	-	-
Net movements in funds		<u>13,077</u>	<u>46,190</u>	<u>59,267</u>	<u>23,429</u>
Funds balance brought forward		22,181	44,898	67,079	43,650
Funds balance carried forward		<u>35,258</u>	<u>91,088</u>	<u>126,346</u>	<u>67,079</u>

STEP UP HUB
Balance Sheet For The Year Ended 31 March 2021

Balance Sheet
As at 31 March 2021

	Notes	2021 £	2020 £
Current Assets			
Debtors	7	0.00	15,000.00
Cash at Bank and in Hand		128,246.01	54,978.94
		<u>128,246.01</u>	<u>69,979</u>
Creditors: amounts falling due within one year			
Creditors and accruals	8	(1,900.00)	(2,900.00)
Current Liabilities less Current Assets		<u>126,346</u>	<u>67,079</u>
General Fund		35,258.23	22,180.88
Restricted Funds		91,087.78	44,898.06
Fund Balance as at 31 March 2021		<u>126,346</u>	<u>67,079</u>

Approved by the Board of Trustees on
and signed on its behalf by:

.....
Ms Safo Mohamed
Treasurer

STEP UP HUB

Notes to the Accounts For the year ended 31 March 2021

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (July 2014) and the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

No key judgements have been made by the charity which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income, including income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to incoming resources when they are receivable as the charity's own money, unless they are for activities that relate to a specific future period, in which case they are deferred to that period.

Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of training, events, advice and capacity building undertaken to further the purposes of the charity.

STEP UP HUB

Notes to the Accounts For the year ended 31 March 2021

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Cash at bank and in hand

Cash at bank and cash in hand includes cash at bank and cash in hand but not banked yet.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

2 Detailed comparatives of the financial statements

	Note	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £
Income from:				
Donations	3	2,809	-	2,809
Services	3	11,668	-	11,668
Charitable activities	4	-	162,578	162,578
Total income		14,477	162,578	177,055
Expenditure on:				
Charitable activities		1,400	116,388	117,788
Total Resources Expended		1,400	116,388	117,788
Net income/(expenditure) for the year		13,077	46,190	59,267
Transfer between funds		-	-	-
Net movements in funds		13,077	46,190	59,267
Balance brought forward		22,181	44,898	67,079
Balance carried forward		35,258	91,088	126,346

3 Donations	Unrestricted	Restricted	2021	2020
	Funds	Funds	Total	Total
	£	£	Funds	Funds
	£	£	£	£
Donations	2,809	-	2,809	2,670
Services income	11,668		11,668	6,473
Total income	14,477	-	14,477	9,144

4 Income from charitable activities

Note	Unrestricted	Restricted	2021	2020
	Funds	Funds	Total	Total
	£	£	Funds	Funds
	£	£	£	£
Income from:				
Brent Council NCIL		31970.00	31970	10,850
GLA Young Londoner Fund		-	-	39,264
City of London		50399.00	50399	34,125
Brent SFSC		-	-	15,000
Brent CVS		9908.50	9908.5	14,909
Lloyds Foundation		-	-	15,000
The London Community Fund		35900.00	35900	-
The Barrow Cadbury Trust		34400.00	34400	-
Total income	-	162,578	162,578	129,148

5 Expenditure on:

	Unrestricted	Restricted	2021	2020
	£	£	Total	Total
	£	£	£	£
Charitable activities:				
Salaries, tax & pension	-	50,583	50,583	64,784
Training costs	-	-	-	6,630
Youth Activity	-	18,880	18,880	5,131
Office rent	-	13,151	13,151	13,865
IT Support	-	7,861	7,861	-
Office expenses	-	534	534	5,687
Prof fees	400	12,442	12,842	400
Consultancy fees	-	3,750	3,750	14,268
Other expenses	-	7,687	7,687	1,595
Accountancy & payroll costs	1000	1,500	2,500	2,500
Total expenditure	1,400	116,388	117,788	114,862

6 Net Income (expenditure) for the year

This is stated after charging:	2021	2020
	£	£
Independent Examination Fees	400	400

7 Debtors

	2021	2020
	£	£
London Borough of Brent	-	15000

8 Creditors falling due within one year

	2021	2020
	£	£
Independent Examination	400	400
Accountancy, Payroll & Advice	1,500	2500
	1900	2900

9 Emoluments of the trustees

The trustees did not receive remuneration during the year 2020-21. The employee benefits to key management personnel in the year 2020-21 were nil.

10 Related party transactions: there were no related party transactions to disclose.