

POLICY CENTRE FOR AFRICAN PEOPLES

England & Wales · Charity number 1131139

Details

Other names AFRICAN PEOPLES ADVOCACY

Status Registered

Legal form Other

Registered 2009-08-14

Register [View on the Charity Commission register](#)

Contact

Address Unit 24
St Olav's Court
London
SE16 2XB

Phone 07765414274

Email info@pcap.org.uk

Website <https://pcap.org.uk/>

Activities

Objects: 1 THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:(A) PROMOTING KNOWLEDGE AND MUTUAL UNDERSTANDING BETWEEN DIFFERENT RACIAL GROUPS AND GENDERS;(B) ADVANCING EDUCATION AND RAISING AWARENESS ABOUT DIFFERENT RACIAL GROUPSAND GENDERS TO PROMOTE GOOD RELATIONS BETWEEN PERSONS OF DIFFERENTRACIAL GROUPS AND GENDERS;(C) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE OR GENDER;2. THE ADVANCEMENT OF EDUCATION AND RELIEF OF FINANCIAL HARDSHIP AMONGST AFRICANCOMMUNITIES WORLD-WIDE.

Activities: The Policy Centre for African Peoples (PCAP) was created in 2008 to enable African and disadvantaged individuals of all ethnic origins to improve their lives through education, leadership and engagement. Thus, PCAP envisions a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement. For more info visit www.pcap.org.uk

Classification

- **How:** Provides Services, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** WORLD-WIDE.
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2026-03-31	£105,114	£104,176	-	-
2025-03-31	£189,668	£162,337	-	-
2024-03-31	£167,937	£123,242	-	-
2023-03-31	£167,214	£126,372	-	-
2022-03-31	£135,120	£100,804	-	-
2021-03-31	£37,396	£25,323	-	-

Trustees

Name	Role	Appointed
Dr Claude Bernard Tene Nengou PhD	Chair	2026-01-24
Alain Bertin Ndee Mbe		2026-01-24
Augustine Abila Medzo		2026-01-24
Rayann Bryan		2026-01-24

Accounts



Improving lives through education,
leadership and engagement

POLICY CENTRE FOR AFRICAN PEOPLES' REPORT AND ACCOUNTS FOR THE FINANCIAL YEAR ENDED 31ST MARCH 2025



Policy Centre for African Peoples (PCAP)
info@pcap.org.uk
www.pcap.org.uk
Charity Registration Number: 1131139

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Trustees
 Antonique Adriana Afonso
 Eneless Nyoni
 Joshua Chukwudi Aghadiuno
 Olajide Alabi
 Thelma Okey-Adibe

Chair
 Thelma Okey-Adibe

Treasurer
 Olajide Alabi

Registered/Kent Office
 Broadside, Leviathan Way
 Chatham, Kent
 ME4 4LL

London Office
 Units 24 & 35
 St Olav's Court
 London
 SE16 2XB

Independent Examiner
 Tunji Ogedengbe FCCA
 36 Daffodil Close
 Hatfield
 AL10 9FF

Charity Registration Number
 1131139

Bankers
 HSBC



CHAIR'S STATEMENT



We look back on the year 2024 – 2025 with pride and delight at PCAP's enhanced ability to fulfil its mission. For throughout this period, our charity has recorded outstanding strategic achievements including:

- **Financial growth of over 12%** – we are infinitely grateful to funders such as Paul Hamlyn Foundation, City Bridge Foundation, the National Lottery's Community Fund, and Garfield Weston Foundation for their support. Thanks to their financial contributions, our charity's turnover increased from £167,986 in 2023-2024 to £189,668 this year.



- **Enhanced governance infrastructure** – we were delighted to welcome Dr Eneless Nyoni, who holds a Doctorate Degree in Law with a focus on Company Law and Corporate Governance, to our Board this year. In so doing, we fulfilled the strategic objective we set ourselves following the trustees' skills audit we conducted. In addition, we enhanced our monitoring, evaluation and learning capacity by contracting 2 independent assessors for our programmes. We also strengthened our Safeguarding procedures by appointing a Safeguarding Custodian at Board level.



- **Successful strategic expansion** – having opened an office in Chatham, Kent, we successfully launched our Hope After Covid project in Medway and Swale. We, therefore, were able to fulfil our strategic goal to enhance our capacity to operate at national level.



We look forward to building on the aforementioned achievements to strengthen our charity's capacity to use African philosophy, expertise and knowledge to improve the lives of African individuals and disadvantaged people of all ethnic origins through education, leadership development and social engagement.

We give huge thanks to our trustees, staff members, volunteers, advisers, projects' participants, funders, partners and friends, and very much look forward to their continuous support as we strive to fulfil PCAP's mission.

Dr Thelma Okey-Adibe (PhD)
Chair, PCAP

EXECUTIVE DIRECTOR'S STATEMENT



I am humbled and grateful to report the following positive progress of PCAP throughout the financial year 1st April 2024 – 31st March 2025:

- **Expansion and strengthening of the Operational Team** – for the first time since the creation of PCAP in 2008, the charity has contracted 2 full-time staff members. This facilitates succession planning, and strengthens PCAP's sustainability. In addition, the number of paid staff members has increased from 3 in 2023 – 2024 to 5 this year. These developments have strengthened PCAP's capacity to serve more African people and disadvantaged individuals of all ethnic origins.



- **PCAP's enhanced capacity to operate nationally** – thanks to the aforementioned expansion of its staff members, as well as the opening of the new, bigger London and Kent offices, PCAP was able to successfully deliver more activities and serve more people throughout the UK.



- **Increased focus on projects showcasing PCAP's core strengths** – we were able to implement the main lessons learnt from the projects undertaken by PCAP over the last few years. These involve the need for the charity to focus on its core strengths, namely leadership training and professional or personal development through African-inspired motivation, wellbeing and self-improvement techniques. The successful launch and implementation of the Lead4Hope Network programme in London, and the Hope After Covid project in Medway and Swale, allowed us to achieve this goal.



I am extremely grateful to the Trustees, staff and volunteers for their unwavering support of PCAP, and their dedication to the fulfilment of its objectives. I also take this opportunity to profusely thank our funders, service-users, friends and partners for their trust and backing.

Sylvie Aboa-Bradwell, MPhil
Executive Director, PCAP

OUR VISION, MISSION AND VALUES



The Policy Centre for African Peoples (PCAP) was founded in the United Kingdom in September 2008 by a group of African Diaspora members and supporters led by Sylvie Aboa-Bradwell.

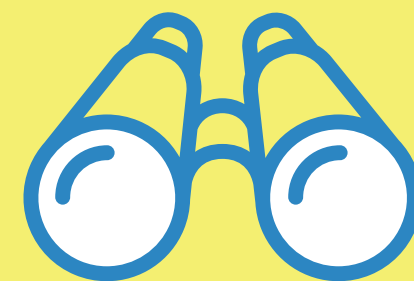


The registration of PCAP as a charity was approved by the Charity Commission (England and Wales) in August 2009. PCAP's charity registration number is **1131139**.

PCAP is committed to enabling African individuals and disadvantaged people of all ethnic origins to improve their lives through education, leadership development and social engagement

Our Vision

We envision a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement.



Our Mission



In order to fulfil our vision, **our unique offer is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell – Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.**

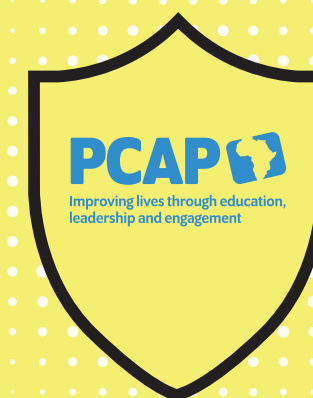
We use this original model to enable African individuals and disadvantaged people of all ethnic origins to improve their lives by implementing projects for them in the areas of education, leadership training and social engagement.

Our Values

- * **Integrity** – PCAP engages with African knowledge and expertise as an inspiration for improving the lives of the disadvantaged and is built upon strong moral principles related to honesty, professionalism, accountability and transparency.
- * **Justice** – PCAP believes that it is the right of all people to have access to, and engage with, processes which develop them as agents of change in their respective communities.
- * **Respect** – in dealings with all people, PCAP believes in the principles of respect towards their feelings, wishes and rights.

Our Motto

Improving lives through education, leadership and engagement.



TRUSTEES' REPORT

Structure, Governance and Management

The Governing Document

PCAP is registered at the Charity Commission under the name of Policy Centre for African Peoples under the charity number 1131139.

PCAP's main governing document is its Constitution as amended on 27th July 2023. As well as its governing document, it has a number of policies and procedures which ensure that the objects of the charity are delivered, and the organisation managed transparently and effectively.



Trustees as of 31st March 2025



Thelma Okey-Adibe, PhD - Dr Thelma Okey-Adibe is a lecturer with the Glasgow Caledonian University, Scotland. She holds a Doctorate degree in Banking and Finance and Master's degree in Business Administration. She is the founder of Jezreel Consultancy LTD, a company supporting minoritized communities especially, African and Caribbean communities in Scotland. Areas of support include evidencing need, demonstrating impact and learning. She became PCAP's Chair in 2022 and is spearheading the charity's good governance and consolidation.



Olajide Alabi, MBA - Olajide (Ola) Alabi holds a Master's Degree in Business Administration, specialty in Human Resources Management, and a Degree in Business Administration, specialty in Finance and Banking. He is a retired Senior Local Government Officer, and Founder and Director of Choice Global Ltd, a successful Home Care business. Ola is an experienced Trustee, business and community leader. He is PCAP's Treasurer, and works to strengthen our charity's financial management and capacity to capitalise on growth opportunities.



Joshua Aghadiuno, BA - Joshua Aghadiuno is a civil servant currently working in community engagement for the Department for Levelling Up, Housing and Communities (DLUHC). He possesses a bachelor's degree in Economics with French, as well as Level 7 Certificate in Leadership and Management. As PCAP's youngest Trustee, Joshua is excited to focus on youth engagement as well as supporting the organisation to unlock additional funding opportunities.



Antonique Afonso, BSc - is a Commercial Operations Assurance Manager with the Department for Business and Trade. She joined PCAP as a trustee in 2023 and brings a strong commitment to good governance, accountability, and strategic oversight. Antonique is from South Africa, and holds a Bachelor's Degree in Politics, Philosophy and Economics and is completing an MSc in Global Political Economy. She aims to support PCAP's mission through her expertise in project management, finance, stakeholder engagement, assurance and governance.



Eneless Nyoni, PhD - Dr Eneless Nyoni is a lecturer at Middlesex University London, and holds a Doctorate Degree in Law with a focus on Company Law and Corporate Governance. Additionally, she holds an LLM specialising in Commercial Law. She is keen to use her legal expertise to contribute to the advancement of PCAP's mandate, promoting good governance and identifying opportunities for learning and growth. As of March 2025, she is PCAP's Safeguarding Custodian.



Organisational Structure as of 31st March 2025

Board of Trustees



Thelma
Okey-Adibe



Olajide Alabi



Joshua
Aghadiuno



Antonique
Afonso



Eneless Nyoni

Operational Team



Executive Director:
Sylvie Aboa-Bradwell



Programmes Director:
Lee-Anne Coe



UK Engagement and Admin Officer:
Zubeir Woozeer



London Training Officer:
Abigail Joseph



Finance Officer:
Ahmed Temitayo Ogunrombi

IT Volunteer: Sonny Hawkins
3 Events Support Volunteers

Holistic Support Volunteer: Ian Bradwell
4 Hope After Covid Champions in Kent

Advisory Committees' Volunteers



Christopher Buckwell



Thomas (Tom) Bamford



Yeukai Taruvinga

Objectives and Activities

The objectives of the Policy Centre for African Peoples (PCAP), as recorded by Charity Commission and in its Constitution, are:

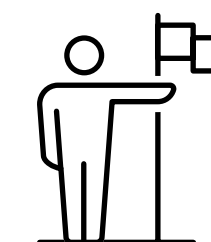
1. The promotion of equality and diversity for the public benefit by:

- (a) promoting knowledge and mutual understanding between different racial groups and genders;
- (b) advancing education;
- (c) the elimination of discrimination on the grounds of race or gender;

2. The advancement of education and relief of financial hardship amongst African Communities worldwide.



In order to realise these objectives, PCAP envisions a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement, and works to enable African individuals and disadvantaged people of all ethnic origins to improve their lives through education, leadership and social engagement.



To fulfil this vision, our unique offer is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell: Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.



We use this original model to develop and undertake activities and realise projects in the areas of:

Education

PCAP delivers educational projects as well as coaching and mentoring sessions that enable participants to use education as a tool for personal and collective improvement. Our flagship education project between 2022 and 2025 has been the **Youth Innovation Fellowship project**, which we were able to successfully implement thanks to the generous support of the Paul Hamlyn Foundation.



Leadership training

PCAP provides participants with the training and nurturing they need to become effective leaders and change-makers using African philosophy as inspiration. Our flagship leadership programme for the foreseeable future will be the **Lead4Hope Network**, which we successfully launched this year after securing funding from the City Bridge Foundation.

Are you eager to increase your self-confidence and leadership skills?

Are you a disadvantaged leader seeking a supportive network in London?

Would you like to be heard as a leader?

PCAP
Improving lives through education, leadership and engagement

If you have answered **yes** to any of the above questions, then join the exciting **Lead4Hope Network**, and gain access to a **FREE** personalised support package, which includes:

- 4 one-to-one leadership coaching sessions tailored to your leadership ambitions
- Free use of meeting and office space to work on your leadership projects or goals
- Access to like-minded network members who will help you amplify your voice and become an effective agent of hope and positive change for your community.

Age and time requirements:

- Aged 18 onwards, no upper age limit
- Only 1 hour per month for the 4-month coaching sessions.

To apply to join the Lead4Hope Network, send a short CV and a short cover letter outlining your leadership goals, disadvantage and ambitions to info@pcap.org.uk

For more information about this FREE programme:
Email info@pcap.org.uk
or call 07765414274

Supported by **CITY BRIDGE FOUNDATION**

Social engagement

PCAP trains, nurture and encourages participants to become agents of positive social change. **Thanks to funding from the Garfield Weston Foundation and, above all, the National Lottery's Community Fund, we were able to successfully launch the Hope After Covid project this year.** Through this project, PCAP will be working between 2024 and 2026 to improve the wellbeing, mental health and social engagement of up to 100 Medway and Swale residents who have been affected by Covid. We will also aim to organise social engagement events with up to 300 attendees.

PCAP is cordially inviting you to the

HOPE AFTER COVID PROJECT

MEDWAY AND SWALE LAUNCH EVENT 6 - 8 PM

When: 20th June 2024
Doors Open at 5.30 pm so that the event may start at 6 pm prompt

Where: The Trafalgar Meeting Room, 4th Floor, Broadside, Leviathan Way, Chatham, Kent ME4 4LL

Welcome Address by **Alain Mbe, Property Consultant, Private Pilot and PCAP Work Partner.** Presentation of the Hope After Covid Project by **Sylvie Aboa-Bradwell, Founder and Executive Director, PCAP**

This event is open to all Medway and Swale residents.

Savoury refreshments will be available - please let us know if you have any dietary requirements

There will be an interactive performance with African drumming, group singing and motivation by **Emmanuel Okine**

Registration is free:
Email info@pcap.org.uk
or call 07765414274

Supported by **GARFIELD WESTON FOUNDATION** and **COMMUNITY FUND**

OUR PROGRAMMES' IMPACT

I Lead4Hope Network

Having learnt the lessons of the Lead4Hope project which ended in 2023, we successfully raised £87,546 from the City Bridge Foundation (with £43,193 disbursed to PCAP as of 31st March 2025) to create the Lead4Hope Network, aimed at improving the leadership skills and amplifying the voices of African or disadvantaged London leaders. We are delighted to report that we have:



- Set up a base for the Lead4Hope Network in the London borough of Southwark;



- Delivered a very successful public launch of the Network. It was hosted on 11th September 2024 at the House of Lords by The Rt Hon the Lord Boateng CVO, who, to our eternal gratitude, performed a traditional African endorsement of the programme;
- Recruited and started training 10 London leaders, with several completing their training and reporting outstanding outcomes in terms of improved leadership skills, wellbeing, and capacity to achieve their leadership goals;
- Organised 7 Network meetings;
- Harnessed our media contacts to ensure the amplification of the voices of the Lead4Hope Network members for the foreseeable future.



We are committed to training 20 London leaders and enabling at least 12 of them to operate as agents of hope, positive social change, justice and collective advancement by March 2026. In addition, we aim to expand the Lead4Hope Network to other parts of the UK.

Picture above: Traditional African endorsement of Lead4Hope Network by Lord Boateng
Picture right: Broadcaster Devon Daley (R) at Lead4Hope Network public launch

II Hope After Covid



We were thrilled to raise £129,809 (with £97,243.5 disbursed to PCAP as of 31st March 2025) from the National Lottery Community Fund first, and later £10,000 from Garfield Weston Foundation, for the Hope After Covid project. This support enabled us to:

- Open an office in Chatham, Kent, which is now PCAP's registered office;
- Strengthen our charity's sustainability – We achieved this by contracting a Training Officer, Ms Lee-Anne Coe, who has proved very reliable and has now been promoted to the role of Programmes Director. We also employed 2 Administration and Engagement Officers, in addition to recruiting an additional 7 volunteers, including 5 project champions in Kent.
- Organise 6 social events in Medway and Swale, with a total of 201 participants, 94% of whom reported reduced loneliness and social isolation, and 98% stating that these events have improved community cohesion between African and other communities.
- Deliver 24 one-to-one coaching sessions to 6 Medway and Swale residents affected by Covid through illness, social isolation, or loss of employment. We were delighted that 100% of the coachees reported improved self-confidence and motivation, and 96% expressed enhanced capacity to achieve their goals.



- Provide 18 group workshops and lunch and learn events attended by a total of 73 participants, with 99% reporting improved wellbeing and enhanced social engagement.
- Recruit and have our Year 1 work assessed by an independent assessor, whose report we will publicly share in April/May 2025.

We are excited at the opportunity we have to carry on implementing the Hope After Covid activities in Year 2. Our foremost goal is to build on this project to strengthen PCAP's capacity to serve African individuals and disadvantaged people of all ethnic origins for the foreseeable future.



Christian Caruana (Mr)...
Community Careers Practitioner...
5d • 5

This was unexpected! These guys, the **Policy Centre for African Peoples (PCAP)** are so grateful for any help and that they recognise it too. I will as a result keep promoting their good work in the good community development that they do. Thanks **Lee-Anne Coe** and **Sylvie Aboa-Bradwell**.



Picture top: Hope After Covid Lunch and Learn workshop in March 2025

Picture above: A Hope After Covid Champion appreciates acknowledgement from PCAP

Picture left: Kent-based Pilot and Businessman Alain Mbe addressing guests at HAC launch in June 2025

III Youth Innovation Fellowship Programme



The support we received from the Paul Hamlyn Foundation in the form of a £96,058 grant between 2022 and 2025 has been crucial in terms of developing our capacity to serve young people aged 18 – 25 with lived experience of mental health, poverty or discrimination outside London. Furthermore, we are very grateful to PHF because both the duration and flexibility of the funding have given us the space necessary to think strategically, review our approach to working with young people, and design a long-term youth engagement and nurturing action plan based on the lessons learnt. As we conclude this project, we are delighted to report that we have:

- Increased from 0 to 52 the number of our young service-users based outside London throughout the 3-year duration of the Youth Innovation Fellowship programme;
- Received very encouraging feedback from the Youth Innovation Fellows, with 88% reporting positive outcomes in terms of self-confidence, motivation, wellbeing and capacity to achieve their life goals.
- Increased the turnover of our charity by 412% during this 3-year grant period. It is humbling to look back and remember that when we approached PHF back in 2021, our



turnover was only £37,000 whereas we now have £189,628.

- Conducted an impact assessment of the Youth Innovation Fellowship programme.
- Identified the need to focus on our core strength of leadership training as a result of the aforementioned impact assessment. Rather than seeking to work with all disadvantaged youths as we did with Youth Innovation Fellowship, we will target young people who have leadership aspirations, and nurture them through our Lead4Hope Network programme.
- Decided to create a Youth Advisory Council that will enhance the Lead4Hope Network's capacity to engage with young people.

We look forward to building on the positive outcomes and lessons learnt from the Youth Innovation Fellowship. More specifically, we will seek to create the Youth Advisory Council that will improve PCAP's capacity to train young leaders and amplify their voices through the Lead4Hope Network programme.

Picture above: Youth pipeline and youth engagement: girls at a PCAP workshop in January 2025

Picture left: A young PCAP mentee at a social event in Kent in 2024



IV Widening Participation in South-East London (SEL) Health and Care Workforce of Black, African and Caribbean People

In April 2024, we received the remaining £4,800 of this grant from SEL Voluntary, Community and Social Enterprise Strategic Alliance, and SEL Integrated Care System to work on widening the participation in health and care workforce of people of Black, African or Caribbean heritage in SEL.

Having worked with 123 participants across the 6 catchment boroughs of Bromley, Bexley, Greenwich, Lambeth, Lewisham and Southwark, we released a final report in May 2024, which is available on our website through the link <https://pcap.org.uk/wp-content/uploads/2024/04/Phase-2-Report-Widening-Participation-of-Black-African-and-Caribbean-People-in-SEL-PDF.pdf> Highlights included:

- The co-identification of the main barriers as being lack of information on training and opportunities, racial discrimination, childcare, mental health, as well as pay and financial resources.
- The co-creation of solutions to these barriers, with proposed solutions including a one-stop- shop for information and resources; training and coaching to improve self-confidence, application capacity, and personal development;



encouragement of reporting of racial discrimination incidents; the establishment of support networks; childcare assistance and employers' flexibility; the combating of mental health stigma, and the improvement of growth and progression pathways.

While PCAP will support any groups and organisations seeking to implement the aforementioned solutions, we will discontinue the activities of this project to work on programmes focusing on our core mission and strengths, Lead4Hope Network and Hope After Covid.

Picture above: L to R: PCAP staff Zu and Sylvie pictured with Amie from VCSE and Yeukai from Active Horizons, at a Widening Participation event in 2024

Picture left: Widening Participation community meeting in 2024

ILLUSTRATION OF OUR IMPACT AND ACHIEVEMENTS

Key Performance Indicator	Year Ended 31st March 2025	Year Ended 31st March 2024	Achievements and Increased Impact
TURNOVER	£189,668	£167,986	Turnover has increased by 12.90% 
NO. OF DIRECT BENEFICIARIES OUTSIDE LONDON	321	50	No. of new direct projects' beneficiaries has increased by 400% 
NO. OF SAFEGUARDING CUSTODIANS	2 (1 AT BOARD LEVEL, 1 IN THE OPERATIONAL TEAM)	1	No. of Safeguarding Custodians has increased by 100% 
NO. OF TRUSTEES WITH LEGAL EXPERTISE	1	0	No. of trustees with legal expertise has increased by 100%. 

CASE STUDIES FROM OUR PROJECTS' PARTICIPANTS

Throughout this year, we were privileged to be able to fulfil our mission by improving the lives of hundreds of African individuals and disadvantaged people of all ethnic origins through the delivery of our education, leadership training and social engagement projects.

For the sake of concision, we will outline only 3 case studies from our projects' participants and a few quotes here. More testimonies are available on specific programme reports such as Trained, Empowered, Heard (<https://pcap.org.uk/wp-content/uploads/2025/04/PCAP-Report-Interviews-of-Lead4Hope-Network-Year-1-Graduates.pdf>) which contains the interviews of our Year 1 Lead4Hope Network Graduates, and on the impact section of our website <https://pcap.org.uk/our-impact/>

Case Study 1:

Sarah – Outstanding Work Placement Experience at PCAP's Kent Office



Sarah, a young Medway resident of Caribbean descent was completing her GCSE studies at the Dartford Grammar School in spring 2024 when she applied for a work placement at PCAP's Kent office.

As part of her 1-week work placement in July 2024, Sarah:

- Was assigned 2 PCAP staff members to guide and support her on a full-time basis throughout her work placement;
- Received a thorough induction on the Kent Office administration and IT system;
- Attended PCAP meetings with potential partners, including MHS Homes and Department for Work and Pensions – Chatham Job Centre Plus;



- Attended PCAP meeting at the House of Lords with the Rt Hon the Lord Boateng CVO, who gave her a guided tour of the Palace of Westminster alongside the PCAP staff members;
- Managed and updated PCAP's social media accounts with new posts outlining her work experience at PCAP;
- Produced an inventory of PCAP's Kent Office possessions;
- Used Canva to produce an anthology of African proverbs.
- Contributed to the drafting of the Thank You letter to Lord Paul Boateng after PCAP team's meeting with him in Parliament.

Sarah says: **“Great work placement experience, very insightful and enjoyable. Looking forward to helping out in any future events.”**



Sarah enjoyed her work placement at PCAP's Kent Office that she:

- Gave a rate of 5 out of 5 when asked in her feedback form how she would rate her well-being and safety while at PCAP;
- Rated her overall experience at PCAP 5 out of 5;
- Provided a glowing report of her work experience at PCAP to her school. As a result, Dartford Grammar School added PCAP to their list of work placement and employers' partners.

Picture on page 18: Sarah (L) at the PCAP Kent Office with Lee-Anne, PCAP Programmes Director

Picture above left: In Parliament with Lord Paul Boateng

Picture above right: Sarah (L) at the Palace of Westminster with Sylvie, the PCAP Executive Director

Case Study 2:

MY – Young Carer Who Found a Job Following PCAP Coaching

Back in November 2024, MY, a young carer from Kent, was unemployed. They were very nervous at the prospect of going for a job interview. Furthermore, they doubted that they could combine a paid job with their duties as a carer.

After enrolling in PCAP's Hope After Covid programme, MY received a personalised coaching and support package including:

- Motivation and encouragement to overcome their doubts;
- Tips and practical exercises to improve their self-confidence;
- CV writing guidance and support;
- Public speaking tips and techniques, as well as practical exercises to confront and overcome their fear of interviews.

**“No sweat,
no sweet”**
Ghanaian proverb

Barely a month after their enrolment in Hope After Covid, MY went on to:

- Apply for a job as a part-time teaching assistant;
- Shine at the interview;
- Secure and accept the position.

MY says: “I am very grateful to PCAP for the 1-to-1 support, which I found very effective in terms of helping me find a job.”



**“If you waste time,
surely time will
waste you”**
Sierra Leonean proverb

Case Study 3:

Lionel Best, Founder and Director of Operations, BiG CIC – Improved Leadership Skills Thanks to Lead4Hope Network



Lionel acknowledges that as an extremely busy business leader, prior to joining PCAP's Lead4Hope Network programme in 2024, he had not really thought about the management of his wellbeing. Furthermore, his initial assessment baseline revealed that he was overburdened with the administration activities, delivery of projects and efforts to secure income for BiG. He was undertaking most of these tasks alone.

PCAP designed a personalised package of 4 coaching sessions for Lionel, with specific advice and practical exercises aimed at enabling him to:

- Increase his focus by prioritising tasks that will enhance his ability to realise his leadership vision and strengthen his legacy, with a view to helping him manage his workload and avoid burnout.
- Make the most of his contacts and resources, to enable him to find reliable volunteers to diminish his workload.
- Improving his capacity for self-care and wellbeing, to ensure that he remains healthy and full of positivity while seeking to striving to achieve his leadership goals.

By the time he completed his leadership training and became a Lead4Hope Network Graduate 4 months later, Lionel had:

- Designed a volunteer strategy and published volunteer calls, these were produced with the help of PCAP's Lead4Hope Network's training officer.
- Completed and submitted 2 grant applications, including provisions for additional staff members to deliver BiG's activities and carry out administration tasks.
- Developed a self-care and wellbeing routine, which he applying with very satisfactory results.

Lionel received a toolkit from PCAP aimed at enabling him to carry on fulfilling his leadership goals independently. He is now a lifelong Lead4Hope Network member, and says: “It is important to put your health and wellbeing first. Some of the things that we have discussed in PCAP's coaching sessions have been invaluable in that sense and a big surprise. The programme came at a good time when everything was coming together. I was around the right people that were helping me develop BiG's capacity and increase funding.”



“

I learnt new ways to use the support infrastructure provided by the Lead4Hope Network

Serena, 2024
Lead4Hope Network participant

”

“

This was so wonderful! I feel motivated and fired up for the rest of the year!”

Nelly, Southwark resident, attended PCAP's January 2025 community wellbeing and motivation workshop

”

“

It was very interactive, I loved the cultural aspect of the event. It's beyond rewarding to hear about the African culture, getting together with like-minded people and networking. I feel very motivated and spiritually relaxed. Wellbeing and motivation aspect is covered very well. Thank you so much!!!

Feedback received at the community wellbeing and motivation workshop PCAP organised in Medway in March 2025 to celebrate National Lottery Open Week

”

“

I think that the whole session was truly inspirational in so many ways. Well run with informative content not just for the day but for the future. It would be amazing to see this grows into an even bigger success than it is already. Just amazing!

Feedback from PCAP Lunch and Learn session in Medway in March 2025.

”

Question: Can you envision collaborating with PCAP in the future? Tell us briefly why you would?

Answer: Yes, to support our customers to be able to help themselves by building self-confidence and self-esteem,”

MHS Homes employee, attended a PCAP Lunch and Learn session in 2025.

FUNDRAISING AND THANKS TO OUR FUNDERS

We are extremely grateful to the following funders who have supported and financed our work throughout this year:

City Bridge Foundation

awarded us a grant of **£87,546**

(with £43,193 disbursed to PCAP as of 31st March 2025) to deliver our Lead4Hope Network programme in London between 2024 and 2026.



National Lottery

thanks to the 2-year grant of **£129,809**

we raised from the National Lottery's Reaching Communities Fund (with £97,243.5 disbursed to PCAP as of 31st March 2025) PCAP has been able to open an office in Kent, and is now serving hundreds of Kent residents through the Hope After Covid project.



Garfield Weston Foundation

the **£10,000**

we received from the Garfield Weston Foundation in April 2024 contributed towards the implementation of the activities of our Hope After Covid project in Medway and Swale – with the bulk of these activities funded by the National Lottery's Reaching Communities Fund.



Paul Hamlyn Foundation

the 3-year grant of **£96,058**

PCAP received from the Paul Hamlyn Foundation enabled our charity to deliver motivational, coaching and personal development sessions to 52 disadvantaged young people aged 18-25 as part of the Youth Innovation Fellowship programme between 2022 and 2025.



Furthermore, we are very grateful to PHF because both the duration and flexibility of the funding have given us the space necessary to think strategically, review our approach to working with young people, and design a long-term youth engagement and nurturing action plan based on the lessons learnt.

South-East London Voluntary, Community and Social Enterprise Alliance and SEL Integrated Care System

a grant totalling **£48,000**

(with the remaining £4,800 received in April 2024) enabled our charity to partner with community organisations and leaders to work between November 2023 and May 2024 on widening the participation in health and care workforce of people of Black, African or Caribbean heritage in SEL.



Thanks to the support from the aforementioned funders, PCAP was able to obtain a turnover of

£189,668

this year. We are committed to using the funds entrusted to us in a transparent, strategic, responsible and highly accountable manner as we strive to realise our charity's vision and mission.



INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS OF THE POLICY CENTRE FOR AFRICAN PEOPLES FOR THE YEAR ENDED 31ST MARCH 2025

REFERENCES AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ITS TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Trustees

Dr Thelma Okey-Adibe - Chair
Mr Olajide Alabi - Treasurer
Mr Joshua Chukwudi Aghadiuno
Ms Antonique Adriana Afonso
Dr Eneless Nyomi

Charity registration no

1131139

Registered /Kent office

Broadside, Leviathan Way
Chatham, Kent
ME4 4LL

London Office

Unit 24 & 35
St Olav's Court London
SE16 2XB

Independent Examiner

Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Bankers

HSBC UK

INDEPENDENT EXAMINER'S REPORT FOR THE PERIOD 1st April 2024 to 31st March 2025

I report on the financial statements of Policy Centre for African Peoples for the year ended 31st March 2025 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (i) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 41 of the Act; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met; or
- (ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Tunji Ogedengbe FCCA
Director DTT Consultancy Ltd
36 Daffodil Close
Hatfield
AL10 9FF

	Policy Centre for African Peoples						1131139
	Annual accounts for the period						
	Period start date		1st Apr 2024	To	Period end date	31st Mar 2025	
Section A Statement of financial activities							
Recommended categories by activity	Details of own analysis	Note	Unrestricted fund contractually bound to be spent within a year	Restricted income funds	Reserve	Total this year	Total last year
			£	£	£		£
Incoming resources (Note 3)			F01	F02	F03	F04	F05
Incoming resources from generated funds			-	-	-	-	-
Grants		S01	33,439	153,030	3,199	189,668	167,937
Voluntary Income		S02	-		-	-	-
Investment income		S03	-	-	-	-	-
Incoming resources from charitable activities		S04	-				
Other incoming resources		S05	-	-	-	-	-
Total incoming resources		S06	33,439	153,030	3,199	189,668	167,937
Resources expended (Notes 4-8)							
Joseph Rowntree Charitable Trust Lead4Hope		S12	-	-	-	-	4,901
Community fund			-	69,654	-	69,654	1,578
Lambeth Council Grant - Black Communities Welfare Network			-	-	-	-	14,555
South East London Integrated Care System			-	5,896	-	5,896	42,104
City Bridge Foundation				41,037	-	41,037	1,726
PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant			33,439		-	33,439	34,884
Impact on Urban Health Covid Continuation Grant			-		-	-	23,433
GWF Revenue Grant - Hope After Covid			-	10,000	-	10,000	-
PCAP RESERVES				-	2,311	2,311	60
Total resources expended		S13	33,439	126,587	2,311	162,337	123,242
Net incoming/(outgoing) resources before transfers		S14	-0	26,444	888	27,332	44,695
Gross transfers between funds		S15	-	-	-	-	-
Net incoming/(outgoing) resources before other recognised gains/(losses)		S16	-0	26,444	888	27,332	44,695
Other recognised gains/(losses)							
Gains and losses on revaluation of fixed assets for the charity’s own use		S17	-	-	-	-	-
Prior Year Adjustment		S18	-	-	-	-	50
Net movement in funds		S19	-0	26,444	888	27,332	44,745
Total funds brought forward		S20	76,710	55,332	-	132,042	87,297
Total funds carried forward		S21	76,710	81,776	888	159,374	132,042
Section B Balance sheet as at 31st Mar 2025							
	Note		Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
			£	£	£	£	£
Total funds	B20		76,710	81,776	888	159,374	132,042
Signed by		Print Name				Date of approval	
Mr Olajide Alabi - Treasurer		Mr Olajide Alabi - Treasurer				13/05/2025	

PCAP’s RESERVES POLICY

PCAP’s Reserves Policy is based on three principles:



First, it represents a prudent approach to the management of the organisation’s finances, highlighting key areas in which reserves might be identified and engaged where appropriate.



Second, and reflecting the current financial situation of PCAP, the Policy is largely aspirational and is couched in terms such as “reserves are to protect the continuity of PCAP’s core activities” rather than a normative desire to, for example, ensure that PCAP has “three months of unrestricted funding in the bank account”. The latter is almost certainly impossible to achieve at the present time while the former is a working definition of intent and does not make PCAP a hostage to fortune.



Third, PCAP’s funding currently comes from external charitable organisations that, even when they provide core funding, give PCAP a restricted timescale, often a year, to spend that money. Occasionally, PCAP is allowed to keep a few hundred pounds, as unrestricted reserves. As such, the Policy is costed along the following lines –

a. A level of core funding to be spent within a year, which allows PCAP’s core activities to be delivered throughout that year. **Aspirational amount: £60,000.**

b. A level of unrestricted reserves, with no timescale restrictions, for unexpected opportunities which arise, and risks such as unexpected expenditure or unplanned for loss of income. **Aspirational amount: £6,000 by end of 2026.**

Note 1 **Basis of preparation**

This section should be completed by all charities.

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);
 - and with*

✓

 Accounting Standards;
- or
-
- Financial Reporting Standards for Smaller Enterprises (FRSSE);

Give details in this box if a different standard has been followed.

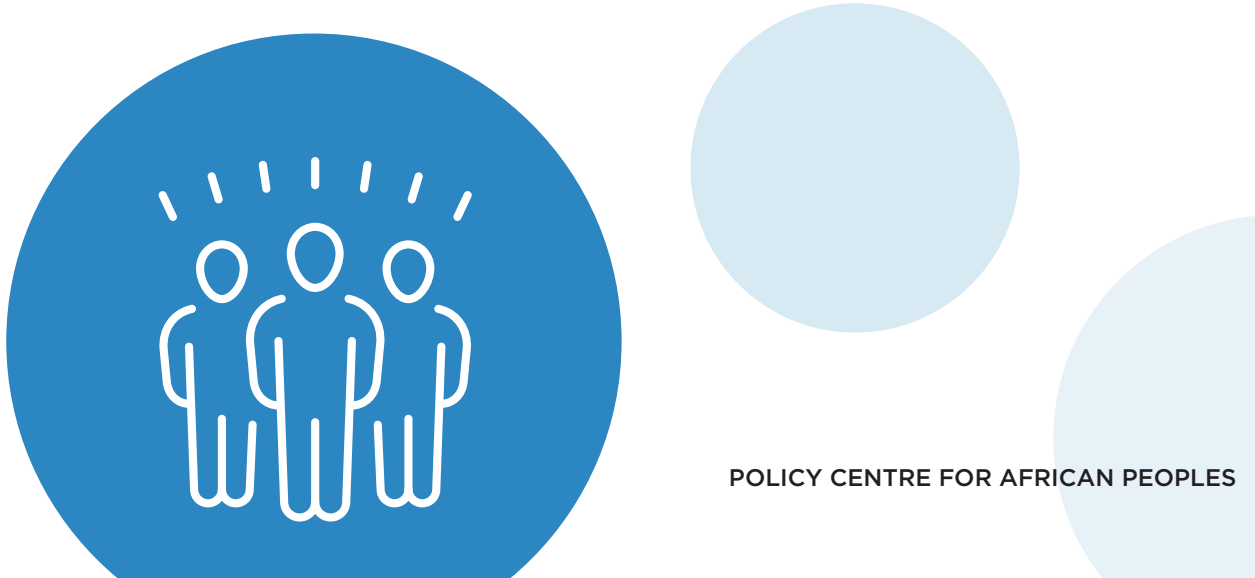
- * -Tick as appropriate:
- if all relevant disclosures shown in the pack have been given then please tick “Accounting Standards”;
 - if disclosures completed in these accounts have been restricted to those required by the FRSSE, then please tick “Financial Reporting Standards for Smaller Enterprises (FRSSE)”.
- ** - If no departures from the chosen standards have been made then delete these words; otherwise give details of any changes in the boxes.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

1.3 Changes to previous accounts

No changes have been made to accounts for previous years.



Note 2 **Accounting policies**

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

INCOMING RESOURCES

	These are included in the Statement of Financial Activities (SoFA) when:
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
Tax reclaims on donations and gifts	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.
Gifts in kind	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.
Donated services and facilities	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Investment income	This is included in the accounts when receivable.
Investment gains and losses	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.



EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
ASSETS	
Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.
Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
Stocks and work in progress	These are valued at the lower of cost or market value.



Section C Notes to the accounts (cont)					
Note 3 Analysis of incoming resources					
<i>Incoming resources may be further analysed if this would help the reader of the accounts.</i>					
	Analysis	Brought Forward	This year	This Year Total	Last year
		£	£	£	£
Restricted	King's College London – Medway Community Music-Making Workshops	-	-	-	1,000
	Joseph Rowntree Charitable Trust Lead4Hope	-	-	-	4,901
	Lambeth Council Grant - Black Communities Welfare Network	-	-	-	14,555
	National Lottery Community Fund - Hope After Covid	30,761	64,905	95,666	32,339
	South East London Integrated Care System/Widening Participation	1,098	4,800	5,898	43,200
	City Bridge Foundation/ Lead4Hope Network	9,072	32,395	41,467	10,798
	Garfield Weston Foundation	-	10,000	10,000	
	Total Restricted Fund	40,931	112,099	153,030	106,793
Unrestricted fund contractually bound to be spent within a year	Paul Hamlyn Foundation – Youth Fund Revenue Grant Income	439	33,000	33,439	35,324
	Impact on Urban Health - Covid Continuation Grant		-	-	23,383
	Total Unrestricted fund contractually bound to be spent within a year	439	33,000	33,439	58,707
Reserves Income	Reserves Income	2,376	823	3,199	2,437
	Restricted Funds	40,931	112,099	153,030	106,793
	Unrestricted fund contractually bound to be spent within a year	439	33,000	33,439	58,707
	Reserve Income	2,376	823	3,199	2,437
	Total Funds	43,746	145,922	189,668	167,937

Section C Notes to the accounts (cont)					
Note 4 Analysis of resources expended					
		This year	This year	This year	Last year
		Unrestricted contractually bound to be spent within a year	Restricted	Total	£
	Expenditure				
	KCL - Staff costs	-	-	-	625
	KCL - Publicity and Workshop Costs	-	-	-	375
	King's College London – Medway Community Music-Making Workshops		0		1,000
	JRCT/Lead4Hope - Staff costs	-	-	-	1,777
	JRCT/Lead4Hope - Outreach & Publicity	-	-	-	375
	JRCT/Lead4Hope - Trips	-	-	-	1,150
	JRCT/Lead4Hope - Equipments	-	-	-	182
	JRCT/Lead4Hope - Volunteers	-	-	-	300
	JRCT/Lead4Hope - Miscellaneous	-	-	-	1,057
	JRCT/Lead4Hope - Monitoring & Evaluation	-	-	-	60
	Total Joseph Rowntree Charitable Trust Lead4Hope Expenditure	-	-	-	4,901
	National Lottery/Hope After Covid - Staff costs	-	48,877	48,877	1,526
	National Lottery/Hope After Covid - Monitoring & Evaluation	-	20,777	20,777	52
	Total National Lottery Community Fund - Hope After Covid Expenditure	-	69,654	69,654	1,578
	BCWN - Staff costs	-	-	-	10,655
	BCWN - Miscellaneous	-	-	-	3,900
	Total Lambeth Council Grant - Black Communities Welfare Network Expenditure	-	0	0	14,555
	Widening Participation - Human resources	-	5,639	5,639	34,107
	Widening Participation - Community Conversation hostings ; Partners' expense	-	44	44	1,741
	Widening Participation -IT, Communication& Publicity cost	-	160	160	736
	Widening Participation - Transport	-	53	53	210
	Widening Participation - Participant Time compensation	-	-	-	5,310
	Total South East London Integrated Care System/Widening Participation- Expenditure	-	5,896	5,896	42,104

Note 4 contd	Analysis of resources expended			
	This year	This year	This year	Last year
	Unrestricted contractually bound to be spent within a year	Restricted	Total	£
Expenditure contd	-	75,550	75,550	63,138
City Bridge Foundation/ Lead4Hope Network - Staff costs	-	29,374	29,374	1,526
City Bridge Foundation/ Lead4Hope Network - Miscellaneous Project cost	-	1,298	1,298	200
City Bridge Foundation/ Lead4Hope Network - Equipment costs		1,164	1,164	
City Bridge Foundation/ Lead4Hope Network - Outreach and publicity costs		240	240	
City Bridge Foundation/ Lead4Hope Network - Impact assessment reports & monitoring & evaluation		1,200	1,200	
City Bridge Foundation/ Lead4Hope Network - Contributions towards infrastructure costs including rent, insurance and safeguarding training		7,761	7,761	
Total City Bridge Foundation/ Lead4Hope Network Expenditure	-	41,037	41,037	1,726
GWF Revenue Grant - Staff Costs	-	8,253	8,253	-
GWF Revenue Grant - Marketing, Outreach & Publicity	-	1,169	1,169	-
GWF Revenue Grant - Training, Monitoring & Evaluation	-	95	95	-
GWF Revenue Grant - Miscellaneous	-	88	88	-
GWF Revenue Grant - Bookkeeping		288	288	
GWF Revenue Grant - Transport	-	107	107	-
Total GWF Revenue Grant Hope After Covid - Expenditure	-	10,000	10,000	-
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Staff Costs	28,703		28,703	32,322
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Governance	2,126		2,126	
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Marketing, Outreach & Publicity			-	947
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Materials & Resources	93		93	250
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Training, Monitoring & Evaluation	1,475		1,475	257
PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Transport	511		511	106
PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant - Bookkeeping & Accountancy	288		288	-
PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant - Miscellaneous	244		244	1,002
Total PAUL HAMLYN FOUNDATION - YOUTH FUND Expenditure	33,440	-	33,440	34,884
Impact on Urban Health (Core funding) - Staff Costs	-	-	-	21,037
Bank Charges(Core funding)	-	-	-	30
Subtotal Impact on Urban Health (Core funding)	-	-	-	21,067
Grant Plus (Strategic development)			-	1,772
Grant Plus (Accounts review)			-	300
Subtotal Impact on Urban Health (Grant plus)	-	-	-	2,072
Total of Impact on Urban Health Covid Continuation Grant Expenditure	-	-	-	23,139
Miscellaneous	-	2,311	2,311	60
Total PCAP RESERVES Expenditure	-	2,311	2,311	60
Total Expenditure	33,440	128,898	162,338	122,948

Section C

Notes to the accounts

(cont)

Note 5 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost type	Fundraising activity	Charitable Activity	Governance Activity	Total Cost
	£	£	£	£
	-	-	-	
	-	-	-	
	-	-	-	

Note 6 Details of certain items of expenditure

6.1 Trustee expenses

Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).

	This year	Last year
Number of trustees who were paid expenses		
Nature of the expenses		
Total amount paid	£	£

6.2 Fees for examination or audit of the accounts

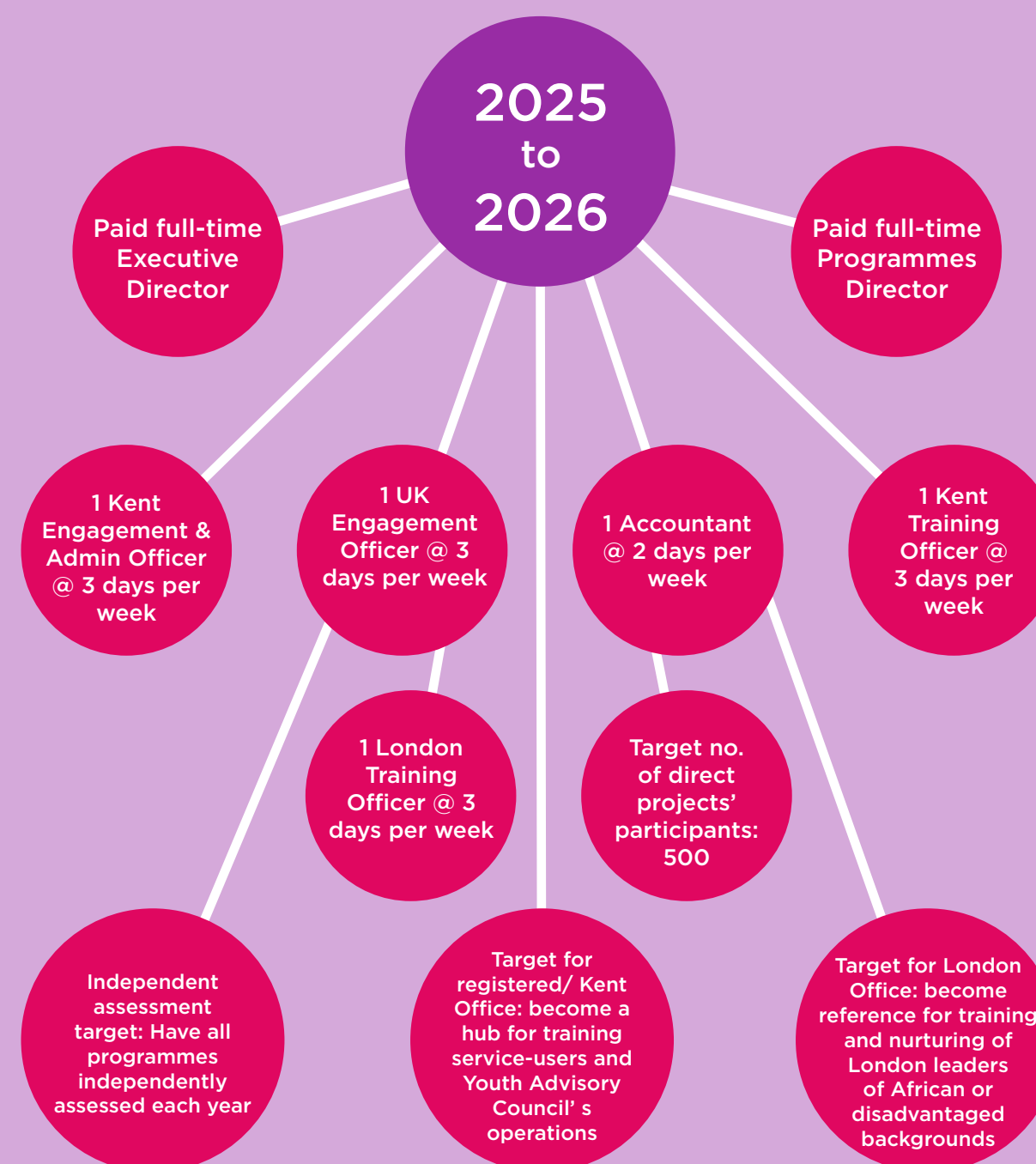
Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).

	This year	Last year
Independent examiner's or auditors' fees for reporting on the accounts	590	575
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

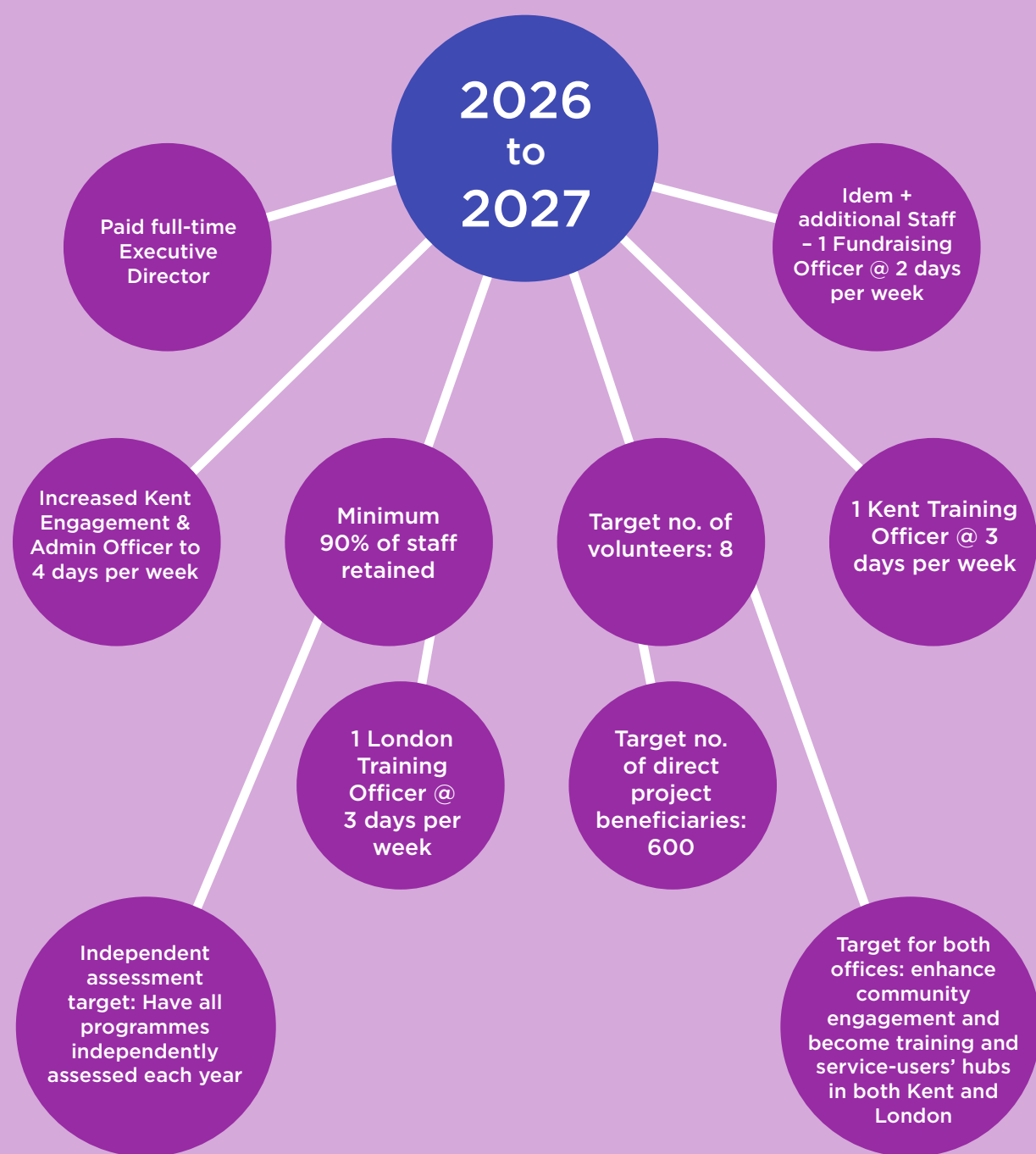
Section C		Notes to the accounts		(cont)	
Note 11 Debtors and prepayments					
Please complete this note if the charity has any debtors or prepayments.					
Analysis of debtors	Amounts falling due within one year		Amounts falling due after more than one year		
	This year	Last year	This year	Last year	
	£	£	£	£	
Trade debtors		-	-	-	
Amounts due from subsidiary and associated undertakings	-	-	-	-	
Other debtors		-	-	-	
Prepayments and accrued income	-	-	-	-	
Total	-	-	-	-	
Note 12 Creditors and accruals					
Please complete this note if the charity has any creditors or accruals.					
12.1 Analysis of creditors					
	Amounts falling due within one year		Amounts falling due after more than one year		
	This year	Last year	This year	Last year	
	£	£	£	£	
Loans and overdrafts		-	-	-	
Accruals and deferred income		-	-	-	
Amounts due to subsidiary and associated undertakings	-	-	-	-	
Other creditors	590	575	-	-	
Accruals and deferred income		-	-	-	
Total	590	575	-	-	
12.2 Security over assets					
If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.					

APPENDIX I - STRATEGIC DEVELOPMENT PLAN AND GOALS FOR THE FORTHCOMING 3 YEARS (2025 – 2028)

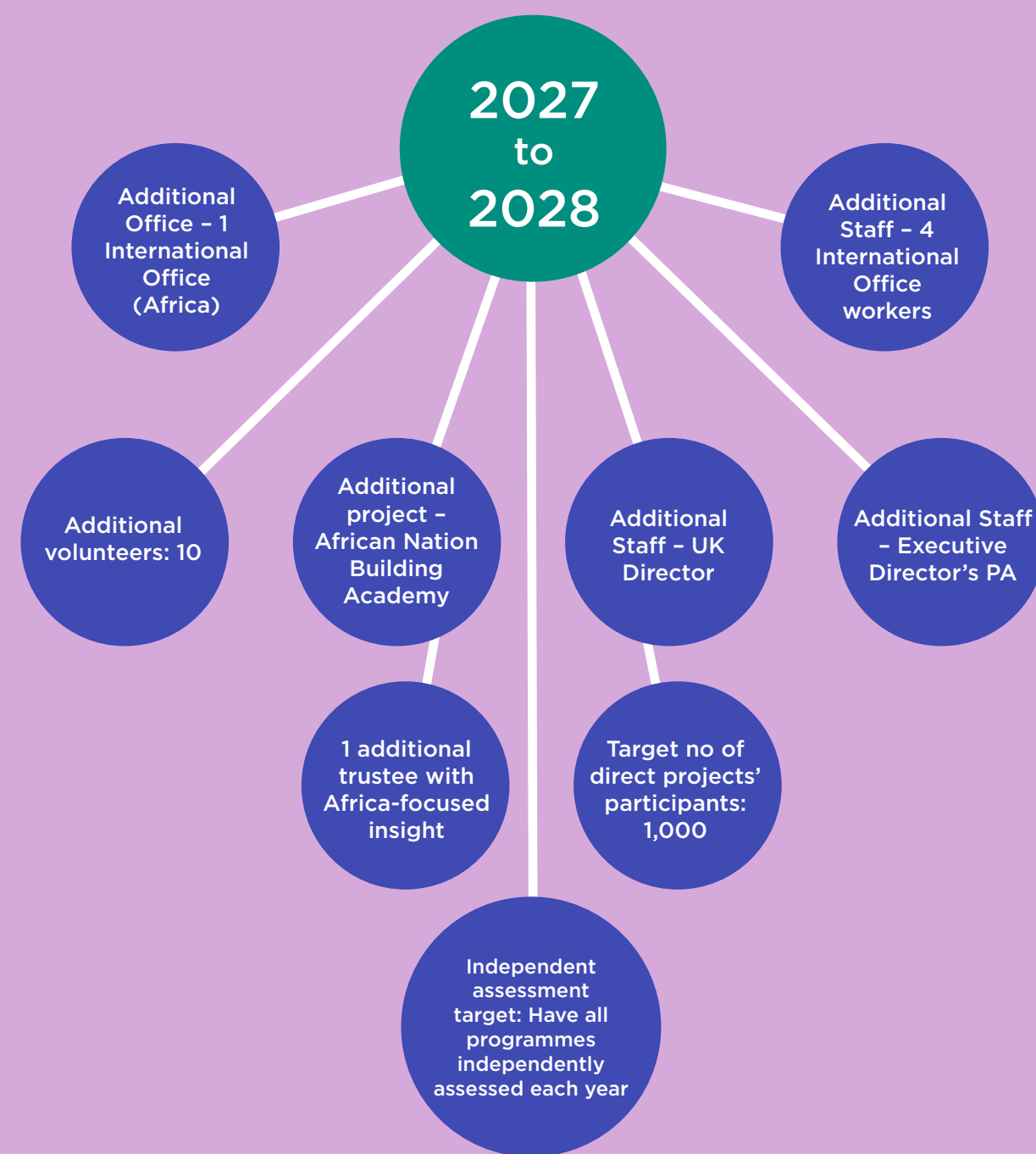
PCAP's strategic development plan and goals over the next 3 years are as follows:



Target budget: £300,000



Target budget: £400,000



Target budget: £1,200,000

The strategic objectives and indicators throughout the forthcoming 3 years include:

Objective 1: To strengthen the staff capacity of the organisation.

Indicators

- 1.1.1 To have all required additional staff of the Kent and London offices working by Q3 2026.
- 1.1.2 To have all additional UK volunteers in place by Q1 2027.
- 1.1.3 To have all staff required for the international office in place by Q1 2028.

Objective 2: To strengthen the independent assessment of PCAP's programmes

Indicators

- 2.1.1 Mid-term independent assessment reports of Hope After Covid and Lead4Hope Network programmes completed by Q4 2025.
- 2.1.2 Final independent assessment reports of Hope After Covid and Lead4Hope Network programmes completed by Q2 2026.
- 2.1.3 Independent assessors for any new programme contracted within 3 months of the launch of the programme.

Objective 3: To strengthen the financial sustainability of PCAP

Indicators

- 3.1.1 An updated fundraising plan for 2025 – 2028 with identified institutions and other donors, dates, deadlines, responsibilities, levels of funding, co-financing expectations produced by Q3 2025.
- 3.1.2 A minimum of 25% of the 2025- 2028 budget to be raised by Q1 2026.
- 3.1.3 A minimum of 60% of the 2025-2028 budget to be raised by Q1 2027.
- 3.1.4 100% of the 2025-2028 budget to be raised by March 2028.



Objective 4: To consolidate the programme portfolio of the organisation

Indicators

- 4.1.1 Additional activities of Hope After Covid and Lead4Hope Network, or any other programmes deriving from them, to be fully funded and ongoing by Q1 2026.
- 4.1.2 A minimum of 2 of the UK programmes, to be long-term and established as foundation stone programmes by Q1 2027.
- 4.1.3 The African Nation Building Academy, fully funded, to be launched by Q1 2028.

Objective 5: To increase the number of programmes' participants and service-users

Indicators

- 5.1.1 To increase the number of programmes' participants and service-users to 500 by Q1 2026.
- 5.1.2 To increase the number of programmes' participants and service-users to 600 by Q1 2027.
- 5.1.3 To increase the number of programmes' participants and service-users to 1,000 by Q1 2028.

APPENDIX 2 – OPERATIONAL TEAM



Sylvie Aboa-Bradwell, MPhil – Sylvie Aboa-Bradwell is an award-winning educator, leader, coach and mentor with a Master's of Philosophy in Postcolonial Studies from the Complutense University of Madrid, a Diploma in International Development from Birkbeck, University of London, and a Certificate in Science of Wellbeing from Yale University. She founded PCAP in 2008, stepped down as Trustee in 2009 to avoid any conflict of interest, and has been working as its Executive Director since. She is fluent in English, Spanish, French and several African languages.



Lee-Anne Coe, BA – Lee-Anne Coe brings over 15 years of experience in social care and now leads as Programmes Director at PCAP. She holds a BA in Social Science and a Level 6 qualification in Careers, Information, Advice, and Guidance. Her extensive background enables her to provide meaningful support across various capacities. Lee-Anne is passionate about empowering individuals and remains committed to using her skills and experience, in line with PCAP's mission, to positively impact and enhance the lives of others.



Zubeir Woozeer, MSc – Zubeir Woozeer is currently pursuing a Master's in Global Governance and Ethics at University College London. He first worked with PCAP in the King's Civic Challenge where PCAP and King's students collaborated successfully to develop and concretise the Hope After Covid Project in 2020 - 2021. After 2 years as our Admin Officer, Zubeir was recently promoted to the role of UK Engagement Officer.



Abigail Joseph, MPhil – Abigail Joseph is PCAP's London Training Officer. She has a BA and MPhil in Sociology from Goldsmiths and the University of Cambridge, respectively. Alongside her work at PCAP, Abigail works as a social impact consultant. Prior to this, she worked at an architectural consultancy as well as founding and managing social enterprises in London and Copenhagen. Abigail is excited about being able to work with PCAP to help people fulfil their potential and become the best version of themselves.



Ahmed Ogunrombi, MSc – Ahmed Ogunrombi has a Master's in Business with Business Analytics from Northumbria University. He joined PCAP in January 2023 as a part-time accountant. He also has a BSc in Accounting and has worked in different Accounting and Finance roles in the manufacturing Industry, Fintech, and Oil Sector over the course of 8 years' career. He is originally from Nigeria, and believes in an equal society.



Ayo Aladekomo, BSc – Ayo Aladekomo is an experienced and versatile manager with a demonstrated history of working in the creative, media and fintech industries with special interest in project management. A graduate of the University of Lagos with a BSc in Communication, Ayo worked as PCAP Kent Engagement and Admin Officer between May and July 2024.



Stephanie Papie, BA – Stephanie Papie has a BA in Childhood Studies from the Open University. She possesses extensive experience in Social Services, Community Engagement and work in corporations. She served as PCAP Kent Engagement Officer between November 2024 and January 2025.



Sonny Hawkins – Sonny Hawkins is an outstanding IT Systems Engineer with extensive experience. He is highly skilled in various hardware and software technologies, and has a keen interest on the hardware side of IT, infrastructure design and deployment. Sonny joined PCAP as an IT volunteer in October 2021 and proved to be a mighty knight in shining armour by promptly relieving the team from stressful website-related issues. He is a wonderful example of how societies can hugely benefit from fully embracing neurodiversity.

Our sincere and huge thanks to the following Volunteers:

Ian Bradwell,

who has been providing PCAP with holistic support as
a volunteer since 2008;

Ken,

for helping with the purchase of equipment,
management and delivery of events at
PCAP's Kent Office;

Nicholaus,

for facilitating the welcoming, registration and seating
of guests at the events of PCAP's Kent office;

Timothy,

for coordinating the welcoming, registration and
seating of guests at the events of PCAP's Kent office.

*Thank
you*

APPENDIX 3 – ADVISORY COMMITTEES' VOLUNTEERS



Christopher Buckwell, BA – Christopher Buckwell has been a participant in PCAP's activities for over a decade, and served as a trustee between February 2018 and September 2021. A lawyer by background, he is in an ideal position to provide advice, leadership and any relevant input on programmes that have social and legal dimensions. As a long-time community activist, Parish and Borough Councillor in Medway, Kent, Chris has extensive experience and skills pertaining to community representation, including assessing and advocating community needs.



Yeukai Taruvinga, BSc – Yeukai Taruvinga is the Founder and CEO of Active Horizons, a Bexley-based charity created in 2006, which promotes youth engagement and leadership development. She has an outstanding track record as a community leader, and a catalyst for the education, training and empowerment of young adults initially in Bexley, and now throughout the UK.



Tom Bamford, MBA – Tom Bamford is a corporate lawyer and management consultant with over a decade of work experience in the professional services space. He has advised companies on a range of strategic, operational, legal and transactional matters across EMEA and has spent time volunteering in schools and communities in Africa. He is passionate about development and holds a BSc in Politics and Economics from the University of Bath, a graduate LLB and an MBA from IESE Business School.

CONTACT DETAILS



Email: info@pcap.org.uk



Website: www.pcap.org.uk



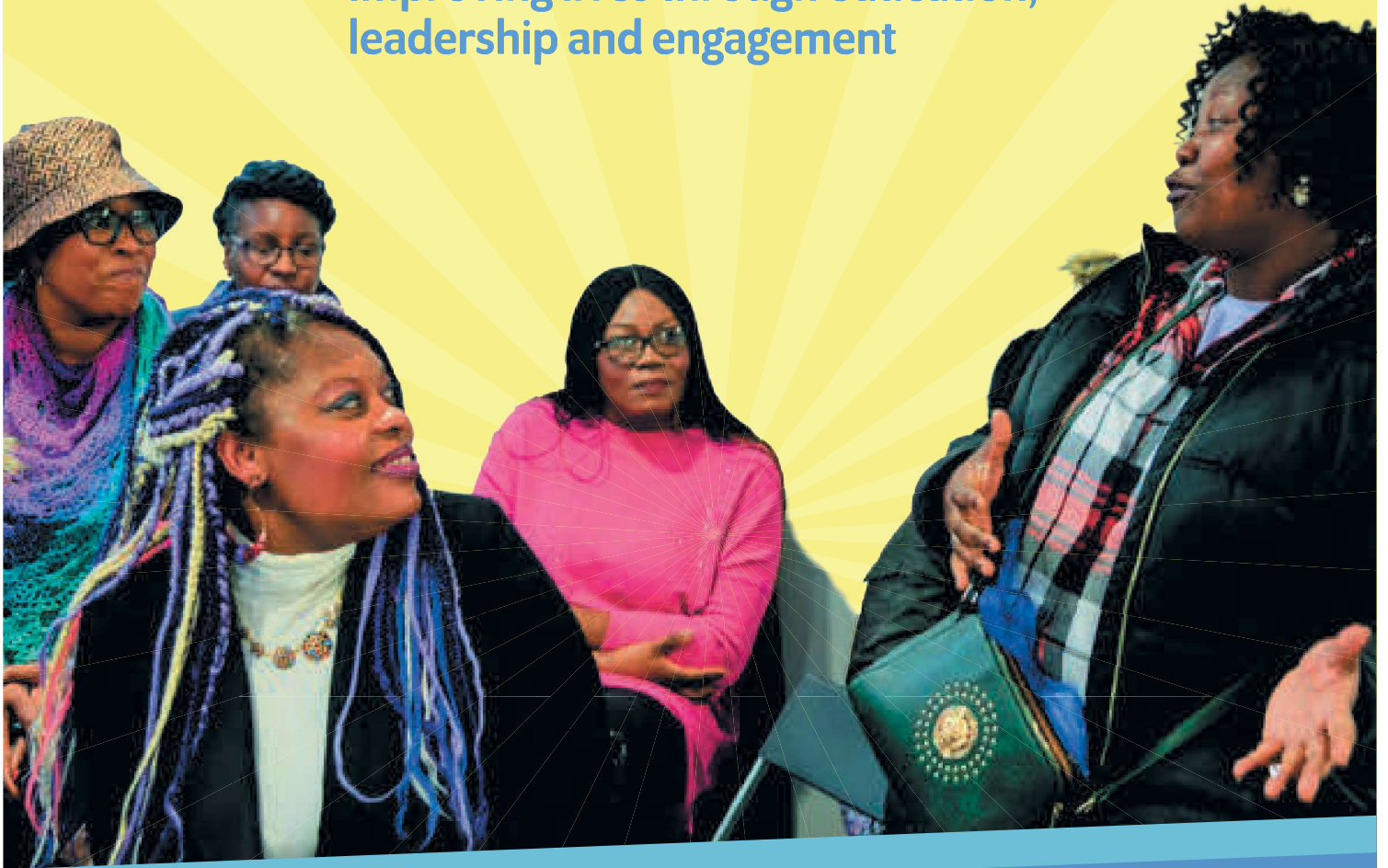
Kent Office
Broadside, Leviathan Way
Chatham, Kent
ME4 4LL

London Office
Units 24 & 35
St Olav's Court, London
SE16 2XB

Accounts



Improving lives through education,
leadership and engagement



POLICY CENTRE FOR AFRICAN PEOPLES' REPORT AND ACCOUNTS FOR THE FINANCIAL YEAR ENDED 31ST MARCH 2024

Policy Centre for African Peoples (PCAP)
info@pcap.org.uk
www.pcap.org.uk
Charity Registration Number: 1131139

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Trustees Antonique Adriana Afonso Joshua Chukwudi Aghadiuno Olajide Alabi Thelma Okey-Adibe	Chair Thelma Okey-Adibe
Registered/Kent Office Broadside, Leviathan Way Chatham, Kent ME4 4LL	Treasurer Olajide Alabi
Independent Examiner Tunji Ogedengbe FCCA 36 Daffodil Close Hatfield AL10 9FF	London Office 210 Jamaica Road London SE16 4RT
Charity Registration Number 1131139	Bankers HSBC

CHAIR'S STATEMENT



Throughout 2023 – 2024, PCAP has continued to strengthen its financial growth, strategic development, and capacity to fulfil its original mission. Thus, we are proud and delighted to report:

A steady financial growth

Thanks to the continuous support of previous funders such as Paul Hamlyn Foundation, Impact on Urban Health and Lambeth Council, as well as new funders including City Bridge Foundation, the National Lottery, South-East London Integrated Care System and Community Links Bromley, PCAP has reached an important milestone by raising over £200,000. This growth will be reflected in next year's accounts.

A remarkable strategic development

PCAP has managed to open 2 offices in the UK, a central office in London, and a regional office in Kent. This is a rewarding realisation of a key objective outlined in our 2022-2026 Strategic Development Plan and, more specifically, one of the main strategic goals discussed and agreed at the Strategic Retreat PCAP held in Scotland in July 2023.

An enhanced capacity to fulfil PCAP's original mission

The combination of increased financial growth and strategic development has substantially enhanced PCAP's capacity to fulfil its original mission. Thus, the charity is currently in a very strong position to use African philosophy, expertise and knowledge to improve the lives of many more African and disadvantaged people of all ethnic origins through education, leadership development and social engagement.

Our heartfelt thanks to our staff members, volunteers, trustees, advisers, projects' participants, funders, partners, and the many individuals who have supported us throughout this year and look forward to the year ahead!

Dr Thelma Okey-Adibe (PhD)
Chair, PCAP

EXECUTIVE DIRECTOR'S STATEMENT



It is with a huge sense of humility, joy and gratitude for the widespread trust and support from countless stakeholders that I report the following positive evolution of PCAP between 1st April 2023 and 31st March 2024:

Stronger Operational Team

In addition to having a full-time Executive Director, a UK Engagement Director working 3 days per week, and a part-time Finance Officer, PCAP now has the capacity to employ 2 Training Officers and a regional Engagement and Administration Officer. All these staff members are able to supervise volunteers, thus enhancing PCAP's capacity to serve more people, increase its financial transparency, and secure a lasting impact and legacy.

Enhanced ability to deliver successful projects

Throughout this year, PCAP has been able to successfully deliver projects including the Black Communities Welfare Network, Youth Innovation Fellowship, Medway Community Music-Making Workshops, and Widening Participation in South-East London Health and Care Workforce. Furthermore, the charity is gearing up for the implementation of the Lead4Hope Network in London, and Hope After Covid in Medway and Swale.

Stronger UK-wide operational capacity

PCAP has successfully built on its increased national presence to improve the lives of more African and disadvantaged people of all ethnic origins through education, leadership and social engagement. Thus, the number of direct projects' participants grew from 300 to 350 this year.

Once more, I humbly thank PCAP's Trustees, staff and volunteers for their steadfast support and commitment. I also express our team's sincere gratitude to our funders, projects' participants and partners, for their invigorating and rewarding support of our charity's work over this year.

Sylvie Aboa-Bradwell
Executive Director, PCAP

OUR VISION, MISSION AND VALUES



The Policy Centre for African Peoples (PCAP) was founded in the United Kingdom in September 2008 by a group of African Diaspora members and supporters led by Sylvie Aboa-Bradwell.

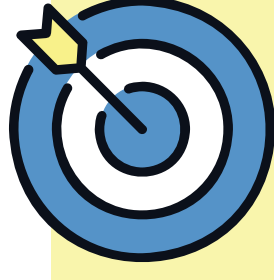
The registration of PCAP as a charity was approved by the Charity Commission (England and Wales) in August 2009. PCAP's charity registration number is 1131139.



PCAP is committed to enabling African and disadvantaged people of all ethnic origins to improve their lives through education, leadership development and social engagement.

Our Vision

We envision a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement.



Our Mission

In order to fulfil our vision, our **unique offer** is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell – Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.

We use this original model to enable African and disadvantaged people of all ethnic origins to improve their lives by implementing projects for them in the areas of education, leadership training and social engagement.



Our Values

* **Integrity** – PCAP engages with African knowledge and expertise as an inspiration for improving the lives of the disadvantaged and is built upon strong moral principles related to honesty, professionalism, accountability and transparency.

* **Justice** – PCAP believes that it is the right of all people to have access to, and engage with, processes which develop them as agents of change in their respective communities.

* **Respect** – in dealings with all people, PCAP believes in the principles of respect towards their feelings, wishes and rights.

Our Motto

Improving lives through education, leadership and engagement.



TRUSTEES' REPORT

Structure, Governance and Management

The Governing Document

PCAP is registered at the Charity Commission under the name of Policy Centre for African Peoples under the charity number 1131139.

PCAP's main governing document is its Constitution as amended on 27th July 2023. As well as its governing document, it has a number of policies and procedures which ensure that the objects of the charity are delivered, and the organisation managed transparently and effectively.



Trustees as of 31st March 2024



Ms Thelma Okey-Adibe, PhD - Dr Thelma Okey-Adibe is a lecturer with the Glasgow Caledonian University, Scotland. She holds a Doctorate degree in Banking and Finance and Master's degree in Business Administration. She is the founder of Jezreel Consultancy LTD, a company supporting minoritized communities especially African and Caribbean communities in Scotland. Areas of support include evidencing need, demonstrating impact and learning. She became PCAP's Chair in 2022 and is spearheading the charity's good governance and consolidation.



Mr Olajide Alabi, MBA - Olajide (Ola) Alabi holds a Master's Degree in Business Administration, specialty in Human Resources Management, and a Degree in Business Administration, specialty in Finance and Banking. He is a retired Senior Local Government Officer, and Founder and Director of Choice Global Ltd, a successful Home Care business. Ola is an experienced Trustee, business and community leader. He is PCAP's Treasurer, and works to strengthen our charity's financial management and capacity to capitalise on growth opportunities.



Mr Joshua Aghadiuno, BA - Joshua Aghadiuno is a civil servant currently working in community engagement for the Department for Levelling Up, Housing and Communities (DLUHC). He possesses a bachelor's degree in Economics with French, as well as Level 7 Certificate in Leadership and Management. As PCAP's youngest Trustee, Joshua is excited to focus on youth engagement as well as supporting the organisation to unlock additional funding opportunities.



Ms Antonique Afonso, BSc - Antonique Afonso is a Project Manager with Imperial College's Centre for Climate Finance and Investment. She hails from South Africa, and holds a Bachelors' Degree in Politics, Philosophy and Economics and is completing an MSc in Global Political Economy. Antonique joined PCAP as a trustee in 2023 and aims to use her expertise in project management, finance, partner engagement and business administration to further develop PCAP's projects, to promote the rights and interests of African and disadvantaged people through good governance and social engagement.

Organisational Structure as of 31st March 2024

Board of Trustees



Thelma
Okey-Adibe



Olajide Alabi



Joshua
Aghadiuno



Antonique
Afonso

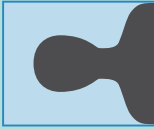
Operational Team



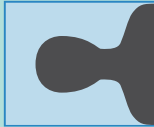
UK Engagement and Admin Officer:
Zubeir Woozeer



Executive Director:
Sylvie Aboa-Bradwell



UK Training Officer:
Recruitment in process



Kent Engagement and Admin Officer:
Recruitment in process



Finance Officer:
Ahmed Temitayo Ogunrombi



Kent Training Officer:
Recruitment in process



IT Volunteer: Sonny Hawkins



Christopher Buckwell



Yeukai Taruvinga

Advisory Committees' Volunteers

Objectives and Activities

The objectives of the Policy Centre for African Peoples (PCAP), as recorded by Charity Commission and in its Constitution, are:

1. The promotion of equality and diversity for the public benefit by:
 - (a) promoting knowledge and mutual understanding between different racial groups and genders;
 - (b) advancing education;
 - (c) the elimination of discrimination on the grounds of race or gender;
2. The advancement of education and relief of financial hardship amongst African Communities worldwide.



In order to realise these objectives, PCAP envisions a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement, and works to enable African and disadvantaged people of all ethnic origins to improve their lives through education, leadership and social engagement.



To fulfil this vision, our unique offer is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell – Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.

We use this original model to develop and undertake activities and realise projects in the areas of:

Education

PCAP delivers educational projects as well as coaching and mentoring sessions that enable participants to use education as a tool for personal and collective improvement. Our education programmes include the **Youth Innovation Fellowship project, through which we coached 14 young people based outside London this year.**

Leadership training

PCAP provides participants with the training and nurturing they need to become effective leaders and change-makers using African philosophy as inspiration. **We are delighted that we have raised £87,000 from the City Bridge Trust this year to create the Lead4Hope Network.**

Social engagement

PCAP trains, nurture and encourages participants to become agents of positive social change. The social engagement projects we successfully implemented throughout this year included **the Black Community Welfare Network and the Widening Participation projects, with over 200 participants.**



POLICY CENTRE FOR AFRICAN PEOPLES

OUR PROJECTS' IMPACT

Lead4Hope and Lead4Hope Network

Lead4Hope is a UK-wide project that, between April 2021 and April 2023, used our unique leadership development programme in 6 steps inspired by African philosophy, to offer training and practical advice to up to 30 leaders from ethnic minority and disadvantaged backgrounds. **Lead4Hope was funded by Joseph Rowntree Charitable Trust and Impact on Urban Health. We are delighted to report that:**

- We exceeded our original target of 30 project participants, as we trained 32 aspiring or existing leaders, with 28 completing the course;
- 98% of participants reported improved leadership skills and increased self-confidence;
- 100% of participants learnt new African wellbeing and self-care techniques.



The full end of project report is available on our website <https://pcap.org.uk/wp-content/uploads/2023/06/Lead4Hope-End-of-Project-Report-2023.pdf>

We are thrilled and grateful that thanks to the recent award of **£87,546** from the City Bridge Foundation, we will be able to create and run the Lead4Hope Network as well as train up to 20 disadvantaged leaders in London between 2024 and 2026.



II Hope After Covid

We are delighted to confirm that thanks to a grant of

£129,809

in February 2024 from the National Lottery's Reaching Communities England Fund, we are currently:

- Opening an office in Medway, Kent, as well as recruiting an Engagement and Admin Officer, and a Training Officer;
- Preparing to launch the Hope After Covid project – through this project, PCAP will be working between 2024 and 2026 to improve the wellbeing, mental health and social engagement of up to 100 Medway and Swale residents aged 18 and over, who have been affected by Covid. We will also aim to organise social engagement events with up to 300 attendees.



III Youth Innovation Fellowship Programme

Thanks to the continuous backing of the Paul Hamlyn Foundation, we carried on providing personalised coaching and support to young people aged 18 - 25 with lived experience of mental health, poverty or discrimination. Throughout this year, we were able to:



- Improve our outreach outside London by partnering with organisations including Bestie's Inspirational Guidance, Medway Transformation Academy, and Active Horizons;
- Deliver more than 50 hours of one-to-one coaching sessions to 14 Youth Innovation Fellows based in Kent, Scotland and, above all, the Midlands;
- Render our coaching more effective by making it more precise and defined, with a clear exit strategy. Instead of 6 months with options for renewing, we now coach the Youth Innovation Fellows for a period of 4 months, and we give them a lifelong toolkit in 6 easy steps that they can adapt to their circumstances as their needs evolve through life.



IV The Black Communities Welfare Network¹

Thanks to the support from



Lambeth Council through its **Lambeth Together programme**, we were able to successfully pilot and deliver this project between April 2023 and February 2024.

- Enrol and serve Lambeth 124 residents, mainly of Black, African and Caribbean descent;



- Deliver a total of **20 weekly group physical and wellbeing sessions** between June 2023 and February 2024, to train participants on African wellness, relaxation and self-improvement techniques;
- Arrange for **4 healthcare professionals to meet up with the participants**, so that they might gain a greater insight into the beneficiaries' health, and provide them with personalised and wellbeing advice;
- And **deliver 2 community events** centred around imparting health and wellbeing techniques to the project participants and the wider Lambeth community.

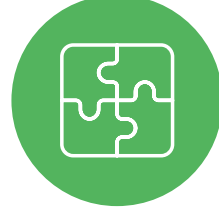


¹ The full impact assessment of the Black Communities Welfare Network project is available on our website <https://lccap.org.uk/wp-content/uploads/2023/11/Impact-Assessment-Report-Black-Communities-Welfare-Network-2023-compressed.pdf>



V Medway Community Music-Making Workshops

Following PCAP's participation in a sandpit event organised by King's College London in May 2023, we obtained a grant of £1,000 from King's to deliver 2 community music-making workshops for Medway residents. We organised these in Gillingham on 7th December 2023, with the following results:



- **30 Medway residents participated in the workshops;**
- Under the expert guidance of **Jack Drum Arts from Durham and Soothsayers from South London**, participants learnt the basics of new instruments;
- **Attendees were able to come together and explore the connection between music and wellbeing.**



VI

Widening Participation in South-East London
(SEL) Health and Care Workforce of Black, African
and Caribbean People

In September 2023, PCAP was selected as a partner by SEL Voluntary, Community and Social Enterprise Strategic Alliance, and SEL Integrated Care System to work on widening the participation in health and care workforce of people of Black, African or Caribbean heritage in SEL. Between November 2023 and March 2024, PCAP was able to:



Enrol 123 participants across the 6 catchment boroughs of Bromley, Bexley, Greenwich, Lambeth, Lewisham and Southwark;

Coordinate the delivery of 7 community group conversations, 40 one-to-one interviews, and 154 filled in questionnaires;

Co-identify the main barriers as being lack of information on training and opportunities, racial discrimination, childcare, mental health, as well as pay and financial resources;

Co-create solutions to these barriers, with proposed solutions including a one-stop- shop for information and resources; training and coaching to improve self-confidence, application capacity, and personal development; encouragement of reporting of racial discrimination incidents; the establishment of support networks; childcare assistance and employers' flexibility; the combating of mental health stigma, and the improvement of growth and progression pathways.

ILLUSTRATION OF OUR IMPACT
AND ACHIEVEMENTS

Key Performance Indicator	Year Ended 31st March 2024	Year Ended 31st March 2023	Achievements and Increased Impact
NO. OF NEW PROJECTS	4	1	No. of new projects has increased by 400%
NO. OF NEW DIRECT PROJECTS' BENEFICIARIES	200	50	No. of new direct projects' beneficiaries has increased by 400%
NO. OF GRANTS FROM NEW FUNDERS	3	1	No. of grants from new funders has increased by 300%
NO. OF RENTED OFFICES	2	0	No. of rented offices has increased from 0 to 2

CASE STUDIES FROM OUR PROJECTS' PARTICIPANTS

Throughout this year, we were privileged to be able to fulfil our mission by improving the lives of hundreds of African individuals and disadvantaged people of all ethnic origins through the delivery of our education, leadership training and social engagement projects.

For the sake of concision, we will outline only 3 case studies from our projects' participants here. More testimonies are available on the impact section of our [website](https://pcap.org.uk/our-impact/) <https://pcap.org.uk/our-impact/>.

Case Study 1:

EN – Support Thanks to the Black Communities Welfare Network

EN, who is in her mid-fifties, was one of the first Lambeth residents of black heritage to fill in and submit her initial assessment questionnaire in April 2023. Her conditions included pulmonary sarcoidosis and rheumatoid arthritis. She led a very solitary and sedentary life, did not exercise at all and felt lonely and misunderstood by her medical team. In addition, she was demotivated and discouraged due to longstanding immigration problems.

Following EN's enrolment in the Black Communities Welfare Network and the analysis of her initial assessment questionnaire, we designed a personalised support package for her including:

- One-to-one sessions with Sylvie Aboa-Bradwell, the PCAP executive director, for motivational, mindset and self-care advice;
- Invitation to attend the weekly group sessions, to combat her loneliness, take part in some gentle exercises and be linked up with visiting healthcare professionals;
- Migration resources, consisting of useful information and links to organisations offering free legal and practical support.

EN soon became one of the most enthusiastic participants in the Black Communities Welfare Network. Between early June and end of September 2023, she:

- Attended almost all the 11 weekly group sessions that we delivered;
- Made 3 friends as a result of attending the group sessions and, as a result, stopped being lonely;
- Was put in touch with a member of the Lambeth Together team, who liaised with her GP to improve her healthcare package and ensure a smooth communication with her medical team;
- Took part in the Neighbourhood and Wellbeing Delivery Alliance research on the experiences of Black and multi-ethnic people, and received £60 for her time;
- Had 4 one-to-one coaching, mindset and motivational sessions delivered by the PCAP director and, as a result, developed a more positive outlook on life, became more resilient and able to confront the ill-health and other challenges facing her;
- Secured free legal advice and representation to regularise her immigration status in the UK, thus feeling her with joy and optimism about her life.

EN says: "I would like the PCAP group meeting to be an ongoing programme. Reason is that it has really been a thing of help to me. I used to be at home all day doing nothing due to my inability to work due to my chronic illness. This programme has given me the opportunity to meet new people and through this programme, I have come to realise that I'm not the only one with incurable illness. To me we are like one big family where we eat healthy food, share ideas with motivation and also engage in some exercises."



Case Study 2:

Claudia Newton – Improved Leadership Skills Through Lead4Hope

Back in November 2022, Claudia, a part-time supply teacher, was so weighed down by financial worries that her initial assessment baseline revealed anxiety about her future and, consequently, a noticeable lack of self-confidence. However, after enrolling in cohort 3 of PCAP's Lead4Hope programme, she quickly managed to:

- Learn how to channel the power of hope when visualising her future and, in so doing, keep anxiety at bay;
- Become more creative and resourceful, thus enhancing her ability to overcome challenges;
- Increase her self-confidence as a leader with huge potential as a catalyst for positive social change.

By the time she completed her leadership and personal development coaching in April 2023, Claudia had:

- Found a more secure and better paid job as an educator, thus assuaging her financial concerns;
- Produced a roadmap for her life plans, including the realisation of her vision as an education leader;
- Developed a lifelong toolkit to preserve her wellbeing and increase her ability to achieve her goals.



Claudia says: **“The coaching has given me an outlet for the pressures of life and the leadership. It has provided me with practical advice to overcome daily hurdles, and a way of looking after my mental well-being.”**



Case Study 3:

Phillip Nai – Given an Engagement Platform Through the Widening Participation Project

Phillip is based in Lewisham and works for the NHS as a General Manager for the Royal London Hospital, as well as a Regional Director for St. Bartholomew's Hospital. **As part of the Widening Participation project, Philip was invited to take part in the co-identification of the main barriers preventing people from Black, African or Caribbean heritage from accessing jobs and being an active part of the SEL health and care workforce, and the co-creation of the solutions to these barriers.**

He says that there exists some kind of “norm especially when you have a different accent” or when your identity is different, which causes the “people above you” to make decisions on your behalf. However, **Philip stresses that he has never let other people's assumptions about him hold him back, and is keen to be a role model for other individuals from Black, African or Caribbean heritage.**



Phillip also highlights the importance of having support networks – “having someone to talk to and share experiences with” is one of the ways racial discrimination and other barriers can be overcome. This builds confidence within the younger generation and simultaneously brings people together. He argues that people should just keep pushing forward and that it is good to see people who look like you in leadership positions.

View video testimonial https://youtu.be/18bs_EkvKTA



FUNDRAISING AND THANKS TO OUR FUNDERS

We are extremely grateful to the following funders who have supported and financed our work throughout this year:

City Bridge Foundation

thanks to the **£87,546**

grant CBF awarded us in February 2024, we will be able to create and run the Lead4Hope Network in London between 2024 and 2026.



Lambeth Council

we are grateful to LC for **£14,755**

the grants totalling that enabled us to implement our Black Communities Welfare Network project between April 2023 and February 2024.



Impact on Urban Health

the discretionary Covid Continuation Grant of **£50,460**

that PCAP received from Impact on Urban Health between 2022 and 2023 proved very important in terms of enabling our charity to cover core costs including staff, utilities and equipment; improve our fundraising capacity, and cover the infrastructure costs of our Lead4Hope programme.

Impact
on Urban
Health

Joseph Rowntree Charitable Trust

thanks to a **£34,512**

grant from the Joseph Rowntree Charitable Trust, PCAP was able to cover the project costs of Lead4Hope over 2 years. This was the first multi-year grant received by our organisation since its inception and thus, was truly transformational for PCAP.



King's College London

PCAP received **£1,000**
from King's to deliver 2 community music-making
workshops in Medway in 2023.



National Lottery

thanks to the 2-year grant of **£129,809**
we raised from the National Lottery's Reaching
Communities Fund, PCAP will be able to expand
the Hope After Covid project to Medway and
Swale and help up to 100 residents.



Paul Hamlyn Foundation

the 3-year grant of **£90,000**
PCAP received from the Paul Hamlyn Foundation
in April 2022 is enabling our charity to deliver
motivational, coaching and personal development
sessions to up to 50 disadvantaged young people
aged 18-25.



South-East London Voluntary, Community and Social Enterprise Alliance and SEL Integrated Care System

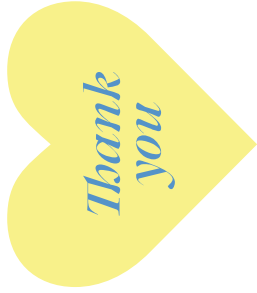
a grant totalling **£48,000**
enabled our charity to partner with community
organisations and leaders to work between November
2023 and March 2024 on widening the participation in
health and care workforce of people of Black, African
or Caribbean heritage in SEL.



Thanks to the support from the aforementioned
funders, PCAP was able to obtain a turnover of

£167,986.35

this year. We are committed to using the funds
entrusted to us in a transparent, strategic,
responsible and highly accountable manner as we
strive to realise our charity's vision and mission.



INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS OF THE POLICY CENTRE FOR AFRICAN PEOPLES FOR THE YEAR ENDED 31ST MARCH 2024

REFERENCES AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ITS TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Trustees

Dr. Thelma Okey-Adibe
Mr. Olajide Alabi
Mr. Joshua Aghadiuno
Ms. Antonique Afonso

Charity registration no

1131139

Registered /Kent office

Broadside, Leviathan Way
Chatham, Kent
ME4 4LL

London Office

210 Jamaica Road
London
SE16 4RT

Independent Examiner

Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Bankers

HSBC UK

**INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD 1st April 2023 to
31st March 2024**

Respective responsibilities of trustees and independent examiner

Basis of independent examiner's statement

Independent examiner's statement

(i) which gives me reasonable cause to believe that in any material respect the requirements:

- Tunji Ogedengbe FCCA
Director DTT Consultancy Ltd
36 Daffodil Close
Hatfield
AL10 9FF

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Section B Balance sheet as at 31st Mar 2024							Total last year	
	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year			
		£	£	£	£	£		
Total funds	B20	76,710	55,332	-	132,042	87,297		
Signed by	Treasurer		Print Name		Date of approval			
Mr. Olajide Alabi			Mr. Olajide Alabi		10th May 2024			

Section C

Notes to the accounts

Note 1 Basis of preparation

This section should be completed by all charities.

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);

☒	☐
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• and with* Accounting Standards;

or Financial Reporting Standards for Smaller Enterprises (FRSSE);

- and with the Charities Act 1993.

[** except for the following].

Give details in this box if a different standard has been followed.

* -Tick as appropriate:

- if all relevant disclosures shown in the pack have been given then please tick “Accounting Standards”;
- if disclosures completed in these accounts have been restricted to those required by the FRSSE, then please tick “Financial Reporting Standards for Smaller Enterprises (FRSSE)”.

** - If no departures from the chosen standards have been made then delete these words; otherwise give details of any changes in the boxes.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year .

1.3 Changes to previous accounts

No changes have been made to accounts for previous years

Section C	Notes to the accounts	(cont)
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Note 2
Accounting policies
This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

INCOMING RESOURCES	
	These are included in the Statement of Financial Activities (SoFA) when:
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
Tax reclaim on donations and gifts	Incoming resources from tax reclaim are included in the SoFA at the same time as the gift to which they relate.
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.
Gifts in kind	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.
Donated services and facilities	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Investment income	This is included in the accounts when receivable.
Investment gains and losses	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

EXPENDITURE AND LIABILITIES	
Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
ASSETS	
Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.
Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
Stocks and work in progress	These are valued at the lower of cost or market value.

EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
ASSETS	
Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.
Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
Stocks and work in progress	These are valued at the lower of cost or market value.

Section C	Notes to the accounts			(cont)		
Note 3	Analysis of incoming resources					
Incoming resources may be further analysed if this would help the reader of the accounts.						
Analysis	Brought For-ward	This year	This Year Total	Last year		
					£	£
Restricted						
	London Community Foundation Be Fit to Lead	-	-	-	£	£
	King's College London Hope After Covid	-	-	-	-	830
	King's College London – Medway Community Music-Making Workshops		1,000	1,000		2,223
	Joseph Rowntree Charitable Trust Lead4Hope	3,463	1,438	4,901		23,414
	Lambeth Council Grant - Black Communities Welfare Network	9,800	4,755	14,555		10,000
	Loved Accepted Heard	-	-	-	-	-
	GLA/YLF Elevate	-	-	-	-	12,805
	National Lottery Community Fund - Hope After Covid	-	32,339	32,339		-
	South East London Integrated Care System/Widening Participation		43,200	43,200		
	City Bridge Foundation/ Lead4Hope Network	-	10,798	10,798		
	Total Restricted Fund	13,263	93,530	106,793	49,272	
Unrestricted						
fund con-	Paul Hamlyn Foundation – Youth Fund Revenue Grant	2,266	33,058	35,324		30,000
tractually	Income					
bound to be	Impact on Urban Health - Covid Emergency Grant	-	-	-	-	20,551
spent within	Impact on Urban Health - Covid Continuation Grant	23,383		23,383		50,460
a year	Reserves Income	1,931	506	2,437		1,931
	Garfield Weston Foundation	-	-	-	-	15,000
	Total Unrestricted fund contractually bound to be spent within a year	27,580	33,564	61,144		117,942
Funds	Restricted Funds	13,263	93,530	106,793		49,272
	Unrestricted fund contractually bound to be spent within a year	27,580	33,564	61,144		117,942
	Total Funds	40,842	127,094	167,937		167,214

Section C		Notes to the accounts (cont)			
Note 4	Analysis of resources expended				
		This year	This year	This year	Last year
		Unrestricted contractually bound to be spent within a year	Restricted	Total	£
	Expenditure				
	LCF Be Fit to Lead - Staff Costs	-	-	-	600
	LCF Be Fit to Lead - Equipment	-	-	-	230
	Total London Community Foundation Be Fit to Lead Expenditure	-	-	-	830
	KCL/Hope After Covid - Staff Costs	-	-	0	900
	KCL/Hope After Covid - Outreach & Publicity	-	-	0	204
	KCL/Hope After Covid - Equipment	-	-	0	137
	KCL/Hope After Covid - Volunteer	-	-	0	421
	KCL/Hope After Covid - Transport/Videos	-	-	0	18
	KCL/Hope After Covid- Materials & Resources	-	-	0	543
	Total King's College London Hope After Covid Expenditure	-	0	0	2,223
	KCL - Staff costs	-	625	-	-
	KCL - Publicity and Workshop Costs	-	375	-	-
	King's College London – Medway Community Music-Making Workshops		1,000		
	Impact on Urban Health (Core funding) - Staff Costs	-	-	-	9,820
	Impact on Urban Health (Core funding) - Rent & other core costs	-	-	-	2,399
	Grant Plus (Lambeth Engagement Officer)	-	-	-	576
	Grant Plus (Governance)	-	-	-	804
	Grant Plus (Insurance)	-	-	-	590
	Grant Plus (Independent Examiner)	-	-	-	550
	Grant Plus (Accounts Review)	-	-	-	1,434
	Grant Plus (HR Advice & Training)	-	-	-	650
	Grant Plus (Volunteer Expenses)	-	-	-	2,050
	Bank Charges	-	-	-	15
	Grant Plus (Medway Office)	-	-	-	1,547
	Grant Plus (Marketing)	-	-	-	167
	Total Impact on Urban Health Covid Emergency Grant Expenditure	-	-	-	20,601
	JRCT/Lead4Hope - Staff costs	-	1,777	1,777	17,113
	JRCT/Lead4Hope - Outreach & Publicity	-	375	375	-
	JRCT/Lead4Hope - Trips	-	1,150	1,150	375
	JRCT/Lead4Hope - Equipments	-	182	182	959
	JRCT/Lead4Hope - Volunteers	-	300	300	-
	JRCT/Lead4Hope - Miscellaneous	-	1,057	1,057	866
	JRCT/Lead4Hope - Monitoring & Evaluation	-	60	60	639
	Total Joseph Rowntree Charitable Trust Lead4Hope Expenditure	-	4,901	4,901	19,951
	National Lottery/Hope After Covid - Staff costs	-	1,526	1,526	-
	National Lottery/Hope After Covid - Monitoring & Evaluation	-	52	52	-

	Total National Lottery Community Fund - Hope After Covid Expenditure	-	1,578	1,578	-
	BCWN - Staff costs	-	10,655	10,655	0
	BCWN - Miscellaneous	-	3,900	3,900	200
	Total Lambeth Council Grant - Black Communities Welfare Network Expenditure	-	14,555	14,555	200
	Widening Participation - Human resources	-	34,107	34,107	-
	Widening Participation - Community Conversation hostings ; Partners' expense	-	1,741	1,741	-
	Widening Participation -IT, Communication& Publicity cost	-	736	736	-
	Widening Participation - Transport	-	210	210	-
	Widening Participation - Participant Time compensation	-	5,310	5,310	-
	Total South East London Integrated Care System/Widening Participation- Expenditure	-	42,104	42,104	-

Note 4 cont'd Analysis of resources expended					
		This year	This year	This year	Last year
		Unrestricted	Restricted	Total	£
		contractually bound to be spent within a year			
	Expenditure cont'd	-	64,138	63,138	43,805
	City Bridge Foundation/ Lead4Hope Network - Staff costs	-	1,526	1,526	-
	City Bridge Foundation/ Lead4Hope Network - Miscellaneous Project cost	-	200	200	-
	Total City Bridge Foundation/ Lead4Hope Network Expenditure	-	1,726	1,726	-
	GLAYLIF Elevate - Salaries	-	-	-	12,662
	GLAYLIF Elevate - Refreshments	-	-	-	4
	GLAYLIF Elevate - Transport/Videos	-	-	-	83
	GLAYLIF Elevate - Miscellaneous	-	-	-	56
	Total GLAYLIF Elevate Expenditure	-	-	-	12,805
	GWf Revenue Grant - Staff Costs	-	-	-	14,388
	GWf Revenue Grant - Marketing, Outreach & Publicity	-	-	-	415
	GWf Revenue Grant - Materials & Resources	-	-	-	65
	GWf Revenue Grant - Training, Monitoring & Evaluation	-	-	-	100
	GWf Revenue Grant - Refreshments	-	-	-	14
	GWf Revenue Grant - Transport	-	-	-	18
	Total GWf Revenue Grant- Expenditure	-	-	-	15,000
	PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Staff Costs	32,322	-	32,322	26,537
	PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Marketing, Outreach & Publicity	947	-	947	831
	PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Materials & Resources	250	-	250	-
	PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Training, Monitoring & Evaluation	257	-	257	-
	PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Transport	106	-	106	67
	PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant - Book-keeping & Accountancy	-	-	-	180
	PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant - Miscellaneous	1,002	-	1,002	119
	Total PAUL HAMLYN FOUNDATION - YOUTH FUND Expenditure	34,884	-	34,884	27,734
	Impact on Urban Health (Core funding) - Staff Costs	21,037	-	21,037	23,293
	Impact on Urban Health (Core funding) - Rent & other core costs	-	-	-	253
	Impact on Urban Health (Core funding) - Office Equipments	-	-	-	547
	Impact on Urban Health (Core funding) - Safeguarding	175	-	-	-
	Volunteer Expenses (Core funding)	-	-	-	542

	Bank Charges(Core funding)	30	-	30	35
	Subtotal Impact on Urban Health (Core funding)	21,242	-	21,067	24,670
	Grant Plus (Strategic development)	1,772		1,772	1,665
	Grant Plus (Accounts review)	300		300	692
	Grant Plus (VolunteerExpenses)	119			
	Subtotal Impact on Urban Health (Grant plus)	2,191	-	2,072	2,357
	Total of Impact on Urban Health Covid Continuation Grant Expenditure	23,433	-	23,139	27,027
	Miscellaneous	-	60	60	
	Total PCAP RESERVES Expenditure	-	60	60	-
	Total Expenditure	58,317	65,924	122,948	126,372

Note 5 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	
	-	-	-	
	-	-	-	

Note 6 Details of certain items of expenditure

6.1 Trustee expenses

Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).

	This year	Last year
Number of trustees who were paid expenses		
Nature of the expenses		
Total amount paid	£	£

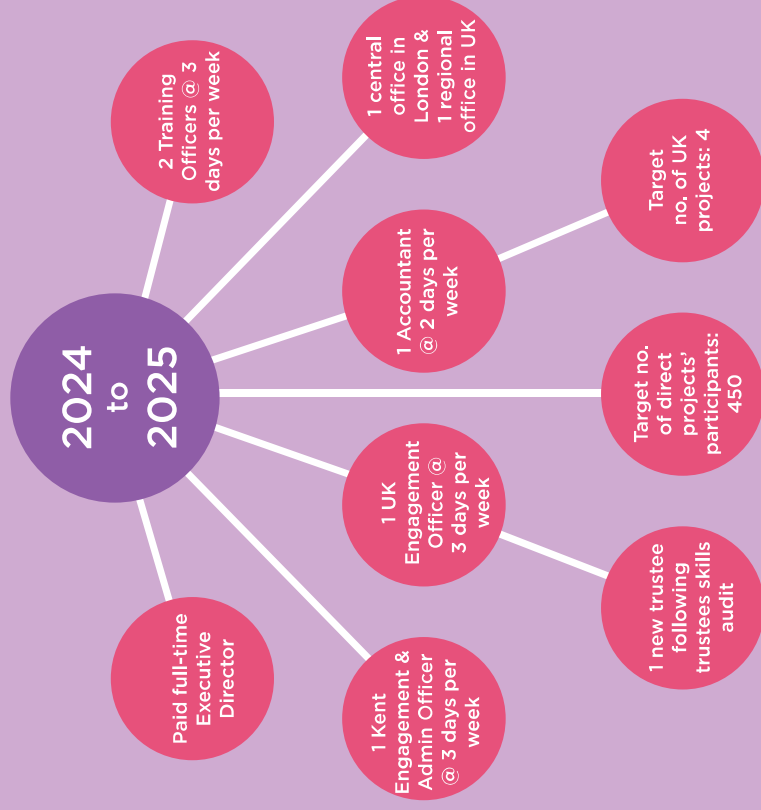
6.2 Fees for examination or audit of the accounts

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).

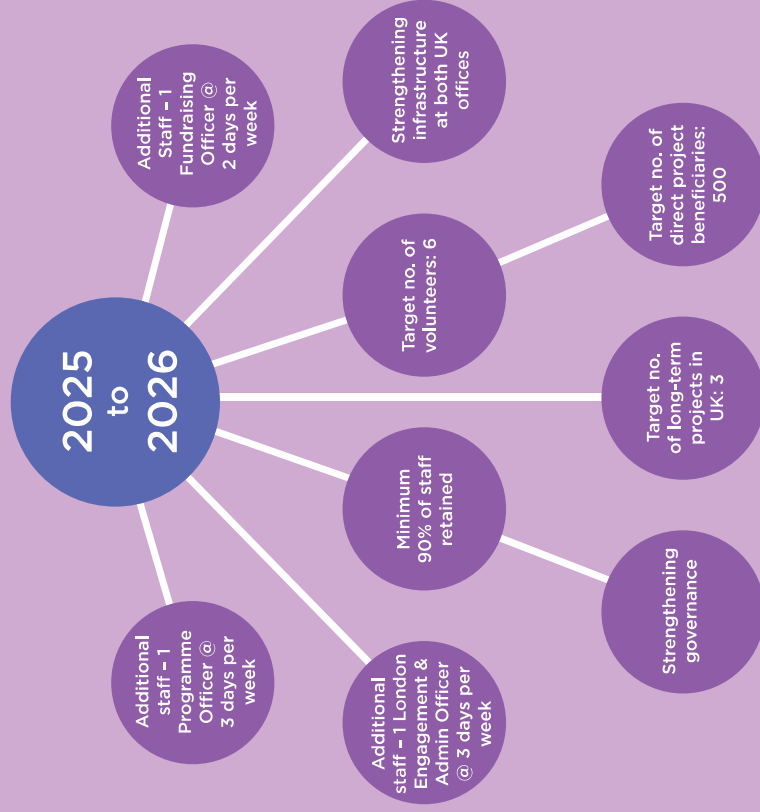
	This year	Last year
Independent examiner's or auditors' fees for reporting on the accounts	575	550
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

APPENDIX I - STRATEGIC DEVELOPMENT PLAN AND GOALS FOR THE FORTHCOMING 3 YEARS (2024 - 2027)

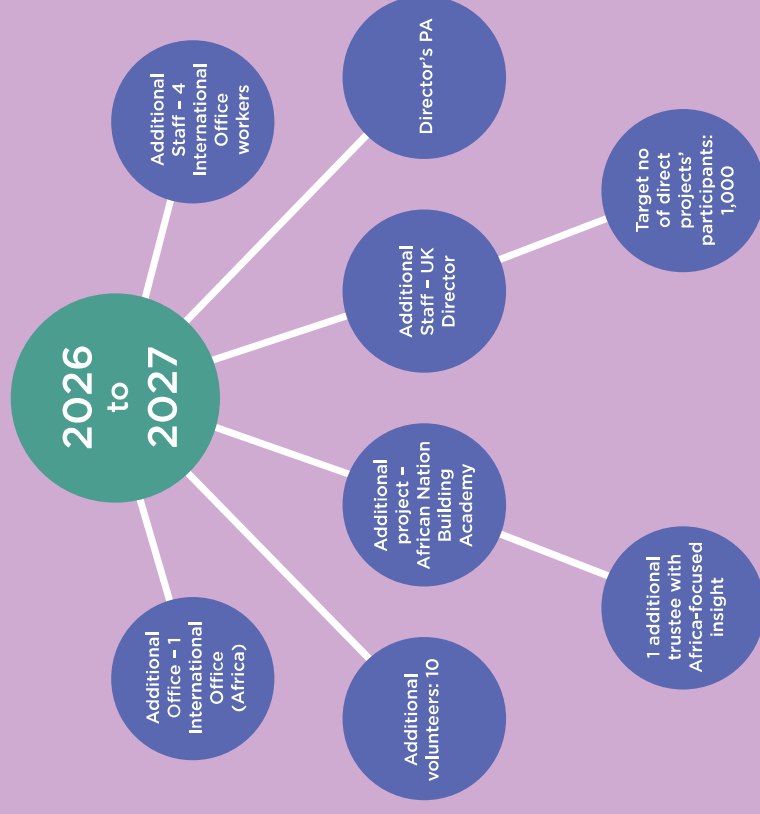
PCAP's strategic development plan and goals over the next 3 years are as follows:



Target budget: £300,000



Target budget: £400,000



Target budget: £1,200,000

The strategic objectives and indicators throughout the forthcoming 3 years include:

Indicators

- 1.1.1 To have all core staff of the central and regional UK offices working by Q2 2024.
- 1.1.2 To have all additional UK staff and volunteers in place by Q4 2025.
- 1.1.3 To have all staff required for the international office in place by Q1 2027.

Objective 1:
To strengthen the staff capacity of the organisation.

Indicators

- 2.1.1 Independent assessors of Hope After Covid and Lead4Hope Network projects contracted by Q4 2024.
- 2.1.2 Internal impact assessment report of Youth Innovation Fellowship programme completed by Q4 2024.
- 2.1.3 Internal mid-term impact assessment of Lead4Hope Network and Hope After Covid completed by Q4 2025.
- 2.1.4 Independent assessments of Lead4Hope and Hope After Covid published by Q2 2026.

Objective 2:
To strengthen the impact assessment of PCAP's projects.



Objective 3:
To strengthen the financial sustainability of PCAP.

Indicators

- 3.1.1 An updated fundraising plan for 2024 – 2027 with identified institutions and other donors, dates, deadlines, responsibilities, levels of funding, co-financing expectations produced by Q3 2024.
- 3.1.2 A minimum of 25% of the 2024– 2027 budget to be raised by Q1 2025.
- 3.1.3 A minimum of 70% of the 2024–2027 budget to be raised by Q1 2026.
- 3.1.4 100% of the 2024–2027 budget to be raised by March 2027.



Objective 4:
To consolidate the programme portfolio of the organisation.

Indicators

- 4.1.1 All 4 UK programmes, fully funded, to be ongoing by Q1 2025.
- 4.1.2 A minimum of 3 of the UK programmes, to be long-term and established as foundation stone programmes by Q1 2026.
- 4.1.3 The African Nation Building Academy, fully funded, to be launched by Q1 2027.



Objective 5:
To increase the number of project participants and beneficiaries.

Indicators

- 5.1.1 To increase the number of direct project participants to 450 by Q1 2025.
- 5.1.2 To increase the number of direct project participants to 500 by Q1 2026.
- 5.1.3 To increase the number of direct project participants to 1,000 by Q1 2027.



APPENDIX 2 – OPERATIONAL TEAM



Mrs Sylvie Aboa-Bradwell MPhil – Sylvie Aboa-Bradwell is an award-winning educator, leader, coach and mentor with a Master's of Philosophy in Postcolonial Studies from the Complutense University of Madrid, a Diploma in International Development from Birkbeck, University of London, and a Certificate in Science of Wellbeing from Yale University. She founded PCAP in 2008, stepped down as Trustee in 2009 to avoid any conflict of interest, and has been working as its Executive Director since. She is fluent in English, Spanish, French and several African languages.



Mr Zubeir Woozeer – Zubeir Woozeer is currently pursuing a Master's in Global Governance and Ethics at University College London. He first worked with PCAP in the King's Civic Challenge where PCAP and King's students collaborated successfully to develop and concretise the Hope After Covid Project in 2020 - 2021. After 2 years as our Admin Officer, Zubeir was recently promoted to the role of UK Engagement Officer.



Ms Claudia Newton, MA – Claudia Newton holds a Master's in Applied (International) Development Studies from the University of Reading. She is an experienced Teacher, and Founder of No Ordinary Life, a career-motivation platform for youths. Claudia started engaging with our charity in 2021 as a Be Fit to Lead and Lead4Hope programmes' participant. She worked as a PCAP Trainee Coaching Officer between March and September 2023.



Mr Ahmed Ogunrombi, BSc – Ahmed joined PCAP in January 2023 as a part-time accountant and is currently pursuing a Master's in Business with Business Analytics. He has a BSc in Accounting and has worked in different Accounting and Finance roles in the manufacturing Industry, Fintech, and Oil Sector over the course of 8 years' career. He is originally from Nigeria, and believes in an equal society.



Mr Sonny Hawkins – Sonny Hawkins is an outstanding IT Systems Engineer with extensive experience. He is highly skilled in various hardware and software technologies, and has a keen interest on the hardware side of IT, infrastructure design and deployment. Sonny joined PCAP as an IT volunteer in October 2021 and proved to be a mighty knight in shining armour by promptly relieving the team from stressful website-related issues. He is a wonderful example of how societies can hugely benefit from fully embracing neurodiversity.

APPENDIX 3 – ADVISORY COMMITTEES’ VOLUNTEERS



Mr Christopher Buckwell BA – Chris has been a participant in PCAP’s activities for over a decade, and served as a trustee between February 2018 and September 2021. A lawyer by background, he is in an ideal position to provide advice, leadership and any relevant input on programmes that have social and legal dimensions. As a long-time community activist, Parish and Borough Councillor in Medway, Kent, Chris has extensive experience and skills pertaining to community representation, including assessing and advocating community needs.



Mr Christopher Buckwell BA – Yeukai Taruvinga is the Founder and CEO of Active Horizons, a Bexley-based charity created in 2006, which promotes youth engagement and leadership development. She has an outstanding track record as a community leader, and a catalyst for the education, training and empowerment of young adults initially in Bexley, and now throughout the UK.

CONTACT DETAILS



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Chatham, Kent
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Improving lives through education,
leadership and engagement

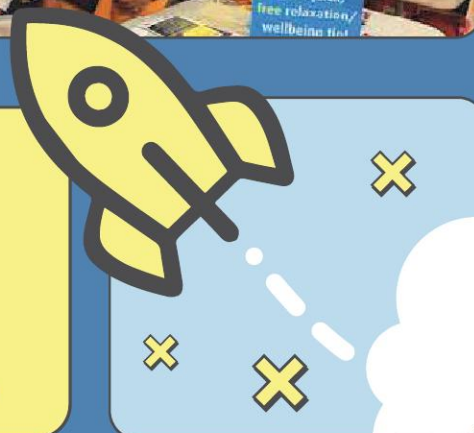
Accounts



Improving lives through education,
leadership and engagement

Policy Centre for African Peoples' Report and Accounts for the Financial Year Ended 31st March 2023

**OUR
VALUES**
INTEGRITY /
JUSTICE / RESPECT



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Legal and Administrative Information:

Trustees

Antonique Adriana Afonso
Joshua Chukwudi Aghadiuno
Olajide Alabi
Thelma Okey-Adibe

Independent Examiner

Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Chair

Thelma Okey-Adibe

Bankers

HSBC

Treasurer

Olajide Alabi

Charity Number

1131139

Registered Office

Akerman Centre
60 Patmos Road
Vassall
London, SW9 6AF



Chair's Statement

2022 – 2023 has been a year of outstanding consolidation for PCAP in terms of governance, delivery of programmes, financial growth and strategic development.

Regarding its governance, PCAP has pivoted towards the **recruitment of new Trustees with the necessary grasp of the African philosophy, vision and priorities that underpin this charity**. This has strengthened the Board of Trustees' capacity to oversee and facilitate the fulfilment of PCAP's mission to enable African and disadvantaged people of all ethnic origins to use African philosophy in order to improve their lives through education, leadership development and social engagement.

The aforementioned Board changes resulted in the **production of an ambitious, bold and forward-looking Strategic Development Plan for 2022 – 2026**. This Strategic Development Plan will be fortified further at the Strategic Retreat PCAP will be holding in Scotland in July 2023.

Concerning the delivery of its programmes, PCAP has produced in-depth impact assessment reports of the programmes it has implemented throughout this year. In so doing, **the charity now has many proofs of concept, and irrefutable evidence that its African-inspired training model is applicable to all human beings** regardless of their race, religion or background.

Financially, as detailed in the financial review section, PCAP's annual turnover has increased by 24%. This is a remarkable accomplishment, given that the charity's focus in 2022 – 2023 has been to implement the projects for which it obtained grants the previous year, rather than fundraising for new projects.

PCAP is grateful to the Executive Director for her steadfast dedication to the day-to-day management of the charity. Heartfelt thanks go to the Trustees, advisers, staff, volunteers, funders, partners, along with the many individuals who have supported the charity throughout the year.

Thelma Okey-Adibe
Chair, PCAP



Executive Director's Statement

The financial year 1st April 2022 – 31st March 2023 has proven to be a transformational period for PCAP in 3 main ways:

1. **Strengthening of the Operational Team** – for the first time since its inception, PCAP has been able to employ a staff member on a full-time salary throughout the whole year.

Furthermore, the charity now has a qualified accountant among its employees instead of a sessional worker, a development that has enhanced PCAP's financial transparency, accountability and reporting procedures. Another first for PCAP has been the contracting of a trainee coach.

This is a huge step towards ensuring our charity's sustainability and long-term legacy because until recently, as the creator of the unique training model in 6 steps inspired by African philosophy that underpins all PCAP's projects, I was the only staff member with the necessary knowledge and expertise to train our projects' participants.

2. **Successful delivery of programmes** –

we have successfully implemented programmes including Lead4Hope, Hope After Covid, Be Fit to Lead and the Youth Innovation Fellowship programme. This has enabled us to fulfil our mission to improve the lives of African and disadvantaged people of all ethnic origins by directly supporting 303 participants, and thousands indirectly.

3. **Increased UK-wide operational capacity** – the delivery of Lead4Hope and the Youth Innovation Fellowship programme, 2 projects that were specifically designed to serve participants based outside London, has increased our capacity to operate at the national level.

We intend to build on our increased-UK presence to spearhead national efforts aimed at improving the lives of African and disadvantaged people of all ethnic origins through education, leadership development and social engagement.

I wholeheartedly thank PCAP's Trustees, staff and volunteers for their steadfast support and commitment. I would also like to extend the PCAP team's sincere gratitude to our funders, projects' participants, supporters and partners, for their crucial role in enabling and consolidating our charity's work throughout this year.

Sylvie Aboa-Bradwell, Executive Director, PCAP

Our Vision, Mission and Values

The Policy Centre for African Peoples (PCAP) was founded in the United Kingdom in September 2008 by a group of African Diaspora members and supporters led by Sylvie Aboa-Bradwell. **PCAP is committed to enabling African and disadvantaged people of all ethnic origins to improve their lives through education, leadership development and social engagement.**

The registration of PCAP as a charity was approved by the Charity Commission (England and Wales) in August 2009. PCAP's charity registration number is **1131139**.

OUR VISION

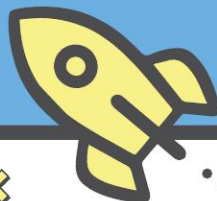


We envision a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement.

In order to fulfil our vision, our unique offer is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell - Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.

We use this original model to enable African and disadvantaged people of all ethnic origins to improve their lives by implementing projects for them in the areas of education, leadership training and social engagement.

OUR MISSION



OUR VALUES

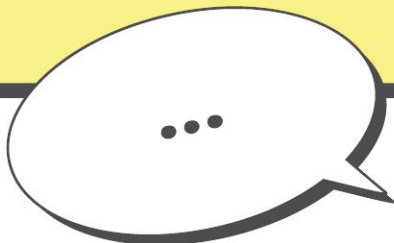
* **Integrity** – PCAP engages with African knowledge and expertise as an inspiration for improving the lives of the disadvantaged and is built upon strong moral principles related to honesty, professionalism, accountability and transparency.

* **Justice** – PCAP believes that it is the right of all people to have access to, and engage with, processes which develop them as agents of change in their respective communities.

* **Respect** – in dealings with all people, PCAP believes in the principles of respect towards their feelings, wishes and rights.

Improving lives through education, leadership and engagement.

OUR MOTTO



Trustees' Report

Structure, Governance and Management

The Governing Document

PCAP is **registered at the Charity Commission under the name of Policy Centre for African Peoples under the charity number 1131139.**

PCAP's main governing document is its Constitution as amended on 6 July 2013. As well as its governing document, it has a number of policies and procedures which ensure that the objects of the charity are delivered, and the organisation managed transparently and effectively.

Trustees as of 31st March 2023¹



Ms Thelma Okey-Adibe, PhD - Dr Thelma Okey-Adibe is a lecturer with the Glasgow Caledonian University, Scotland. She holds a Doctorate degree in Banking and Finance and Master's degree in Business Administration. She is the founder of Jezreel Consultancy LTD, a company supporting minoritized communities especially, African and Caribbean communities in Scotland. Areas of support include evidencing need, demonstrating impact and learning. She became PCAP's Chair in 2022 and will spearhead the charity's good governance and strengthening throughout this period of growth.



Mr Olajide Alabi, MBA - Olajide (Ola) Alabi holds a Master's Degree in Business Administration, specialty in Human Resources Management, and a Degree in Business Administration, specialty in Finance and Banking. He is a retired Senior Local Government Officer, and Founder and Director of Choice Global Ltd, a successful Home Care business. Ola is an experienced Trustee, business and community leader. He is PCAP's Treasurer, and works to strengthen our charity's financial management and capacity to capitalise on growth opportunities.

¹ Between summer and autumn 2022, a restructuring of the Board of Trustees took place in order to co-opt new Trustees with the necessary grasp of the African philosophy, vision and priorities that underpin PCAP. Veen Rama (19/11/2021 - 07/06/2022), Emmanuel Orekogbe (09/10/2021 - 05/07/2022), Miryam Khan (17/12/2021 - 05/07/2022), Micayla Holder (27/10/2021 - 05/07/2022), Miriam Dembo (25/10/2021 - 05/07/2022), John McLaren (19/03/2022 - 05/07/2022), Oluwatosin Salisu (20/05/2022 - 05/07/2022) and Kofoworola Wale-Ajasa (05/07/2022 - 25/09/2022) were replaced by these new Trustees.

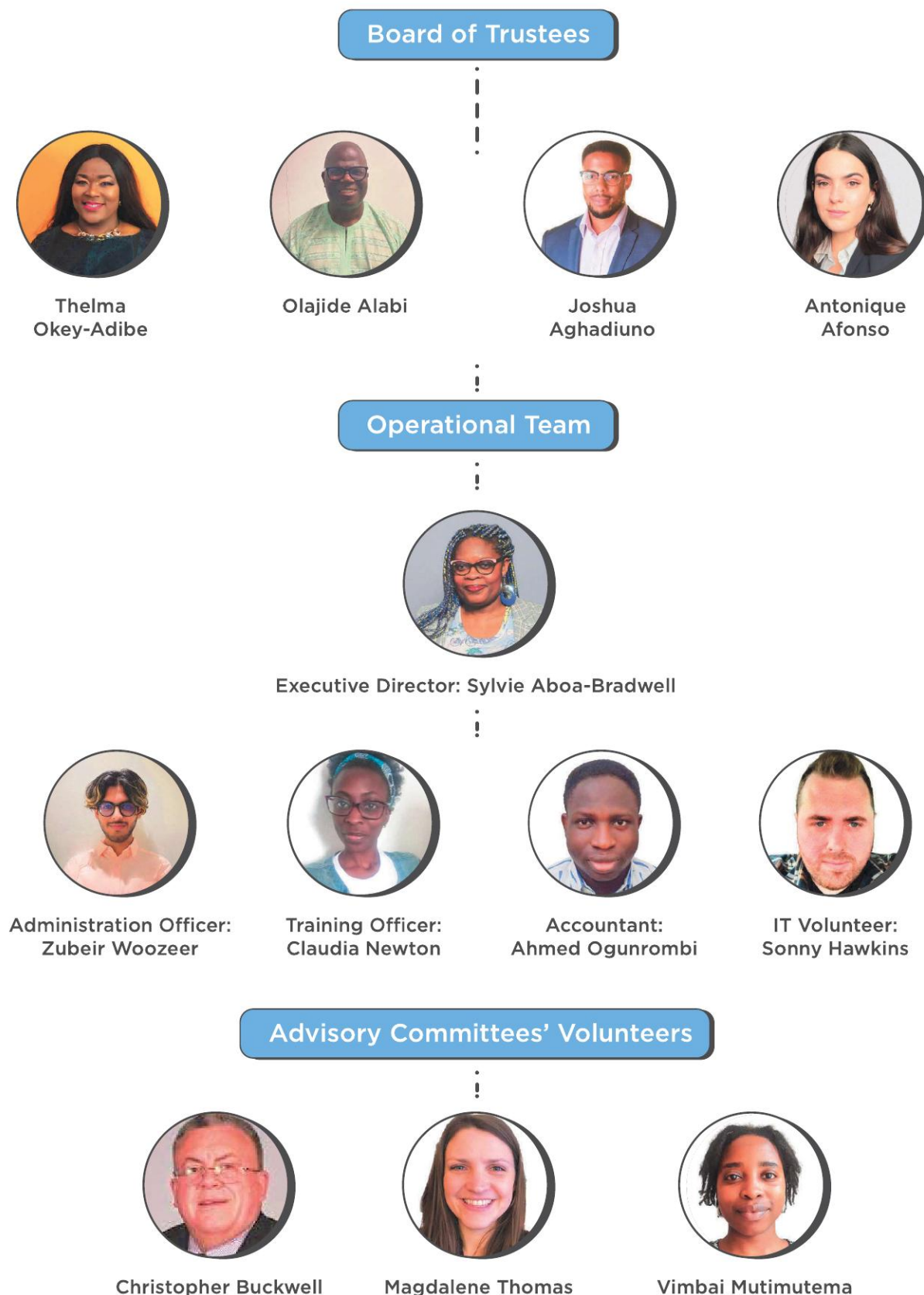


Mr Joshua Aghadiuno, BA – Joshua Aghadiuno is a civil servant currently working in community engagement for the Department for Levelling Up, Housing and Communities (DLUHC). He possesses a bachelor's degree in Economics with French, as well as Level 7 Certificate in Leadership and Management. As PCAP's youngest Trustee, Joshua is excited to focus on youth engagement as well as supporting the organisation to unlock additional funding opportunities.



Ms Antonique Afonso, BSc – Antonique Afonso is a Project Manager with Imperial College's Centre for Climate Finance and Investment. She hails from South Africa, and holds a Bachelors' Degree in Politics, Philosophy and Economics and is completing an MSc in Global Political Economy. Antonique joined PCAP as a trustee in 2023 and aims to use her expertise in project management, finance, partner engagement and business administration to further develop PCAP's projects, to promote the rights and interests of African and disadvantaged people through good governance and social engagement.

Organisational Structure as of 31st March 2022



Objectives and Activities

The objectives of the Policy Centre for African Peoples (PCAP), as recorded by Charity Commission and in its Constitution, are:

1. The promotion of equality and diversity for the public benefit by:
 - (a) promoting knowledge and mutual understanding between different racial groups and genders;
 - (b) advancing education;
 - (c) the elimination of discrimination on the grounds of race or gender;
2. The advancement of education and relief of financial hardship amongst African Communities worldwide.

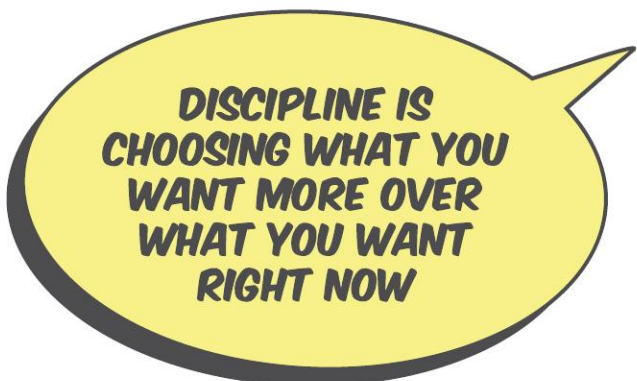
In order to realise these objectives, PCAP envisions a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement, and works to enable African and disadvantaged people of all ethnic origins to improve their lives through education, leadership and social engagement.

To fulfil this vision, our unique offer is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell – Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.

We use this original model to develop and undertake activities and realise projects in the areas of:

➔ Education

PCAP delivers educational projects as well as coaching and mentoring sessions that enable participants to use education as a tool for personal and collective improvement. One of the main education programmes we implemented this year was **Elevate, through which we delivered 24 coaching, motivational and personal development sessions to 8 young participants** in the London boroughs of Lambeth, Southwark and Wandsworth.



**DISCIPLINE IS
CHOOSING WHAT YOU
WANT MORE OVER
WHAT YOU WANT
RIGHT NOW**

➔ Leadership training

PCAP provides participants with the training and nurturing they need to become effective leaders and change-makers. The leadership training projects we implemented this year included Lead4Hope and Be Fit to Lead.

By training existing and aspiring leaders based in Wales, Scotland, Northern England and the South East online through our Lead4Hope programme, we have managed to expand our reach beyond London, and in so doing, turn PCAP into a UK-wide charity.

Be Fit to Lead

Do you live in London?

Are you a woman of African or Caribbean descent?

Do you want to succeed as a leader?



Through Be Fit to Lead, we were able to support the mental wellbeing and leadership development of dozens of black women who were either already in leadership positions, or aspiring to be leaders, in communities across London.

➔ Social engagement

PCAP trains, nurture and encourages participants to become agents of positive social change. The social engagement projects we implemented throughout this year included **Hope After Covid**.

The implementation of Hope After Covid enabled us to empower 55 people from Lambeth, Southwark, Wandsworth and Westminster to overcome the negative impact of Covid on their lives, using tools including music, visualisation and breathing exercises.



Our Projects' Impact

I Lead4Hope

Lead4Hope is a UK-wide project that, over 2 years, used our unique leadership development programme in 6 steps inspired by African philosophy, to offer training and practical advice to up to 30 leaders from ethnic minority and disadvantaged backgrounds on how to engage with policy and decision-makers over Covid-19 and systemic racism.



We applied the lessons learnt from the training of the 1st cohort of 12 participants, which was completed in January 2022². This enabled us to obtain the following result:

- **Better outreach among non-African and non-Caribbean groups** – 10 of the 20 participants we had for Cohorts 2 and 3 were not African or Caribbean;
- **Avoidance of dependency among participants** – we restricted the number of one-to-one coaching sessions to 4 over the 4 to 6-month training package of each participant;
- **Provision of a personalised lifelong toolkit** – we provided each of the participants with a personalised toolkit that they could carry on using independently.

We are preparing a detailed impact assessment report, to be published after the end of the project in April 2023. In the meantime, we are delighted to report that:

- **We exceeded our original target of 30 project participants, as we trained 32 aspiring or existing leaders, with 28 completing the course;**
- **98% of participants reported improved leadership skills and increased self-confidence;**
- **100% of participants learnt new African wellbeing and self-care techniques.**

²The impact assessment report of the Lead4Hope Cohort 1 programme is available in full on PCAP's website <https://pcap.org.uk/wp-content/uploads/2022/04/Impact-Assessment-Report-Lead4Hope-Programme-Cohort-1.pdf>

II Hope After Covid

PCAP won the King's College Civic Challenge for 2020-2021 for addressing the UN's SDG 3: Good Health and Wellbeing with its Hope After Covid project.

Our charity received £5,000 to implement this programme that uses traditional African wellness techniques to support local people to overcome the negative effects of COVID-19.



Following intensive outreach campaigns throughout summer and autumn 2021, PCAP was able to enrol **55 people from Lambeth, Southwark, Wandsworth and Westminster** and enable them to overcome the negative impact of COVID-19 on their lives, using tools including music, visualisation and breathing exercises.³



³ The impact assessment report of the Hope After Covid project is available on PCAP's website <https://pcap.org.uk/wp-content/uploads/2022/05/Impact-Assessment-Report-Hope-After-Covid-Project-PCAP.pdf>.

III Elevate

PCAP carried on working mostly remotely to deliver the activities of this **project supported by Young Londoners' Fund (London Mayor)**, which was aimed at training up to 150 young people aged 16-21 who were not in education, employment or training (NEET), or who were at risk of becoming NEET and getting involved in crime in the boroughs of Lambeth, Southwark and Wandsworth.

PCAP continued to operate in close collaboration with its project partners, Business Launchpad and Generation Success, to maximise the chances of fulfilling the outcomes of Elevate.

We delivered 24 coaching, motivational and personal development sessions to 8 young participants between April 2022 and January 2023, when this project ended.

SUPPORTED BY
MAYOR OF LONDON



ELEVATE

AGED 16-21?
RESIDE IN WANDSWORTH, LAMBETH OR SOUTHWARK?
THINKING ABOUT YOUR CAREER AND NEXT STEPS IN LIFE?

THE NEW ELEVATE PROGRAMME OFFERS

- 1 TO 1 BUSINESS COACHING
- MENTORING & ADVICE IN STEM
- WELL BEING WORKSHOPS

PCAP b1p

IV Be Fit to Lead

Thanks to a grant of £29,493 from the **London Community Foundation**, PCAP and Thelma Matilda Alves Foundation were able to implement this 1-year project aimed at supporting the mental wellbeing and leadership development of dozens of black women who were either already in leadership positions, or aspiring to be leaders, in communities across London.

We concluded this project in April 2022 with the following achievements:

- PCAP delivered 6 educational, informative and awareness-raising campaigns;
- We elevated the voices of black women of African and Caribbean origins;
- We improved the leadership skills of 152 project participants, and facilitated their access to wellbeing and mental health services by signposting to appropriate mental health points of care.⁴

In view of the success of this pilot project, **PCAP intends to extend Be Fit to Lead and transform it into one its foundation stone programmes.**



Be Fit to Lead

Do you live in London?
Are you a black woman of African or Caribbean origin?
Are you an aspiring or already established leader?

The new **Be Fit to Lead** programme is aimed at black women at any stage of their career and leadership journey, from 18-year-old school leavers to established CEOs. This **free** programme offers:

- Confidence-building & leadership development techniques to young women aspiring to become leaders;
- Coaching to professional women seeking to strengthen their leadership skills
- Networking and peer support to successful women leaders & executives
- Wellbeing and motivational support to all participants

Free workshops and sessions are available to groups, organisations, schools and interested individuals.

To express interest and for more details, contact: info@pcap.org.uk or 07765 4142 74

The logo for PCAP (Partnership for Community Action and Progress), featuring a stylized blue and white graphic of a person's head and shoulders next to the text "PCAP" in bold blue letters, with the tagline "improving lives through education & engagement" in smaller text below.The logo for the Thelma Matilda Alves Foundation, featuring the text "Thelma Matilda Alves Foundation" in a small, black, sans-serif font.The logo for The London Community Foundation, featuring the text "The London Community Foundation" in white, bold, sans-serif font against a solid red rectangular background.

⁴ The full impact assessment report of the Be Fit to Lead programme is available on PCAP's website <https://pcap.org.uk/wp-content/uploads/2022/05/Be-Fit-to-Lead-Impact-Assessment-Report-PCAP.pdf>.pagespeed.ce.ph14clRtKu.pdf

V Youth Innovation Fellowship Programme

In line with our charity's core mission to enable African and disadvantaged people of all ethnic backgrounds to improve their lives through education, leadership development and social engagement, we designed the Youth Innovation Fellowship Programme with a view to improving the lives of young people aged 18 – 25 with experience of mental health, poverty or discrimination.

Following a 3-year award of **£90,000 from the Paul Hamlyn Foundation** in April 2022, PCAP will be providing motivational, coaching and personal development sessions to up to 50 disadvantaged young people aged 18-25 between 2022 and 2025.

Throughout this year, we were able to:

- Undertake a successful outreach campaign, managing to recruit 8 young participants based outside London;
- Complete the 6-month training of 2 youths, with 1 finding paid employment within one month of starting receiving coaching sessions from PCAP, and the other successfully overcoming several life challenges.



Get Free Support as a Youth Innovation Fellow!

AGED 18-25?

HAVE EXPERIENCE OF EITHER POVERTY, MENTAL HEALTH OR DISCRIMINATION? THINKING ABOUT YOUR CAREER OR NEXT STEPS IN LIFE?

The new Youth Innovation Fellowship programme offers you a free 1 to 1 support package including:

- Tips to boost your motivation and self-confidence
- Coaching to enable you to overcome your challenges and achieve your goals
- Techniques to improve your wellbeing and capacity for self-care

Interested?
Email info@pcap.org.uk
or call 07765414274

Supported by
phf Paul Hamlyn Foundation

VI The Black Communities Welfare Network

We were delighted to end the year on a high note by obtaining a grant of £10,000 from Lambeth Council through the Lambeth Together programme in March 2023, to pilot PCAP's Black Communities Welfare Network initiative.

Given that health inequalities facing black people are deeply entrenched and linked to many other factors such as poor housing, employment inequalities and so on, PCAP envisions the Black Communities Welfare Network as a long-term project aimed at (a) building a lasting legacy in terms of improving the health and welfare of black African and Caribbean communities that will encompass these other factors in due course; (b) training effective black African and Caribbean campaigners against systemic health inequalities and (c) eradicating these health inequalities.

For the 5-month pilot project in Lambeth, we aim to work with a small pilot group of up to 50 Lambeth residents with long-term ill health conditions. **This will enable us to gather research data measuring the effectiveness and impact of our activities including African wellness, relaxation, and self-improvement techniques, and nutrition advice.**



PCAP
Improving lives through education, leadership and engagement

Get FREE support from the Black Communities Welfare Network!

Do you have any long-term ill health condition? | Are you a Lambeth resident of African or Caribbean descent, aged 18 or over? | Would you like to improve your health and wellbeing?

The new Black Communities Welfare Network offers you a FREE support package including:

- AFRICAN WELLBEING, RELAXATION AND SELF-IMPROVEMENT SESSIONS
- WEEKLY GROUP MOTIVATIONAL SESSIONS INCLUDING DANCING, SHARING STORIES AND MUTUAL SUPPORT
- NUTRITIONAL ADVICE
- MONTHLY AFRICAN STORYTELLING, ENTERTAINMENT AND MOTIVATIONAL SESSIONS WITH THE MULTI-AWARD-WINNING AFRICAN STORYTELLER USUFU JALLOH

Interested?
Email info@pcap.org.uk
or call 07765414274

Supported by **Lambeth together**

In collaboration with **Fiveways PCN**

Illustration of our impact and achievements

Key Performance Indicator	Year Ended 31st March 2023	Year Ended 31st March 2022	Achievements and Increased Impact
No. of projects completed	4	1	No. of projects completed has increased by 400%
No. of direct projects' beneficiaries	400	200	No. of direct projects' beneficiaries has increased by 200%
No. of discretionary grants ⁵	1	0	No. of discretionary grants has increased from 0 to 1
Annual turnover	£167,214	£135,120	Turnover has increased by 24%

⁵ Discretionary grants are extremely rare, as they are awarded without any application, and denote both the funders' trust in the work of an organisation, and their desire to establish a long-term partnership with this organisation. **PCAP received a £50,460 Covid Continuation grant from Impact on Urban Health.**

Quotes from our programmes' participants

We were privileged to realise our mission to enable African and disadvantaged people of all ethnic origins to improve their lives by delivering education, leadership training and social engagement sessions to hundreds of participants throughout this year.

For the sake of concision, we are outlining only a handful of quotes from our projects' participants here. More quotes, stories and testimonies are available on the impact section of our website <https://pcap.org.uk/our-impact/>



“

The Lead4Hope sessions gave me a space to reflect on what kind of leader I want to be. Sylvie suggested concrete exercises to do, which helped me identify how I might put my vision into action. The sessions I had were just great and I think any leader could benefit from such a course!

”

**Dr Line Christensen,
Lead4Hope project participant**

“

I am extremely satisfied with the coach. I feel heard, understood and respected, and the training approach is a very good fit for me. I feel very motivated after each session, and I am happy that we always work on what I want to work on.

”

L, Youth Innovation Fellow, 2022-2023, picture and name withheld for safeguarding purposes



“

I am thrilled that I am now more confident and accepting of myself. I have gained a clear path in terms of what I want to do in life. This course has given me all the tools necessary to fulfil my potential.

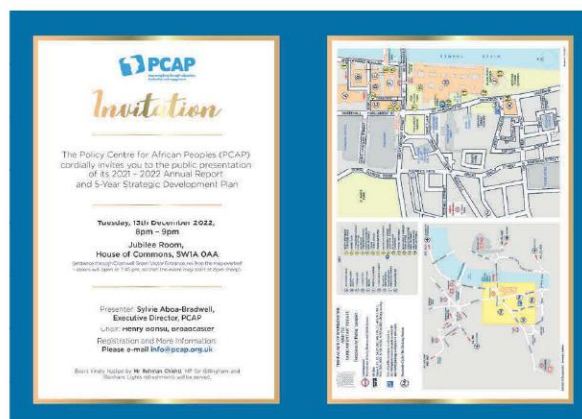
”

Sophia, Lead4Hope project participant

Raising awareness of PCAP'S work

PCAP maintained its long-established tradition of using evidence-based research and data to inform its work and raise awareness of this work. Our charity also continued to promote discussions among its stakeholders, participants, supporters and partners throughout the year on how to improve the lives of African and disadvantaged people through education, leadership development and social engagement. We achieved this by:

- Conducting impact assessment reports of our projects including Hope After Covid, Be Fit to Lead and Lead4Hope <https://pcap.org.uk/our-impact/>
- Strengthening and expanding PCAP's work throughout the UK;
- Organising briefing events, such as the public presentation of PCAP's 2021-2022 Annual Report and 5-Year Strategic Development Plan in Parliament in December 2022, which led to the BBC Executive Director being interviewed by the BBC <https://www.youtube.com/watch?v=QPn--Um7cl>
- Regularly publishing PCAP's newsletter;
- Frequently engaging with our stakeholders through social media platforms including Twitter, Facebook, LinkedIn and Instagram;
- Participating actively in debates and events organised by like-minded partners, such as the workshop on the cost of living crisis organised by Impact on Urban Health Peer Network in July 2022 (left), and meetings of the Medway Alliance and Transformation Academy, of which PCAP is a member (right).



Fundraising and thanks to funders

We are extremely grateful to the following funders who have supported and financed our work throughout this year:

Garfield Weston Foundation – the **£15,000 revenue grant from the GWF we received in March 2022** enabled our charity to strengthen its capacity to serve people across the UK and cover core costs.



Greater London Authority (Mayor of London) – we received **£14,831 from the GLA through the Young Londoners' Fund to implement our Elevate project.**

SUPPORTED BY
MAYOR OF LONDON

Impact on Urban Health – the **core funding, including a discretionary Covid Continuation Grant of £50,460 that PCAP received from Impact on Urban Health** (the operating name for Guy's and St Thomas' Charity) proved very important in terms of enabling our charity to cover core costs including staff, rent and equipment; improve our fundraising capacity, and cover the infrastructure costs of our Lead4Hope programme.

Impact
on **Urban**
Health

Joseph Rowntree Charitable Trust – **thanks to a £34,512 grant from the Joseph Rowntree Charitable Trust, PCAP was able to cover the project costs of Lead4Hope over 2 years.** This was the first multi-year grant received by our organisation since its inception and thus, was truly transformational for PCAP.

THE
JOSEPH
ROWNTREE
CHARITABLE
TRUST

Joseph Rowntree

King's College London - PCAP won the King's College Civic Challenge 2020-2021 for addressing the UN's SDG 3: Good Health and Wellbeing with its Hope After Covid project. Our charity received £5,000 to implement this programme that used traditional African wellness techniques to support local people to overcome the negative effects of COVID-19.



London Community Foundation - thanks to a grant of £29,493 from the London Community Foundation, PCAP and Thelma Matilda Alves Foundation were able to implement the Be Fit to Lead project which was aimed at supporting the mental wellbeing and leadership development of dozens of black women who were either already in leadership positions, or aspiring to be leaders, in communities across London.



Lambeth Council - we received a grant of £10,000 from Lambeth Council through the Lambeth Together programme in March 2023, to pilot PCAP's Black Communities Welfare Network initiative.



Paul Hamlyn Foundation - the 3-year grant of £90,000 PCAP received from the Paul Hamlyn Foundation in April 2022 will enable our charity to deliver motivational, coaching and personal development sessions to up to 50 disadvantaged young people aged 18-25 between 2022 and 2025.



Thanks to the support from the aforementioned funders, PCAP was able to increase its turnover from £135,120 last year to £167,214 this year. We are committed to using these funds entrusted to us in a transparent, strategic, responsible and highly accountable manner as we strive to realise our charity's vision and mission.

POLICY CENTRE FOR AFRICAN PEOPLES

Independent examiner's report on the accounts of the Policy Centre for African Peoples for the year ended 31st march 2023

INDEPENDENT EXAMINER'S REPORT

FOR THE PERIOD 1st April 2022 to 31st March 2023

I report on the financial statements of Policy Centre for African Peoples for the year ended 31st March 2023 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity

and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (i) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 41 of the Act; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met; or
- (ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Tunji Ogedengbe FCCA
Director DTT Consultancy Ltd, 36
Daffodil Close, Hatfield, AL10 9FF.
26th April 2023

POLICY CENTRE FOR AFRICAN PEOPLES

**Statement of Financial Activities for the year ended
31st March 2023**

REFERENCES AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ITS TRUSTEES FOR THE YEAR ENDED 31st MARCH 2023

Trustees

Dr. Thelma Okey-Adibe
Mr. Olajide Alabi
Mr. Joshua Aghadiuno
Ms. Antonique Afonso

Independent Examiner

Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Charity Number

1131139

Bankers

HSBC UK

Principal office

Akerman Centre
60 Patmos Road
Vassall
London
SW9 6AF

POLICY CENTRE FOR AFRICAN PEOPLES

		Annual accounts for the period						1131139
		Period start date		1st Apr 2022	To	Period end date	31st Mar 2023	
Section A Statement of financial activities								
Recommended categories by activity	Details of own analysis	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year	
			£	£	£		£	
Incoming resources (Note 3)			F01	F02	F03	F04	F05	
Incoming resources from generated funds			-	-	-	-	-	
Grants		S01	117,942	49,272	-	167,214	135,120	
Voluntary Income		S02	-		-	-	-	
Investment income		S03	-	-	-	-	-	
Incoming resources from charitable activities		S04						
Other incoming resources		S05	-	-	-	-	-	
Total incoming resources		S06	117,942	49,272	-	167,214	135,120	
Resources expended (Notes 4-8)								
London Community Foundation Be Fit to Lead			-	830	-	830	28,663	
King's College London Hope After Covid		S07		2,223	-	2,223	2,777	
Impact on Urban Health Covid Emergency Grant		S08	20,601	-	-	20,601	29,450	
Joseph Rowntree Charitable Trust Lead4Hope		S12		19,951	-	19,951	11,961	
GLA/FSI Love Accepted Heard			-	-		-	4,978	
GLA/YLF Elevate				12,805		12,805	15,750	
Phoenix Fund			-			-	6,725	
PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant			27,734			27,734		
Impact on Urban Health Covid Continuation Grant			27,027			27,027		
GWF Revenue Grant			15,000			15,000	-	
Lambeth Council Grant - Black Communities Welfare Network			200			200		
Total resources expended		S13	90,563	35,809	-	126,372	100,804	
Net incoming/(outgoing) resources before transfers		S14	27,379	13,463	-	40,842	34,316	
Gross transfers between funds		S15	-	-	-	-	-	
Net incoming/(outgoing) resources before other recognised gains/(losses)		S16	27,379	13,463	-	40,842	34,316	
Other recognised gains/(losses)								
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-	-	
Prior Year Adjustment		S18	-	-	-	-	-	
Net movement in funds		S19	27,379	13,463	-	40,842	34,316	
Total funds brought forward		S20	46,455	-	-	46,455	12,138	
Total funds carried forward		S21	73,834	13,463	-	87,297	46,455	
Section B Balance sheet as at 31st Mar 2023								
	Note		Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year	
			£	£	£	£	£	
Total funds	B20		73,834	13,463	-	87,297	46,455	
Signed by		Print Name			Date of approval			
Mr. Olajide Alabi		Mr. Olajide Alabi			12th May 2023			

POLICY CENTRE FOR AFRICAN PEOPLES

Section C

Notes to the accounts

Note 1 Basis of preparation

This section should be completed by all charities.

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);

- and with*

☒
☐

Accounting Standards;

or

Financial Reporting Standards for Smaller Enterprises (FRSSE);

- and with the Charities Act 1993.

[** except for the following].

Give details in this box if a different standard has been followed.

* -Tick as appropriate:

- if all relevant disclosures shown in the pack have been given then please tick “Accounting Standards”;
- if disclosures completed in these accounts have been restricted to those required by the FRSSE, then please tick “Financial Reporting Standards for Smaller Enterprises (FRSSE)”.

** - If no departures from the chosen standards have been made then delete these words; otherwise give details of any changes in the boxes.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year .

1.3 Changes to previous accounts

No changes have been made to accounts for previous years

POLICY CENTRE FOR AFRICAN PEOPLES

Section C

Notes to the accounts

(cont)

Note 2

Accounting policies

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

INCOMING

	These are included in the Statement of Financial Activities (SoFA) when:
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
Tax reclaims on donations and gifts	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.
Gifts in kind	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.
Donated services and facilities	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Investment income	This is included in the accounts when receivable.
Investment gains and losses	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

POLICY CENTRE FOR AFRICAN PEOPLES

EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
ASSETS	
Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.
Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
Stocks and work in progress	These are valued at the lower of cost or market value.

POLICY CENTRE FOR AFRICAN PEOPLES

Section C	Notes to the accounts		(cont)		
Note 3	Analysis of incoming resources				
Incoming resources may be further analysed if this would help the reader of the accounts.					
	Analysis	Brought Forward	This year	This Year Total	Last year
		£	£	£	£
Restricted	London Community Foundation Be Fit to Lead	830		830	29,493
	King's College London Hope After Covid	2,223		2,223	5,000
	Joseph Rowntree Charitable Trust Lead4Hope	3,857	19,557	23,414	15,818
	Lambeth Council Grant - Black Communities Welfare Network		10,000	10,000	-
	Loved Accepted Heard		-	-	4,978
	GLA/YLF Elevate	3,599	9,206	12,805	14,831
	Total Restricted Fund	10,509	38,763	49,272	70,120
Unrestricted	Paul Hamlyn Foundation – Youth Fund Revenue Grant Income		30,000	30,000	-
	Impact on Urban Health - Covid Emergency Grant	20,551	-	20,551	50,000
	Impact on Urban Health - Covid Continuation Grant	-	50,460	50,460	
	Reserves Income	364	1,567	1,931	-
	Garfield Weston Foundation	15,000	-	15,000	15,000
	Total Unrestricted Fund	35,915	82,027	117,942	65,000
Funds	Restricted Funds	10,509	38,763	49,272	70,120
	Unrestricted Funds	35,915	82,027	117,942	65,000
	Total Funds	46,424	120,790	167,214	135,120

POLICY CENTRE FOR AFRICAN PEOPLES

Section C		Notes to the accounts		(cont)	
Note 4		Analysis of resources expended			
		This year	This year	This year	Last year
		Unrestricted	Restricted	Total	£
	Expenditure				
	LCF Be Fit to Lead - Staff Costs	-	600	600	20,353
	LCF Be Fit to Lead - Marketing, Outreach & Publicity	-	-	-	5,586
	LCF Be Fit to Lead - Materials & Resources	-	-	-	1,943
	LCF Be Fit to Lead - Training, Monitoring & Evaluation	-	-	-	780
	LCF Be Fit to Lead - Equipment	-	230	230	0
	Total London Community Foundation Be Fit to Lead Expenditure	-	830	830	28,663
	KCL/Hope After Covid - Staff Costs	-	900	900	2,262
	KCL/Hope After Covid - Outreach & Publicity	-	204	204	0
	KCL/Hope After Covid - Equipment	-	137	137	0
	KCL/Hope After Covid - Volunteer	-	421	421	0
	KCL/Hope After Covid - Transport/Videos	-	18	18	36
	KCL/Hope After Covid - Marketing	-	0	0	200
	KCL/Hope After Covid - Monitoring & Evaluation	-	0	0	255
	KCL/Hope After Covid- Materials & Resources	-	543	543	24
	Total King's College London Hope After Covid Expenditure	-	2,223	2,223	2,777
	Impact on Urban Health (Core funding) - Staff Costs	9,820	-	9,820	25,311
	Impact on Urban Health (Core funding) - Rent & other core costs	2,399	-	2,399	3,412
	Impact on Urban Health (Core funding) - Office Equipments	0	-	-	446
	Impact on Urban Health (Core funding) - Fundraising	0	-	-	82
	Impact on Urban Health (Core funding) - Safeguarding	0	-	-	90
	Grant Plus (Lambeth Engagement Officer)	576		576	
	Grant Plus (Governance)	804		804	
	Grant Plus (Insurance)	590		590	
	Grant Plus (Independent Examiner)	550		550	500
	Grant Plus (Accounts Review)	1,434		1,434	
	Grant Plus (HR Advice & Training)	650		650	
	Grant Plus (Volunteer Expenses)	2,050	-	2,050	100
	Bank Charges	15	-	15	10
	Grant Plus (Medway Office)	1,547		1,547	
	Grant Plus (Marketing)	167		167	
	Total Impact on Urban Health Covid Emergency Grant Expenditure	20,601	-	20,601	29,450

	JRCT/Lead4Hope - Staff costs	-	17,113	17,113	10,658
	JRCT/Lead4Hope - Outreach & Publicity	-	-	-	375
	JRCT/Lead4Hope - Trips	-	375	375	265
	JRCT/Lead4Hope - Equipments	-	959	959	90
	JRCT/Lead4Hope - Volunteers	-	-	-	100
	JRCT/Lead4Hope - Miscellaneous	-	866	866	322
	JRCT/Lead4Hope - Monitoring & Evaluation	-	639	639	150
	Total Joseph Rowntree Charitable TrustLead4Hope Expenditure	-	19,951	19,951	11,961

Note 4 contd		Analysis of resources expended			
		This year	This year	This year	Last year
		Unrestricted	Restricted	Total	£
	Expenditure contd				
	GLA/FSI Love Accepted Heard - Staff Costs			-	4,710
	GLA/FSI Love Accepted Heard - Outreach & Publicity			-	100
	GLA/FSI Love Accepted Heard - Materials & Resources			-	168
	Total GLA/FSI LAH Expenditure	-	-	-	4,978
	GLA/YLF Elevate - Salaries	-	12,662	12,662	15,385
	GLA/YLF Elevate - Equipment/PPE	-	0	0	0
	GLA/YLF Elevate - Refreshments	-	4	4	3
	GLA/YLF Elevate - Transport/Videos	-	83	83	201
	GLA/YLF Elevate - Miscellaneous	-	56	56	161
	Total GLA/YLF Elevate Expenditure	-	12,805	12,805	15,750
	GWF Revenue Grant - Staff Costs	14,388	-	14,388	-
	GWF Revenue Grant - Marketing, Outreach & Publicity	415	-	415	-
	GWF Revenue Grant - Materials & Resources	65		65	
	GWF Revenue Grant - Training, Monitoring & Evaluation	100		100	
	GWF Revenue Grant - Refreshments	14		14	
	GWF Revenue Grant - Transport	18	-	18	-
	Total GWF Revenue Grant- Expenditure	15,000	-	15,000	-
	PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Staff Costs	26,537		26,537	
	PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Marketing, Outreach & Publicity	831		831	
	PAUL HAMLYN FOUNDATION – YOUTH FUND Revenue Grant - Transport	67		67	
	PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant - Book-keeping & Accountancy	180		180	
	PAUL HAMLYN FOUNDATION - YOUTH FUND Revenue Grant - Miscellaneous	119		119	
	Total PAUL HAMLYN FOUNDATION - YOUTH FUND Expenditure	27,734	-	27,734	-
	Impact on Urban Health (Core funding) - Staff Costs	23,293		23,293	
	Impact on Urban Health (Core funding) - Rent & other core costs	253		253	
	Impact on Urban Health (Core funding) - Office Equipments	547		547	
	Volunteer Expenses (Core funding)	542		542	
	Bank Charges(Core funding)	35		35	
	Subtotal Impact on Urban Health (Core funding)	24,670	-	24,670	-

Grant Plus (Strategic development)	1,665		1,665	
Grant Plus (Accounts Review)	692		692	
Subtotal Impact on Urban Health (Grant plus)	2,357	-	2,357	-
Total of Impact on Urban Health Covid Continuation Grant Expenditure	27,027	-	27,027	-
Miscellaneous	-	200	200	
Total Lambeth Council Grant - Black Communities Welfare Network Expenditure	-	200	200	-
Phoenix - Salaries + Pension & N.I. contr.		-	-	4,257
Phoenix - Administrative & Operational Costs		-	-	714
Phoenix - Programming Costs		-	-	1,144
Phoenix - Capacity Development			-	610
Total Phoenix Fund Expenditure	-	-	-	6,725
Total Expenditure	90,363	36,009	126,372	100,804

POLICY CENTRE FOR AFRICAN PEOPLES

Section C

Notes to the accounts

(cont)

Note 5 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	
	-	-	-	
	-	-	-	

Note 6 Details of certain items of expenditure

6.1 Trustee expenses

Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).

	This year	Last year
Number of trustees who were paid expenses		
Nature of the expenses		
Total amount paid	£	£

6.2 Fees for examination or audit of the accounts

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).

	This year	Last year
Independent examiner's or auditors' fees for reporting on the accounts	550	500
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

POLICY CENTRE FOR AFRICAN PEOPLES

Section C

Notes to the accounts

(cont)

Note 11 Debtors and prepayments

Please complete this note if the charity has any debtors or prepayments.

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Trade debtors		-	-	-
Amounts due from subsidiary and associated undertakings	-	-	-	-
Other debtors		-	-	-
Prepayments and accrued income	-	-	-	-
Total	-	-	-	-

Note 12 Creditors and accruals

Please complete this note if the charity has any creditors or accruals.

12.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Loans and overdrafts		-	-	-
Accruals and deferred income		-	-	-
Amounts due to subsidiary and associated undertakings	-	-	-	-
Other creditors	550	500	-	-
Accruals and deferred income		-	-	-
Total	550	500	-	-

12.2 Security over assets

If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.

POLICY CENTRE FOR AFRICAN PEOPLES

APPENDIX I – Strategic Development Plan and goals for the forthcoming 3 years (2023 – 2026)



Paid full-time Executive Director

2 Training Officers @ 3 days per week

1 Admin and Engagement Officer @ 3 days per week

1 Accountant @ 2 days per week

1 central office in UK

Target no. of UK projects: 4

Target no. of direct projects' participants: 450

Target budget: £300,000

Additional staff – 1 Programme Officer @ 3 days per week

Additional Staff – 1 Fundraising Officer @ 3 days per week

Additional Office in UK – 1 regional office (Medway)

Additional Staff – 2 regional office workers & 2 volunteers

Target no. of direct projects' participants: 500

Target budget: £500,000



Additional Office – 1 International Office (Africa)

Additional Staff – 4 International Office workers

Additional Staff – UK Director

Additional project – African Nation Building Academy

Additional Staff – Executive Director's PA

Target budget: £1,200,000

Target no of direct projects' participants: 1,000

Objective 1: To clearly identify, articulate and build upon, (i) lessons learned from the pilot projects launched or ended in the year 2022 - 2023 and, (ii) PCAP's core competences.

Indicators

- 1.1.1 **End of project impact assessment report for Lead4Hope to be published by Q2 2023; mid-project impact assessment for Youth Innovation Fellowship project to be published by Q4 2023; impact assessment report of Black Communities Welfare Network to be published by Q1 2024.**
- 1.1.2 **A minimum of 3 projects to be transformed into foundation stone programmes of PCAP by end of Q2 2024.**
- 1.1.3 Future project design and organisational growth engaging with appropriate lessons learned and core competences audited and acted upon throughout the strategic development period.

Objective 2: To strengthen the financial sustainability of PCAP.

Indicators

- 2.1.1 **A clear budget and fundraising plan for 2023 -2026, with identified institutions and other donors, dates, deadlines, responsibilities, levels of funding, co-financing expectations by Q1 2024.**
- 2.2.2 A minimum of **35% of the 2023- 2026 budget** to be raised by **September 2024.**
- 2.2.3 A minimum of **70% of the 2023-2026 budget** to be raised by **March 2025.**
- 2.2.4 **100% of the 2023-2026 budget to be raised by March 2026.**

Objective 3: To consolidate the programme portfolio of the organisation.

Indicators

- 3.1.1 All **4 UK programmes, fully funded, to be ongoing by Q3 2024.**
- 3.2.2 A minimum of 2 UK-wide programmes, fully funded, to be operational by Q1 2025.
- 3.2.3 **The African Nation Building Academy, fully funded, to be launched by Q1 2026.**

Objective 4: To strengthen the staff capacity of the organisation.

Indicators

- 4.1.1 To have a model contract for full-time staff members, including performance assessment tools, by Q3 2023.
- 4.1.2 To have all core staff of the central UK office team (full-time Executive Director, part-time Admin Officer, part-time Training Officer, part-time Accountant) operating by Q1 2024.
- 4.1.3 To have 1 PCAP regional office operational by Q1 2025, with a minimum of 2 regional Office workers and 2 volunteers.
- 4.1.4 To have a minimum of 2 international office workers by Q1 2026.

Objective 5: To increase the number of project participants and beneficiaries

Indicators

- 5.1.1 To increase the number of direct project participants to 450 by Q1 2024.
- 5.1.2 To increase the number of direct project participants to 500 by Q1 2025.
- 5.1.3 To increase the number of direct project participants to 1,000 by Q1 2026.

POLICY CENTRE FOR AFRICAN PEOPLES

Appendix 2: Operational Team



Mrs Sylvie Aboa-Bradwell MPhil – Sylvie Aboa-Bradwell is an award-winning educator, leader, coach and mentor with a Master's of Philosophy in Postcolonial Studies from the Complutense University of Madrid, a Diploma in International Development from Birkbeck, University of London, and a Certificate in Science of Wellbeing from Yale University. She founded PCAP in 2008, stepped down as Trustee in 2009 to avoid any conflict of interest, and has been working as its Executive Director since. She is fluent in English, Spanish, French and several African languages.



Mr Zubeir Woozeer – Currently pursuing a BA in International Development at King's College London, Zubeir Woozeer first worked with PCAP in the King's Civic Challenge where PCAP and King's students collaborated successfully to develop and concretise the Hope After Covid Project. Zubeir has now joined PCAP as Admin Officer and is driven by his passion for social justice, humanitarianism and change. Zubeir is originally from Mauritius, can speak 5 languages and participates regularly in a plethora of societies and clubs at university level.



Ms Tamara Danso-Ohene BA – Having recently graduated with a BA in Politics and International Relations, Tamara Danso-Ohene brings with her a wealth of knowledge on issues related to politics on local, national and international levels. As the former Charity Fundraising Officer for her University's lacrosse team, she has experience mobilising, organising and initiating fundraising events for charities. Tamara joined PCAP in February 2022 as Engagement Officer, and left in August that year.



Ms Heena Amir, MA – Heena has a BA in African Studies with Anthropology; an MEd in Education, MA in Sustainable Development and a Professional Diploma in Finance and Entrepreneurship. With her outstanding interest in development issues, she has worked for several grassroots organisations to improve and build public value outcomes. Heena loves exploring new cultures and can speak more than three languages. She worked as PCAP's Programme and Fundraising Officer between June 2022 and February 2023.



Ms Claudia Newton, MA – Claudia holds a Master's in Applied (International) Development Studies from the University of Reading. She is an experienced Teacher, and Founder of No Ordinary Life, a career-motivation platform for youths. Claudia started engaging with PCAP in 2021 as a Be Fit to Lead and Lead4Hope programmes' participant, and joined PCAP as a Trainee Coaching Officer in 2023 because she believes in inspiring and harnessing people's potential. She is a dynamic and creative individual who is passionate about promoting human development.



Mr Ahmed Ogunrombi, BSc – Ahmed joined PCAP in January 2023 as a part-time accountant and is currently pursuing a Master's in Business with Business Analytics. He has a BSc in Accounting and has worked in different Accounting and Finance roles in the manufacturing Industry, Fintech, and Oil Sector over the course of 8 years' career. He is originally from Nigeria, and believes in an equal society.



Mr Sonny Hawkins – Sonny Hawkins is an outstanding IT Systems Engineer with extensive experience. He is highly skilled in various hardware and software technologies, and has a keen interest on the hardware side of IT, infrastructure design and deployment. Sonny joined PCAP as an IT volunteer in October 2021 and proved to be a mighty knight in shining armour by promptly relieving the team from stressful website-related issues. He is a wonderful example of how societies can hugely benefit from fully embracing neurodiversity.

POLICY CENTRE FOR AFRICAN PEOPLES

Appendix 3: Advisory Committees' Volunteers



Mr Christopher Buckwell BA - Chris has been a participant in PCAP's activities for over a decade, and served as a trustee between February 2018 and September 2021. A lawyer by background, he is in an ideal position to provide advice, leadership and any relevant input on programmes that have social and legal dimensions. As a long-time community activist, currently a Parish and Borough Councillor in Medway, Kent, Chris has extensive experience and skills pertaining to community representation, including assessing and advocating community needs.



Ms Vimbai Mutimutema, MSc - Vimbai holds a Bachelors in Law and MSc in International Business and Management. Her passion to see people thrive has focused her career towards causes such as international education, youth work, mental health and teenage parenthood, while developing skills in digital engagement, project management and co-production. Vimbai is a certified coach and, as a PCAP Adviser, she is committed to creating access to coaching for young people impacted by forced migration.



Ms Magdalene Thomas, MSc - Magdalene is a strategic and dynamic leader with more than 14 years' experience in the international development sector working with young people, especially girls, to campaign for social justice. She is currently the Head of International Operations for the World Association of Girl Guides and Girl Scouts. Having worked and lived through Africa, Magdalene is passionate about the continent and committed to ensuring projects are built on local knowledge, expertise, and philosophies. She will use her expertise to advise PCAP.



Improving lives through education,
leadership and engagement



Email: info@pcap.org.uk



Website: www.pcap.org.uk

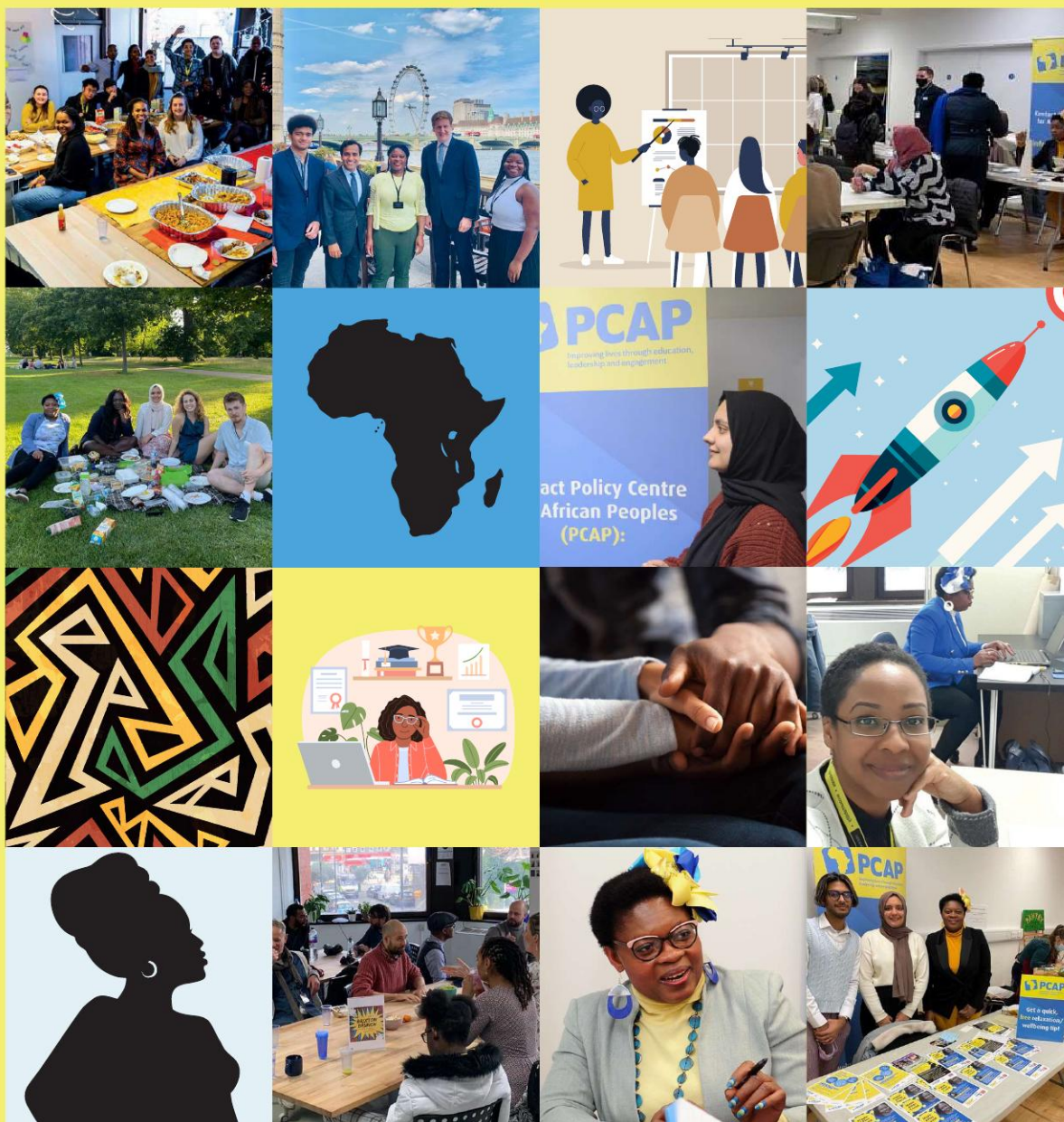


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Accounts

Policy Centre for African Peoples' Report and Accounts for the Financial Year Ended 31st March 2022



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Legal and Administrative Information:

Trustees

Miriam Dembo
Micayla Holder
Miryam Khan
John McLaren
Emmanuel Orekogbe

Treasurer and Interim Chair

Emmanuel Orekogbe

Charity Number
1131139

Registered Office

Tower House
Suite 116 My Office Club
67-71 Lewisham High Street
London SE13 5JX

Independent Examiner

Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Bankers
HSBC

Chair's Statement

I am delighted to present the PCAP's Trustees report this year. PCAP has started to come out from the ravages of Covid 19, there are definite signs that it is moving forward. I am very proud to see the progress it has made during this year not only in fundraising but also the growing number of programmes it has offered to its beneficiaries. We are grateful to all our funders who are helping us to sustain the charity.

It continues to put all the efforts it can to enable African and disadvantaged people of all ethnic origins to improve their lives through education, leadership training and social engagement. Its strategic aims remain steadfast – bringing personal and collective prosperity, justice and common good that stem from better education, leadership and social engagement.

Governance is getting stronger, details of which are shown below. There has been some inevitable movement of Trustees to facilitate the recruitment of new board members with the necessary time and skills. As a result, PCAP now has a solid skills base.

The Executive Director has worked solidly over the past year and continues to do so. This is attested by her report to the Trustees.

Warm thanks go to our beneficiaries, staff, the Executive Director, volunteers without forgetting the funders without whom PCAP could not function.

Emmanuel Orekogbe

Executive Director's Statement

Here at PCAP, we look back on the year 2021 – 2022 with infinite gratitude, delight, pride and determination.

We are extremely grateful to the funders whose support enabled us to increase our workforce and, in so doing, facilitated the smooth delivery of our operational activities throughout the pandemic.

We are particularly thankful to Impact on Urban Health: the £50,000 core funding they awarded PCAP in 2021, proved particularly effective in terms of strengthening our operational team, and consolidating our capacity to improve African and disadvantaged people's lives through education, leadership development, and social engagement programmes.

Furthermore, this core funding, combined with project grants from other donors, allowed PCAP to adopt and start fulfilling a pay policy for core staff members for the first time since our charity's creation in 2008.

We are also delighted that thanks to the Joseph Rowntree Charitable Trust's decision to support the implementation of our leadership training project, Lead4Hope, in 2021, we have been able to operate in various regions of the UK, including Wales, Scotland, Northern England and the South East.

Thus, although this programme is not due to end until 2023, PCAP has already fulfilled one of the key outcomes it set out to achieve through the Lead4Hope project, which was to expand its reach beyond London, and in so doing, transform itself into a UK-wide charity.

We are very proud that through the successful delivery of Lead4Hope and other projects such as Be Fit to Lead; Loved, Accepted, Heard; Hope After Covid, and Elevate, we have been able to develop effective proofs of concept for our original training programme in 6 steps inspired by African philosophy. We are determined to build on these proofs of concept to facilitate the realisation of our charity's mission to enable African and disadvantaged people of all ethnic origins to improve their lives through education, leadership development, and social engagement.

Sincerest thanks to the Trustees, Advisory Board members, operational team members including volunteers, programmes' participants, partners and sponsors, for their unflinching and uplifting support, commitment and dedication.

Sylvie Aboa-Bradwell

Our Vision, Mission and Values

The Policy Centre for African Peoples (PCAP) was founded in the United Kingdom in September 2008 by a group of African Diaspora members and supporters led by Sylvie Aboa-Bradwell.

PCAP is committed to enabling African and disadvantaged people of all ethnic origins to improve their lives through education, leadership and social engagement.

The registration of PCAP as a charity was approved by the Charity Commission (England and Wales) in August 2009. PCAP's charity registration number is **1131139**.



Our Vision

We envision a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement.



Our Mission

In order to fulfil our vision, **our unique offer is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell – Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.**

We use this original model to enable African and disadvantaged people of all ethnic origins to improve their lives by implementing projects for them in the areas of education, leadership training and social engagement.



Our Values

- * **Integrity** – PCAP engages with African knowledge and expertise as an inspiration for improving the lives of the disadvantaged and is built upon strong moral principles related to honesty, professionalism, accountability and transparency.
- * **Justice** – PCAP believes that it is the right of all people to have access to, and engage with, processes which develop them as agents of change in their respective communities.
- * **Respect** – in dealings with all people, PCAP believes in the principles of respect towards their feelings, wishes and rights.



Our Motto

Improving lives through education, leadership and engagement.

Trustees' Report

Structure, Governance and Management

The Governing Document

PCAP is registered at the Charity Commission under the name of Policy Centre for African Peoples under the charity number 1131139.

PCAP's main governing document is its Constitution as amended on 6 July 2013. As well as its governing document, it has a number of policies and procedures which ensure that the objects of the charity are delivered.

Recruitment and Appointment of Trustees

In view of the substantial growth of PCAP throughout 2021 – 2022, as reflected in the fact that the charity's turnover increased from £37,396 last year to £135,120 this year a restructuring of the Board of Trustees took place. This was undertaken in order to enrol Trustees with the time and skills required to strengthen financial oversight, governance and strategic development. Thus, the Trustees were:

Ohenewaa Adu-Akyeampong

(resigned on 16th November 2021)

Christopher Buckwell (resigned on 5th September 2021)

Miriam Dembo (appointed on 25th October 2021)

Charlotte Grieves (appointed on 26th April 2021, resigned on 9th October 2021)

Micayla Holder (appointed on 27th October 2021)

Unekwu Idachaba (resigned on 21st July 2021)

Lucy Kallin (resigned on 11th

September 2021)

Miryam Khan (appointed on 17th December 2021)

John McLaren (appointed on 19th March 2022)

John Minto (resigned on 17th September 2021)

Nyasha Duri (resigned on 19th February 2021)

Emmanuel Orekogbe (appointed on 9th October 2021)

Veen Rama (appointed on 19th November 2021, resigned on 7th June 2022)

Ohenewaa Adu-Akyeampong resigned to concentrate on her duties as a trainee solicitor.

Christopher Buckwell resigned due to his heavy commitments as a local councillor and immigration judge

Charlotte Grieves resigned due to professional demands and lack of required time.

Unekwu Idachaba resigned due to increased workload and other commitments.

Lucy Kallin resigned to focus on her business and professional commitments.

John Minto resigned to focus on his PhD studies.

Nyasha Duri resigned to concentrate on her studies and professional engagements.

Veen Rama resigned due to unforeseen personal circumstances



John McLaren

joined us with a wealth of experience in global business. He is a Fellow of the Institute of Directors.



Emmanuel Orekogbe

a financial strategist and a member of CIMA brings a rich and diverse experience in supporting organisations in various sectors.

Miriam Dembo

was appointed during the year. She brings a combination of a multidisciplinary set of skills as a result of an academic background in International Relations and healthcare leadership experience in the public health sector.



Myriam Khan

joined us with a 12-year track record as a global marketer experienced in government, politics and non-profit sector.



Micayla Holder

joined us with extensive experience in housing, income, and debt recovery. Her expertise includes coaching, training, and mentoring.

Our Programmes' Impact

I. Loved, Accepted, Heard

Following several surveys throughout 2020 highlighting the disproportionate toll of Covid-19 on the lives and mental health of black women, and in accordance with our aforementioned mission,

PCAP partnered with the Thelma Matilda Alves Foundation in 2021 to develop a pilot project aimed at supporting the mental health and wellbeing of women of African and Caribbean descent in Lambeth, Southwark, Wandsworth, and Westminster over 6 months.

The project, called Loved, Accepted, Heard, received a grant of £4,978 from the Greater London Authority (GLA) for implementation between April and October 2021.

Over these 6 months, we were able to deliver:

- 5 workshops on mental health, wellbeing, and self-care;
- and 12 wellness and motivational sessions, with a total of 153 programme participants.

Participating in this programme provided many women with the opportunity to connect with others, share their experiences, and make their voices heard.¹

¹ The full impact assessment report of the Loved, Accepted, Heard project is available on PCAP's website <https://pcap.org.uk/wp-content/uploads/2022/04/PCAP-Impact-Assessment-Report-LAH-2021.pdf>

Loved, Accepted, Heard

Do you live in Lambeth, Southwark, Wandsworth, or Westminster?

Have you been affected by racism, social isolation or grief caused by Covid?

Are you a woman of African or Caribbean descent?

The new Loved, Accepted, Heard programme offers you:

- Support tailored to your needs
- Wellbeing and motivational sessions
- Opportunities to connect with other women with similar experiences.

Contact info@pcap.org.uk or 07765 4142 74 for registration and more details.



Thelma
Matilda
Alves
Foundation

SUPPORTED BY
MAYOR OF LONDON

II. Lead4Hope

In view of the disproportionate impact of COVID-19 on the lives of ethnic minority groups and disadvantaged people in the UK, PCAP designed the **Lead4Hope programme**.

Lead4Hope is a UK-wide project that, over 2 years, will use our unique leadership development programme in 6 steps inspired by African philosophy, to offer training and practical advice to up to 30 leaders from ethnic minority and disadvantaged backgrounds on how to engage with policy and decision-makers over COVID-19 and systemic racism.

Thanks to a £34,512 grant from the Joseph Rowntree Charitable Trust, PCAP was able to **launch this project in May 2021**, and cover project expenses. In addition, we received a **1-year core funding grant of £50,000 from Impact on Urban Health in June 2021**, with **£40,000 earmarked for the institutional infrastructure of Lead4Hope**, including institutional staff and office rental. **The training of the 1st cohort of 12 participants was successfully completed in January 2022.**²



The poster is a blue and black graphic with white and yellow text. It features the PCAP logo at the top right, which includes a map of Africa and the text 'PCAP Improving lives through education & engagement'. The central graphic shows two silhouettes of people's heads facing each other, with the text 'LEAD 4 HOPE' in large yellow letters. The poster lists three eligibility questions, the benefits of the programme, age and time requirements, and application instructions. It also mentions support from The Joseph Rowntree Charitable Trust.

Are you passionate about restoring hope to your community after the devastation of Covid-19?

Are you from an ethnic minority or disadvantaged community in the UK?

Would you like to take the lead in bringing hope and positive change to your community?

LEAD 4 HOPE

The Lead4Hope programme offers you:

- Free training and support to realise your leadership goals over 6 months
- Personalised one-to-one coaching and a lifelong network of support after your 6-month participation

Age & time requirements:

- Aged 18 onwards - no upper age limit
- Only 3 hours per month

To apply to join the programme, send a short CV and a short cover letter outlining your leadership goals and challenges to info@pcap.org.uk

Supported by
THE JOSEPH ROWNTREE CHARITABLE TRUST

² The impact assessment report of the Lead4Hope Cohort 1 programme is available in full on PCAP's website <https://pcap.org.uk/wp-content/uploads/2022/04/Impact-Assessment-Report-Lead4Hope-Programme-Cohort-1.pdf>

III. Hope After Covid

PCAP won the King's College Civic Challenge for 2020-2021 for addressing the UN's SDG 3: Good Health and Wellbeing with its Hope After Covid project. Our charity received £5,000 to implement this programme that uses traditional African wellness techniques to support local people to overcome the negative effects of COVID-19.

Following intensive outreach campaigns throughout summer and autumn 2021, PCAP was able to enrol **55 people from Lambeth, Southwark, Wandsworth and Westminster** and enable them to overcome the negative impact of COVID-19 on their lives, using tools including music, visualisation and breathing exercises.³



Hope After Covid

Have you been affected by Covid through illness, bereavement, isolation, unemployment or any other way?

Do you live in Lambeth, Southwark, Wandsworth or Westminster?

The Hope After Covid programme offers you:

- Free relaxation sessions including storytelling, African music, dance and movements to improve your mood and wellbeing
- Free workshops to discover how to overcome your negative experience of Covid
- Weekly opportunities to meet up and share stories with other people affected by Covid.

Contact
✉ info@pcap.org.uk
☎ 07765 4142 74
for registration and more details.

PCAP
Partnership for Community Action and Progress

Supported by
KING'S College LONDON

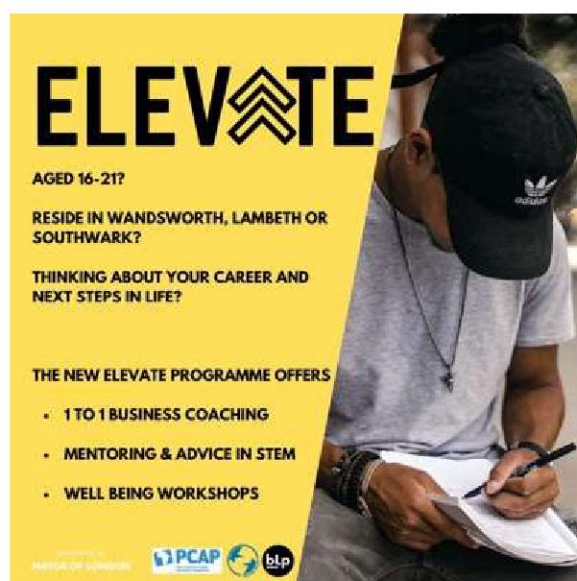
WINNER 2020/21

³ The impact assessment report of the Hope After Covid project is available on PCAP's website <https://pcap.org.uk/wp-content/uploads/2022/05/Impact-Assessment-Report-Hope-After-Covid-Project-PCAP.pdf>

IV. Elevate

PCAP carried on working mostly remotely to deliver the activities of this **project supported by Young Londoners' Fund (London Mayor)**, which is aimed at training up to 150 young people aged 16-21 who are not in education, employment or training (NEET), or who are at risk of becoming NEET and getting involved in crime in the boroughs of Lambeth, Southwark and Wandsworth.

PCAP continued to operate in close collaboration with its project partners, Business Launchpad and Generation Success, to maximise the chances of fulfilling the outcomes of Elevate. **We delivered 30 coaching, motivational and personal development sessions to 12 young participants between April 2021 and March 2022.**



⁴ The full impact assessment report of the Be Fit to Lead programme is available on PCAP's website <https://pcap.org.uk/wp-content/uploads/2022/05/Be-Fit-to-Lead-Impact-Assessment-Report-PCAP.pdf.pagespeed.ce.ph14cLRtKu.pdf>

V. Be Fit to Lead

Thanks to **a grant of £29,493 from the London Community Foundation**, PCAP and Thelma Matilda Alves Foundation were able to implement this project aimed at supporting the mental wellbeing and leadership development of dozens of black women who were either already in leadership positions, or aspiring to be leaders, in communities across London.

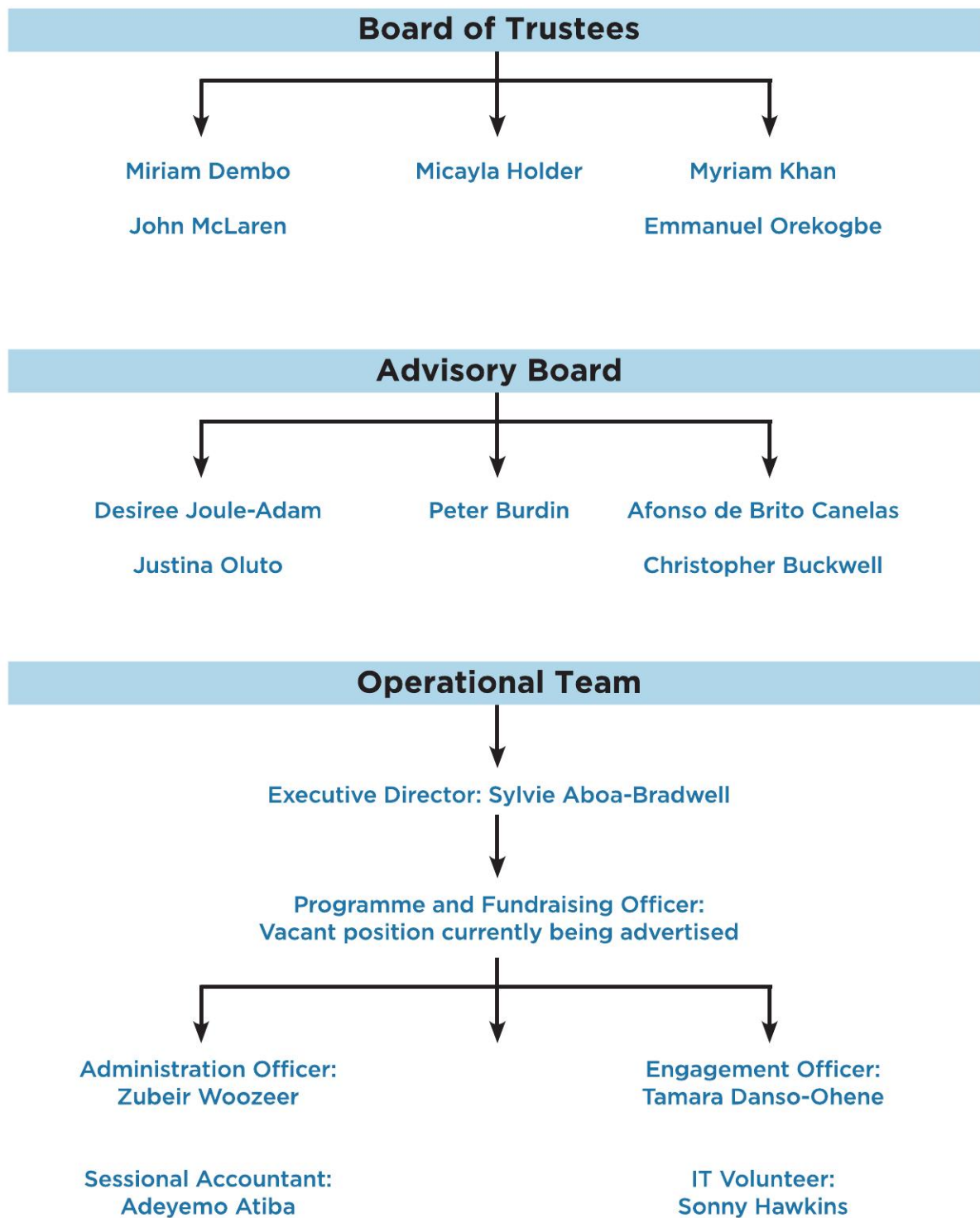
Between April 2021 and March 2022, we were able to:

- Undertake 6 educational, informative and awareness-raising campaigns;
- Elevate the voices of black women of African and Caribbean origins;
- Improve the leadership skills of 152 project participants;
- Facilitate the access of the project participants to wellbeing and mental health services by signposting to appropriate mental health points of care.⁴

A yellow poster for the 'Be Fit to Lead' programme. The title 'Be Fit to Lead' is in large, bold, black letters. Below the title, it asks 'Do you live in London?', 'Are you a black woman of African or Caribbean origin?', and 'Are you an aspiring or already established leader?'. The right side of the poster features a black silhouette of a woman's head and shoulders, looking upwards, with a large black arrow pointing upwards from her chest. Below the poster, there is a black box with white text that reads: 'The new Be Fit to Lead programme is aimed at black women at any stage of their career and leadership journey, from 18-year-old school leavers to established CEOs. This free programme offers:' followed by a list of four bullet points: 'Confidence-building & leadership development techniques to young women aspiring to become leaders;', 'Coaching to professional women seeking to strengthen their leadership skills', 'Networking and peer support to successful women leaders & executives', and 'Wellbeing and motivational support to all participants'. At the bottom of the black box, it says 'Free workshops and sessions are available to groups, organisations, schools and interested individuals.' and 'To express interest and for more details, contact: info@pcap.org.uk or 07765 4142 74'.



Organisational Structure as of 31st March 2022



Objectives and Activities

The objectives of the Policy Centre for African Peoples (PCAP), as recorded by Charity Commission and in its Constitution, are:

1. The promotion of equality and diversity for the public benefit by:
 - (a) promoting knowledge and mutual understanding between different racial groups and genders;
 - (b) advancing education;
 - (c) the elimination of discrimination on the grounds of race or gender;
2. The advancement of education and relief of financial hardship amongst African Communities worldwide.

In order to realise these objectives, PCAP envisions a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement, and works to enable African and disadvantaged people of all ethnic origins to improve their lives through education, leadership and social engagement.

To fulfil this vision, our unique offer is our training model in 6 steps inspired by African philosophy, which was originally developed by Sylvie Aboa-Bradwell – Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.

We use this original model to develop and undertake activities and realise projects in the areas of:

- **Education** – PCAP delivers educational projects as well as coaching and mentoring sessions that enable participants to use education as a tool for personal and collective improvement. **One of the main education programmes we implemented this year was Elevate, through which we delivered 30 coaching, motivational and personal development sessions to 12 young beneficiaries in the London boroughs of Lambeth, Southwark and Wandsworth.**



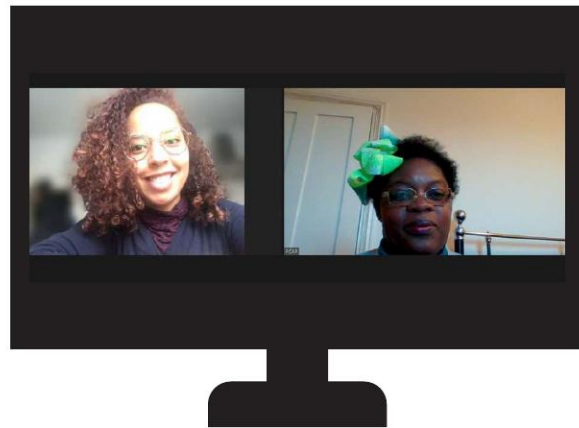
• **Leadership training** – PCAP provides participants with the training and nurturing they need to become effective leaders and change-makers. **The leadership training projects we implemented this year included Lead4Hope and Be Fit to Lead.**

By training existing and aspiring leaders based in Wales, Scotland, Northern England and the South East online through our Lead4Hope programme, we have managed to expand our reach beyond London, and in so doing, turn PCAP into a UK-wide charity.

Through Be Fit to Lead, we were able to support the mental wellbeing and leadership development of dozens of black women who were either already in leadership positions, or aspiring to be leaders, in communities across London.

• **Social engagement** – PCAP trains, nurture and encourages participants to become agents of positive social change. The social engagement projects we implemented throughout this year included Loved, Accepted, Heard and Hope After Covid.

Through Loved, Accepted, Heard, we were able to deliver activities including 12 wellness and motivational sessions to 153 women of African and Caribbean descent in Lambeth, Southwark, Wandsworth, and Westminster.



The implementation of Hope After Covid enabled us to empower 55 people from Lambeth, Southwark, Wandsworth and Westminster to overcome the negative impact of COVID-19 on their lives, using tools including music, visualisation and breathing exercises.

Illustration of our Impact and Achievements

Key Performance Indicator	Year Ended 31st March 2022	Year Ended 31st March 2021	Achievements and Increased Impact
No. of projects	6	4	No. of projects has increased by 50%
No. of project participants and beneficiaries	1,000	500	No. of project participants and beneficiaries has increased by 100%
No. of core funding grants	3	1	No. of core funding grants has increased by 200%
Annual turnover	£135,120	£37,396	Turnover has increased by 361%



Beneficiaries' Stories and Quotes

We were privileged to realise our mission to enable African and disadvantaged people of all ethnic origins to improve their lives by delivering education, leadership training and social engagement sessions to hundreds of participants throughout this year.

For the sake of our programmes' beneficiaries here. More stories, quotes and testimonies are available on the impact section of our website <https://pcap.org.uk/our-impact/>



Kaddija Keita's Story

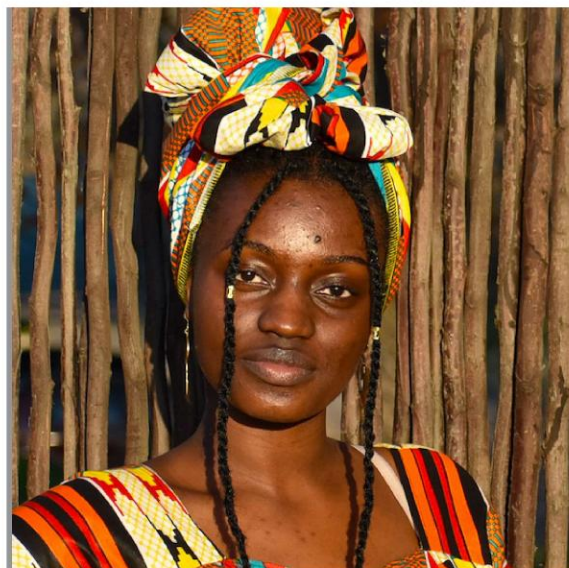
Before: 20-year-old Kaddija Keita did not feel confident about her leadership abilities, clarity of vision as a leader and capacity to motivate herself when she joined the Lead4Hope programme in July 2021. Furthermore, like many young people coming from an African environment characterised by extended families, she tended to be distracted from her goals by matters in her personal life.

After: Participating in the programme enabled Kaddija to:

- **Benefit enormously from a personalised coaching** tailored to her specific needs.
- **Through Harmonisation exercises, Kaddija improved her self-knowledge** and learnt to do only what is in harmony with her inner self, and to prioritise her peace of mind, self-care and relaxation, as well as the achievement of her personal goals.

Her self-confidence and motivation increased substantially after a couple of coaching sessions with the PCAP coach, Sylvie Aboa-Bradwell. Her belief in her leadership abilities improved so much that:

- She submitted her candidacy for the post of President of Buckingham University's Law Society (BULS).



- In addition, having been elected, she overcame a series of team challenges, and worked with the Students' Union to provide the Law Society with its first ever social media policy, thus leaving a permanent positive legacy for future Presidents.

Kaddija says: **"Through Lead4Hope and PCAP, I was able to consolidate my leadership skills in more ways than I would have ever imagined. I felt listened to, respected, and my coach always reminded me that I am my biggest asset."**

Cesaire Stephens's Story

Before: 35-year-old Cesaire lacked confidence in his leadership abilities, capacity to achieve his goals, and ability to overcome challenges before enrolling in PCAP's Lead4Hope programme. Furthermore, despite his passion for and track record of training and educating young people in Manchester, he was struggling to go beyond the shortlisting stage when job hunting, as he did not perform well at interviews.

After: The Harmonisation, Acceptation and Attenuation exercises that PCAP trained him to use were particularly effective for Cesaire to:

- Enhance his self-knowledge and self-confidence;
- Accept the gaps in his interview and public speaking performances;
- And take action to attenuate and overcome these gaps.

After just a few coaching sessions, Cesaire's capacity to motivate and encourage himself, as well as his public speaking skills had improved so much that:

- He was able to get his dream job in the area of youth education within a month.
- Furthermore, he went on to impress his fellow trustees with his improved leadership skills so much that **he was recently appointed Deputy Chair of the Louise Da-Cocodia Education Trust.**



Cesaire says:

“Throughout the programme, we worked on and talked about what I wanted to work on and talk about. I felt heard, understood and respected, and the coach’s approach was a good fit for me.”

Dr Thelma Okey-Adibe's Story

Before: The study of the initial assessment questionnaire of 49-year-old Thelma, a lecturer at Glasgow School for Business and Society, revealed a low baseline in terms of capacity for self-care, wellbeing and mental health preservation; self-confidence as a leader, and clarity of vision.

After joining the Lead4Hope programme in July 2021:

- Thelma received a series of one-on-one coaching sessions specifically designed to tackle her needs.

- She quickly mastered useful Relaxation techniques,

- And created a personalised toolkit aimed at enabling her to unwind and motivate herself very effectively.

- She is now combining her job as a lecturer and her entrepreneurial aspirations very successfully.



Thelma says:

“The coach’s approach was a very good fit for me. I felt understood and motivated after each session. The sessions provided the opportunity for me to share my thoughts, fears and wins. I particularly like the approach of the beneficiary taking the lead- a bottom-up approach where the discussions are framed by the beneficiary. This helps to design and frame discussions according to needs.”

I have learned so much from you and I feel so much more capable to deal with whatever this nasty disease throws at me.

Christine, Hope After Covid
Lambeth participant

I feel very blessed to have found PCAP as I feel very drawn to their vision and the work you do. When I found this opportunity, I was really searching for the opportunity to network, grow and be with like-minded people. The coaching sessions really gave me an opportunity to open up, share and even be properly trained on how to make every day count in the here and now; rather than being so focused on the future.

Claudia, Be Fit to Lead
Southwark participant

Before I began my coaching package, my coach and I discussed my desire to improve my time management, have more motivation and to have a bit of guidance with the navigation of my career path. With each coaching session I have been uplifted, given great advice and have felt that I am getting closer to reaching my goals. Sylvie has shown me a couple of visualisation techniques that have helped me decide upon an approach that I'd like to take for my career and suggested things that I could do to help me find myself being more productive and loving towards myself. I am very grateful for her coaching and I cannot think of any improvements at this time.

Elevate project participant, name, picture and location withheld for youth safeguarding purposes

Raising Awareness of PCAP's Work

In accordance with its long-established tradition of using evidence-based research and data to inform its work and raise awareness of this work, PCAP continued to conduct surveys and discussions among its stakeholders, supporters and partners throughout the year on how to improve the lives of African and disadvantaged people following the COVID-19 devastation. These activities led to:

- The launch of 4 programmes specifically aimed at improving the lives of African and disadvantaged people following the COVID-19 devastation, namely, **Loved, Accepted, Heard; Hope After Covid; Be Fit to Lead and Lead4Hope.**
- The strengthening and expansion of PCAP's work throughout the UK, **especially thanks to the Lead4Hope project.**
- The hosting of a series of community conversations on the future of employment and skills in London throughout the summer of 2021, **and the submission of the subsequent report to the Greater London Authority.**
- The regular publication of PCAP's newsletter, which has nearly 2,000 subscribers.
- The frequent engagement with our stakeholders through social media platforms including Twitter, Facebook, LinkedIn and Instagram.
- The establishment of new partnerships with like-minded organisations to strengthen our collective capacity to enable our communities to overcome the negative impact of COVID-19, and enable African and disadvantaged people of all ethnic origins to improve their lives through education, leadership development and social engagement. This led to activities and developments including the organisation of the **Fiveways Health Day event in Brixton** in November 2021 (pictured); the **selection of PCAP as one of the 30 founding members of the** Medway VCS Transformation Academy and Alliance **in February 2022, and PCAP's participation in the ongoing consultation and discussions for the creation of an** Impact on Urban Health Peer Network.



Fundraising and Thanks to Funders

We are extremely grateful to the following funders who have supported and financed our work throughout this year:



- **Garfield Weston Foundation** – the £15,000 revenue grant from the GWF we received in March 2022 will enable our charity to strengthen its capacity to serve people across the UK and cover core costs.

SUPPORTED BY
MAYOR OF LONDON

- **Greater London Authority (Mayor of London)** – we received £14,831 from the GLA through the Young Londoners' Fund to implement our Elevate project.

We received a further £4,978 from the GLA through the Civic Society Roots Incubator programme, to implement our Loved, Accepted, Heard project.

Impact
on **Urban**
Health

- **Impact on Urban Health** – the core funding grant of £50,000 that PCAP received in May 2021 from Impact on Urban Health (the operating name for Guy's and St Thomas' Charity) proved transformational in terms of enabling our charity to cover core costs including staff, rent and equipment; improve our fundraising capacity, and cover the infrastructure costs of our Lead4Hope programme.

THE
JOSEPH
ROWNTREE
CHARITABLE
TRUST

Joseph Rowntree

- **Joseph Rowntree Charitable Trust** – thanks to a £34,512 grant from the Joseph Rowntree Charitable Trust, PCAP was able to launch the Lead4Hope project in May 2021, and cover project expenses. We will use this 2-year support for Lead4Hope to offer training and practical advice to up to 30 leaders from ethnic minority and disadvantaged backgrounds on how to engage with policy and decision-makers over COVID-19 and systemic racism.

KING'S
College
LONDON

- **King's College London** – PCAP won the King's College Civic Challenge 2020-2021 for addressing the UN's SDG 3: Good Health and Wellbeing with its Hope After Covid project. Our charity received £5,000 to implement this programme that uses traditional African wellness techniques to support local people to overcome the negative effects of COVID-19.

The London
Community
Foundation

- **London Community Foundation** – thanks to a grant of £29,493 from the London Community Foundation, PCAP and Thelma Matilda Alves Foundation were able to implement the Be Fit to Lead project which was aimed at supporting the mental wellbeing and leadership development of dozens of black women who were either already in leadership positions, or aspiring to be leaders, in communities across London.

- **Phoenix Fund** – we used the **£6,725** that were carried forward from the £12,500 core funding grant we received in 2020 from Phoenix Fund to cover salaries, administrative and operational costs.

Thanks to the support from the aforementioned funders, PCAP was able to increase its turnover from £37,396 last year to £135,120 this year.

We are committed to using these funds entrusted to us in a transparent, strategic, responsible and highly accountable manner as we strive to realise our charity's vision and mission.



Policy Centre for African Peoples

INDEPENDENT EXAMINER'S REPORT

FOR THE PERIOD 1st April 2021 to 31 March 2022

I report on the financial statements of Policy Centre for African Peoples for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charities Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(i) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 41 of the Act; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met;
- or

(ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Tunji Ogedengbe FCCA

Director DTT Consultancy Ltd, 36 Daffodil Close, Hatfield AL10 9FF

5th May 2022

Policy Centre for African Peoples

REFERENCES AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ITS TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

Trustees Mr Emmanuel Orekogbe - Treasurer and Interim Chair
Ms Micayla Holder
Ms Myriam Khan
Ms Miriam Dembo
Mr John McLaren

Charity registration no 1131139

Principal office Tower House, Suite 116 My Office Club,
67-71 Lewisham High St
London
SE13 5JX

Independent Examiner Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Bankers HSBC UK

Policy Centre for African Peoples

Financial Review

		Annual accounts for the period						1131139
		Period start date		1st Apr 2021	To	Period end date	31st Mar 2022	
Section A Statement of financial activities								
Recommended categories by activity	Details of own analysis	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year	
			£	£	£		£	
Incoming resources (Note 3)			F01	F02	F03	F04	F05	
Incoming resources from generated funds			-	-	-	-	-	
Grants		S01	65,000	70,120	-	135,120	37,396	
Voluntary Income		S02	-	-	-	-	-	
Investment income		S03	-	-	-	-	-	
Incoming resources from charitable activities		S04						
Other incoming resources		S05	-	-	-	-	-	
Total incoming resources		S06	65,000	70,120	-	135,120	37,396	
Resources expended (Notes 4-8)								
London Community Foundation Be Fit to Lead			-	28,663	-	28,663		
King's College London Hope After Covid		S07		2,777	-	2,777		
Impact on Urban Health (Core funding)		S08	29,450	-	-	29,450		
Joseph Rowntree Charitable Trust Lead-4Hope		S12		11,961	-	11,961		
GLA/FSI Love Accepted Heard			-	4,978		4,978		
GLA/YLF Elevate				15,750		15,750	12,388	
Phoenix Fund			6,725			6,725	5,325	
City Bridges Trust Trust						-	7,160	
Other resources expended			500			500	450	
Total resources expended		S13	36,675	64,129	-	100,804	25,323	
Net incoming/(outgoing) resources before transfers		S14	28,325	5,991	-	34,316	12,073	
Gross transfers between funds		S15	-	-	-	-	-	
Net incoming/(outgoing) resources before other recognised gains/(losses)		S16	28,325	5,991	-	34,316	12,073	
Other recognised gains/(losses)								
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-	-	
Prior Year Adjustment		S18	-	-	-	-	65	
Net movement in funds		S19	28,325	5,991	-	34,316	12,138	
Total funds brought forward		S20	12,138	-	-	12,138	-	
Total funds carried forward		S21	40,464	5,991	-	46,455	12,138	
Section B Balance sheet as at 31st Mar 2022								
	Note		Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year	
			£	£	£	£	£	
Total funds	B20		40,464	5,991	-	46,455	12,138	
Approved by					Date of approval			
Trustees					5th May 2022			

Policy Centre for African Peoples

Section C

Notes to the accounts

Note 1 Basis of preparation

This section should be completed by all charities.

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);
- and with*  Accounting Standards;

or  Financial Reporting Standards for Smaller Enterprises (FRSSE);

- and with the Charities Act 1993.

[** except for the following].

Give details in this box if a different standard has been followed.

* -Tick as appropriate:

- if all relevant disclosures shown in the pack have been given then please tick “Accounting Standards”;
- if disclosures completed in these accounts have been restricted to those required by the FRSSE, then please tick “Financial Reporting Standards for Smaller Enterprises (FRSSE)”.

** - If no departures from the chosen standards have been made then delete these words; otherwise give details of any changes in the boxes.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year .

1.3 Changes to previous accounts

No changes have been made to accounts for previous years

Policy Centre for African Peoples

Section C

Notes to the accounts

(cont)

Note 2

Accounting policies

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

INCOMING RESOURCES	
	These are included in the Statement of Financial Activities (SoFA) when:
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
Tax reclaims on donations and gifts	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.
Gifts in kind	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.
Donated services and facilities	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Investment income	This is included in the accounts when receivable.
Investment gains and losses	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

Policy Centre for African Peoples

EXPENDITURE AND LIABILITIES	
Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
ASSETS	
Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.
Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
Stocks and work in progress	These are valued at the lower of cost or market value.

Policy Centre for African Peoples

Section C	Notes to the accounts	(cont)	
Note 3	Analysis of incoming resources		
Incoming resources may be further analysed if this would help the reader of the accounts.			
	Analysis	This year	Last year
		£	£
Restricted	Young Londoners Fund		17,736
	City of London Corporation		7,160
	London Community Foundation Be Fit to Lead	29,493	
	King's College London Hope After Covid	5,000	
	Joseph Rowntree Charitable Trust Lead4Hope	15,818	
	Loved Accepted Heard	4,978	
	GLA/YLF Elevate	14,831	
	Total Restricted Fund	70,120	24,896
Unrestricted	Phoenix Fund		12,500
	Impact on Urban Health	50,000	
	Garfield Weston Foundation	15,000	-
	Total Unrestricted Fund	65,000	12,500
Funds	Restricted Funds	70,120	24,896
	Unrestricted Funds	65,000	12,500
	Total Funds	135,120	37,396

Section C	Notes to the accounts	(cont)			
Note 4 Analysis of resources expended					
		This year	This year	This year	Last year
		Unrestricted	Restricted	Total	£
	Expenditure				
	LCF Be Fit to Lead - Staff Costs	-	20,353	20,353	
	LCF Be Fit to Lead - Marketing, Outreach & Publicity	-	5,586	5,586	
	LCF Be Fit to Lead - Materials & Resources	-	1,943	1,943	
	LCF Be Fit to Lead - Training, Monitoring & Evaluation	-	780	780	
	Total London Community Foundation Be Fit to Lead Expenditure	-	28,663	28,663	-
	KCL/Hope After Covid - Staff Costs	-	2,262	2,262	
	KCL/Hope After Covid - Transport/Videos	-	36	36	
	KCL/Hope After Covid - Marketing	-	200	200	
	KCL/Hope After Covid - Monitoring & Evaluation	-	255	255	
	KCL/Hope After Covid- Materials & Resources	-	24	24	
	Total King's College London Hope After Covid Expenditure	-	2,777	2,777	-
		-			
	Impact on Urban Health (Core funding) - Staff Costs	25,311	-	25,311	
	Impact on Urban Health (Core funding) - Rent & other core costs	3,412	-	3,412	
	Impact on Urban Health (Core funding) - Office Equipments	446	-	446	
	Impact on Urban Health (Core funding) - Fundraising	82	-	82	
	Impact on Urban Health (Core funding) - Safeguarding	90	-	90	
	Volunteer Expenses	100	-	100	
	Bank Charges	10	-	10	
	Total Impact on Urban Health (Core funding) Expenditure	29,450	-	29,450	-
	JRCT/Lead4Hope - Staff costs	-	10,658	10,658	
	JRCT/Lead4Hope - Outreach & Publicity	-	375	375	
	JRCT/Lead4Hope - Trips	-	265	265	
	JRCT/Lead4Hope - Equipments	-	90	90	
	JRCT/Lead4Hope - Volunteers	-	100	100	
	JRCT/Lead4Hope - Miscellaneous	-	322	322	
	JRCT/Lead4Hope - Monitoring & Evaluation	-	150	150	
					-
	Total Joseph Rowntree Charitable TrustLead4Hope Expenditure	-	11,961	11,961	-
	GLA/FSI Love Accepted Heard - Staff Costs		4,710	4,710	-
	GLA/FSI Love Accepted Heard - Outreach & Publicity		100	100	-
	GLA/FSI Love Accepted Heard - Materials & Resources		168	168	-
	Total GLA/FSI LAH Expenditure	-	4,978	4,978	-
	GLA/YLF Elevate - Salaries	-	15,385	15,385	11,554
	GLA/YLF Elevate - Equipment/PPE	-	0	0	298
	GLA/YLF Elevate - Refreshments	-	3	3	-
	GLA/YLF Elevate - Transport/Videos	-	201	201	-
	GLA/YLF Elevate - Miscellaneous	-	161	161	536
	Total GLA/YLF Elevate Expenditure	-	15,750	15,750	12,388
	Staff costs - City of London Corporation	-	-	-	3,730
	Equipment - City of London Corporation	-	-	-	2,031
	Website and online platforms + professional consultancy fees - City of London Corporation	-	-	-	1,399
	Total City of London Corporation Expenditure	-	-	-	7,160

		-			
	Phoenix - Salaries + Pension & N.I. contr.	4,257	-	4,257	4,227
	Phoenix - Administrative & Operational Costs	714	-	714	569
	Phoenix - Programming Costs	1,144	-	1,144	529
	Phoenix - Capacity Development	610		610	
	Total Phoenix Fund Expenditure	6,725	-	6,725	5,325
	Independent Examination	500	-	500	450
	Other			-	-
	Total Other	500	-	500	450
	Total Expenditure	36,675	64,129	100,804	25,323

Policy Centre for African Peoples

Section C

Notes to the accounts

(cont)

Note 5 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	
	-	-	-	
	-	-	-	

Note 6 Details of certain items of expenditure

6.1 Trustee expenses

Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).

	This year	Last year
Number of trustees who were paid expenses		
Nature of the expenses		
Total amount paid	£	£

6.2 Fees for examination or audit of the accounts

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).

	This year	Last year
Independent examiner's or auditors' fees for reporting on the accounts	450	0
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

Policy Centre for African Peoples

Section C

Notes to the accounts

(cont)

Note 11 Debtors and prepayments

Please complete this note if the charity has any debtors or prepayments.

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Trade debtors		-	-	-
Amounts due from subsidiary and associated undertakings	-	-	-	-
Other debtors		-	-	-
Prepayments and accrued income	-	-	-	-
Total	-	-	-	-

Note 12 Creditors and accruals

Please complete this note if the charity has any creditors or accruals.

12.1 Analysis of creditors

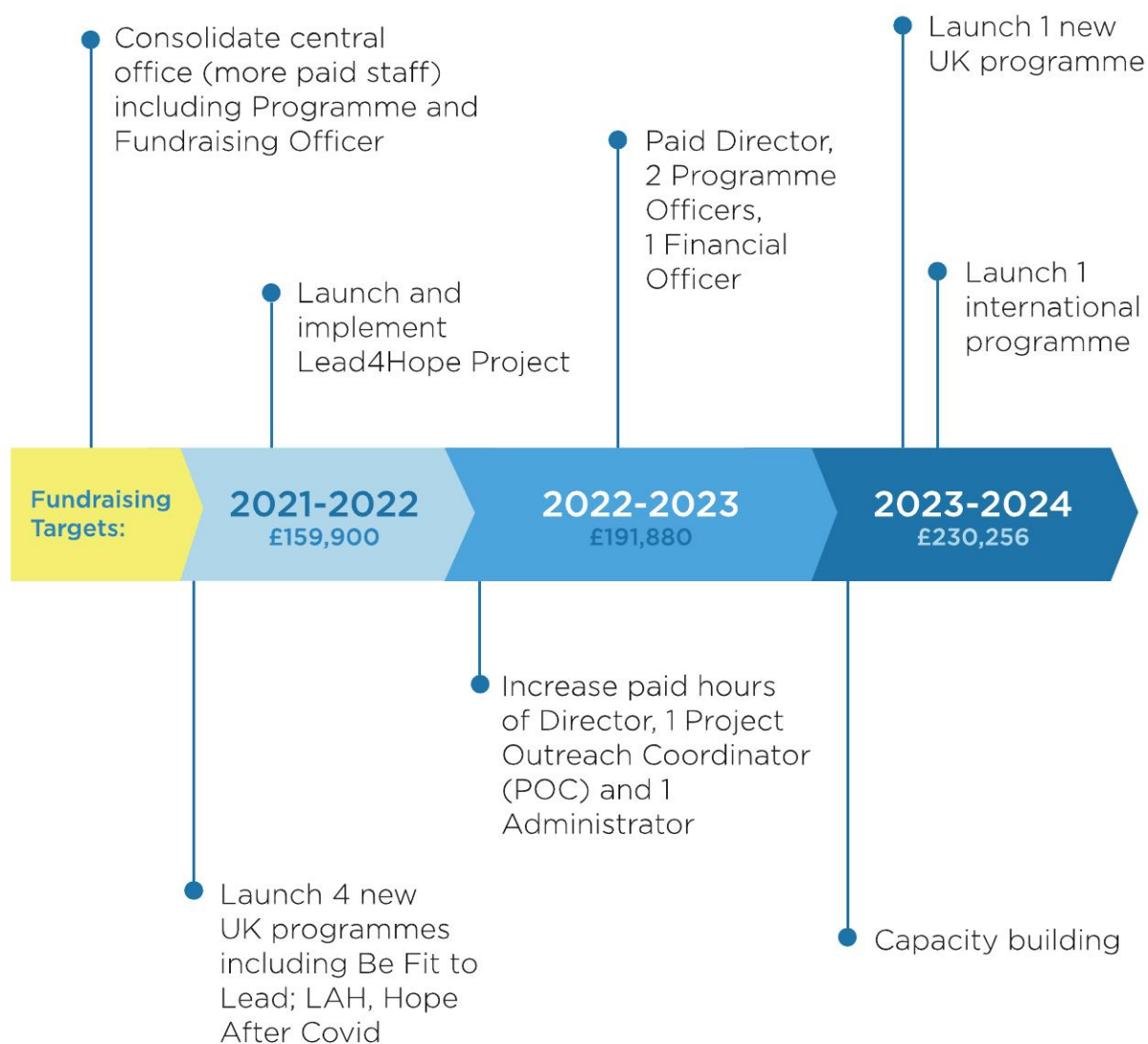
	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Loans and overdrafts		-	-	-
Accruals and deferred income		-	-	-
Amounts due to subsidiary and associated undertakings	-	-	-	-
Other creditors	500	450	-	-
Accruals and deferred income		-	-	-
Total	500	450	-	-

12.2 Security over assets

If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.

Appendix 1: Strategic Development Plan and Goals for the Forthcoming Three Years (2022 – 2025)

PCAP's strategic development plan and goals over the next 3 years are as follows:



The strategic objectives and indicators throughout this period include:

Objective 1: To clearly identify, articulate and build upon, (i) lessons learned from the 4 pilot projects launched in the year 2021-2022 and, (ii) PCAP's core competences.

INDICATORS

- 1.1.1 Impact assessment reports for all 4 pilot projects to be published by end of Q3 2022.
- 1.1.2 A minimum of 2 pilot projects to be transformed into foundation stone programmes of PCAP by end of Q3 2023.
- 1.1.3 Future project design and organisational growth engaging with appropriate lessons learned and core competences audited and acted upon throughout the strategic development period.

Objective 2: To strengthen the financial sustainability of PCAP.

INDICATORS

- 2.1.1 A clear budget and fundraising plan for 2022 -2025, with identified institutions and other donors, dates, deadlines, responsibilities, levels of funding, co-financing expectations by Q3 2022.
- 2.2.2 A minimum of 35% of the 2022- 2025 budget to be raised by March 2023.
- 2.2.3 A minimum of 70% of the 2022-2025 budget to be raised by March 2024.
- 2.2.4 100% of the 2022-2025 budget to be raised by March 2025.

Objective 3: To consolidate the programme portfolio of the organisation.

INDICATORS

- 3.1.1 A minimum of 3 programmes, fully funded, to be ongoing by Q3 2022.
- 3.2.2 A minimum of 2 UK-wide programmes, fully funded, to be operational by Q4 2022.
- 3.2.3 A minimum of 6 UK-wide programme delivery partners to secured by Q2 2023.

Objective 4: To strengthen the staff capacity of the organisation.

INDICATORS

- 4.1.1 To have a model contract for full-time staff members, including performance assessment tools, by Q4 2022.
- 4.1.2 To have all core staff of the London office team (full-time Executive Director, part-time Admin Officer, part-time Engagement Officer and part-time Programme and Fundraising Officer) operating by Q3 2022.
- 4.1.3 To have 1 PCAP regional office operational by Q1 2023, with a minimum of 1 regional Office Coordinator and 2 volunteers.
- 4.1.4 To have a minimum of 2 full-time staff members by Q1 2024.

Objective 5 To increase the number of project participants and beneficiaries

INDICATORS

- 5.1.1 To increase the number of workshop and project participants, as well as direct beneficiaries, from 1,000 to 1,500 by Q3 2023.
- 5.1.2 To increase the number of indirect beneficiaries from 2,500 to 4,000 by Q3 2023.
- 5.1.3 To increase the number of workshop and project participants, as well as direct beneficiaries, from 1,500 to 2,500 by Q4 2024.
- 5.1.4 To increase the number of indirect beneficiaries from 4,000 to 6,000 by Q4 2024.

Appendix 2: PCAP's Advisory Board



Mr Peter Burdin BA – Peter Burdin has been a supporter of PCAP and its work for many years, and joined its Advisory Board in March 2020. He brings a wealth of experience as BBC former Africa Bureau Chief, and Advisor to BBC Africa, as well as a wide variety of skills including TV and digital journalism, training and crisis management.



Ms Desiree Joule-Adam FdA – Desiree Joule-Adam has played a key role in spearheading the growth and development of PCAP since becoming a member of its Advisory Board in May 2018. She is a Broadcast Journalist in the start up space, with a particular focus on Africa, exploring innovative culture and ecosystems around entrepreneurship.



Mr Afonso de Brito Canelas MBA – Afonso de Brito Canelas served as Lead of the London Business School team that delivered PCAP's Impact Consulting project in 2018, and became a PCAP Advisory Board member a year later. He has extensive experience as a Researcher, Business Analyst and Management Consultant.



Ms Justina Olotu LLM, LLB – Justina Olotu has over 10 years of experience working in the National Health Service in various roles, and a myriad of skills in legal, strategy, transformation, general management, programme and project management. She joined the PCAP Advisory Board in January 2021, and is very passionate about improving health services provision for disadvantaged individuals.



Mr Christopher Buckwell, BA – Christopher Buckwell has been a participant in PCAP's activities for over a decade, and served as a trustee between February 2018 and September 2021. A lawyer by background, he is in an ideal position to provide advice, leadership and any relevant input on programmes that have social and legal dimensions. As a long-time community activist, currently a Parish and Borough Councillor in Medway, Kent, Chris has extensive experience and skills pertaining to community representation, including assessing and advocating community needs.



Gemma Moreno – Gemma has more than 20 years' experience as Director of Marketing and Communications mainly in the health sector, designing and implementing marketing and communications strategies, both in international, commercial private, settings and in the third sector. Her expertise includes branding, membership engagement, stakeholder and partnership management, digital marketing, media and PR, crisis communications and business development. Her huge passion about health and education and her eagerness to improve lives will all greatly enhance PCAP's work.

Appendix 3: PCAP's Operational Team



Mrs Sylvie Aboa-Bradwell MPhil – Sylvie Aboa-Bradwell is an award-winning educator, professional coach and entrepreneur with a Master's of Philosophy in Postcolonial Studies from the Complutense University of Madrid, a Diploma in International Development from Birkbeck, University of London, and a Certificate in Science of Wellbeing from Yale University. She founded PCAP in 2008, stepped down as Trustee in 2009 to avoid any conflict of interest, and has been working as its Executive Director since. She is fluent in English, Spanish, French and several African languages.



Mr Zubeir Woozeer – Currently pursuing a BA in International Development at King's College London, Zubeir Woozeer first worked with PCAP in the King's Civic Challenge where PCAP and King's students collaborated successfully to develop and concretise the Hope After Covid Project. Zubeir has now joined PCAP as Admin Officer and is driven by his passion for social justice, humanitarianism and change. Zubeir is originally from Mauritius, can speak 5 languages and participates regularly in a plethora of societies and clubs at university level.



Ms Tamara Danso-Ohene BA – Having recently graduated with a BA in Politics and International Relations, Tamara Danso-Ohene brings with her a wealth of knowledge on issues related to politics on local, national and international levels. As the former Charity Fundraising Officer for her University's lacrosse team, she has experience mobilising, organising and initiating fundraising events for charities. Tamara Joined PCAP in February 2022 as Engagement Officer, and her enthusiasm will prove crucial in terms of growing our outreach.



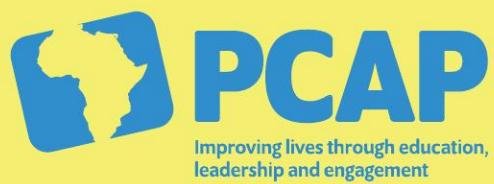
Ms Fola Onipede BSc, ACCA – Fola Onipede is a Biochemistry graduate, a Chartered Accountant (ACCA) and a trained Project Manager. She has a wealth of experience as both strategic and hands-on accountant in the charity sector, local authority, small businesses, and multinational companies. Fola joined PCAP as a volunteer in March 2021, and worked as PCAP's sessional accountant between July 2021 and February 2022.



Mr Sonny Hawkins – Sonny Hawkins is an outstanding IT Systems Engineer with extensive experience. He is highly skilled in various hardware and software technologies, and has a keen interest on the hardware side of IT, infrastructure design and deployment. Sonny joined PCAP as an IT volunteer in October 2021 and proved to be a mighty knight in shining armour by promptly relieving the team from stressful website-related issues. He is a wonderful example of how societies can hugely benefit from fully embracing neurodiversity.



Adeyemo Atiba BSc, FCA – Adeyemo earned a Bachelor of Science degree in Chemistry from the University of Lagos in 1991, and went on to train as an accountant at KPMG Nigeria, where he became a Chartered Accountant. He has over 20 years post-qualification experience. He has worked mostly in the finance and compliance industry for the greater part of his life. Adeyemo, who enjoys discovering different cultures and traditions, joined the PCAP team as a sessional accountant in February 2022.



Accounts

Policy Centre for African Peoples' Report and
Accounts for the Financial Year Ended
31st March 2021

Website: www.pcap.org.uk

Charity Registration no. 1131139

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Board of Trustees 2020 – 2021



Ms Nyasha Duri, MSc, MA – Nyasha Duri served as PCAP’s Trustee and Chairperson from February 2020 to February 2021, after more than 5 years as a volunteer. She works on transparency for accountability at mySociety, having previously volunteered for UNICEF Uganda and assisted with delivering curriculums reaching over 400,000 people worldwide.



Mr John Minto, BA (HONS) MA, MSC, MBA, FRSA – John Minto became a PCAP Trustee in March 2020, and Chairperson in February 2021. He is an award-winning development professional with over thirty years of experience leading humanitarian and development projects across Africa, and is currently completing his Public Health PhD at Lancaster University.



Ms Lucy Kallin, BA – Lucy Kallin joined PCAP as a Trustee in January 2021. She has a career spanning over 20 years in different roles including sales and marketing for large FTSE 100 organisations including tech, telecoms, and professional services. Recently, she has worked with executives to address equality, diversity and Inclusion (ED&I) at board level.



Mr Unekwu Idachaba, PhD – Unekwu Idachaba became a Trustee of PCAP in April 2020. He is a data science management professional with experience in academia (research on data science and solving optimisation problems); the central government (data management); the National Health Service and the private sector (data and technology solutions).



Mr Christopher Buckwell, BA – Christopher Buckwell became PCAP’s Trustee and Treasurer in February 2018. He qualified as a solicitor in 1982 and has since worked in the legal profession and associated fields, with a strong interest in the legal aspects of immigration. He is also a Councillor for Strood South in Medway, Kent.

Chair's Report

In a year in which charities have faced significant issues with respect to the covid-19 pandemic, I am delighted to be able to report that PCAP has risen to a range of challenges magnificently. PCAP has redoubled its efforts to enable African and disadvantaged people to improve their lives through education, leadership training and social engagement and the year has witnessed significant advances in terms of organisational strategy, governance, innovative project development and implementation, as well as fundraising.

Strategy – during the course of the year, regular meetings of the Trustees and Executive Director, Mrs Sylvie Aboa-Bradwell, ensured that PCAP's Vision and Mission remain relevant to those the charity seeks to serve. PCAP's Vision (we envision a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement) remains the charity's guiding principle.

Governance – during the year, Trustees and the Executive Director updated and/or developed new governance documents with respect to finance, impact assessment, safeguarding, and security. The evolution of appropriate policies and procedures has been an important element in PCAP's ability to support key target groups and to secure, in turn, significant amounts of donor funding.

Projects – the Executive Director's report reflects extremely well the current project base of PCAP. I would point to, as an example only, the charity's work with respect to a series of community conversations related to London's covid-19 recovery. Not only did this

initiative show PCAP at its agile best (having successfully re-designed operational platforms to promptly increase its ability to operate remotely and improve its online presence), but its work also fed into important policy level discussions with the London Recovery Transition Board and London Recovery Board. PCAP remains at the forefront of ensuring that projects lead into policy level discussions for the benefit of those we serve.

Fundraising – thanks to the tireless efforts of PCAP's Executive Director and her superbly-led operational team, PCAP has raised close to **£120,000** in the reporting period, from a starting point of £11,500. Under current conditions, this is nothing less than a spectacular success and has included funds sourced through a remarkable range of organisations including the City Bridge Trust, Civil Society Roots Incubator Programme, Joseph Rowntree Charitable Trust, London Community Response Fund and the Phoenix Fund. Crucially, PCAP also sourced significant core funding from the Impact on Urban Health initiative which will allow us to grow organisationally and to respond at an ever-increasing scale to the challenges faced by those we work most closely with. Through this report, I would like to formally thank all of the organisations which have supported us this year.

I would also like to take this opportunity to formally thank PCAP's trustees, advisers, staff, volunteers and partners, along with the many individuals who have supported the charity throughout the year.

John Minto, Chair

Executive Director's Report

The following headline work streams offer an overview of the projects and activities undertaken at the Policy Centre for African Peoples (PCAP) between 1st April 2020 and 31st March 2021. Further details are provided in the specific project and activity pages of the annual report.

I Providing Leadership, Vision and Hope in Challenging Times

PCAP resolutely carried on fulfilling its mission to enable African and disadvantaged people to improve their lives through education and social engagement, despite the lockdown and other challenges triggered by Covid-19. **The charity managed to obtain a Crisis Response grant of £7,160 from City Bridge Trust** in June 2020 under the umbrella of the London Community Response Funders to continue delivering its services remotely.

Having strengthened its capacity to work remotely, **PCAP took the lead and hosted a series of community conversations on London's COVID-19 recovery throughout the summer.** The charity produced and submitted a report to the London Recovery Transition Board and London Recovery Board in September. The report and follow-up discussions also informed the design of subsequent PCAP projects throughout the rest of the year.



II BEFit4Life Programme

To adapt to the remote working environment, **PCAP re-designed the activities of this project supported by Young Londoners Fund**, which is aimed at training young people aged 16-21 who are not in education, employment or training (NEET), or who are at risk of becoming NEET and getting involved in crime in the boroughs of Lambeth, Southwark and Wandsworth.

PCAP collaborated with its project partners, Business Launchpad and Generation Success, to maximise the chances of fulfilling outreach targets. **The Rosenberg Self-Esteem Scale and Warwick Edinburgh mental health and wellbeing questionnaires were used** as guiding tools to assess the mental health and wellbeing needs of the youths who have registered. **PCAP has delivered 8 coaching, motivational and personal development sessions** since February 2021.

SUPPORTED BY
MAYOR OF LONDON

III Phoenix Fund

For the first time since its creation, PCAP managed to raise core funding: **in December 2020, the charity was awarded £12,500 from the Phoenix Fund**, an initiative supported by the Global Fund for Children and the National Lottery to provide emergency grants to ethnic minority communities across England.

In barely 3 months, the strengthening of PCAP's operational team thanks to **this grant has enabled the charity to raise £118,983** and cover operational, programming, capacity and development costs.



IV King's College London Civic Challenge Partnership

King's Civic Challenge is an annual programme that empowers King's College London's students and staff to team up with local charities and co-create lasting solutions to the challenges facing communities in the boroughs of Lambeth, Southwark and Westminster.

Having been selected **in October 2020 as one King's Civic Challenge partners for their 2021 programme**, PCAP is currently working with a King's team to design **Hope After Covid**, a project aimed at empowering people affected by Covid in Lambeth, Southwark, Wandsworth and Westminster to overcome their negative experiences using African wellness, relaxation and self-improvement techniques.



V

Loved, Accepted, Heard

Following the overwhelming demand for better healthcare provisions for black and other ethnic minorities from the respondents to the Covid-19 recovery survey PCAP carried out in September 2020, the **charity designed the project Loved, Accepted, Heard.**

This project aims to support the delivery of appropriate mental healthcare services for 250 women of African and Caribbean descent in Lambeth, Southwark, Wandsworth and Westminster over a 6-month period. **PCAP and its partner, the mental health charity TMAF, were recently awarded £4,978 from the Civil Society Roots Incubator programme to launch this initiative** in April 2020.

SUPPORTED BY

MAYOR OF LONDON

VI

Lead4Hope

Following the pandemic, PCAP designed Lead4Hope to offer training and practical advice to ethnic minority leaders and groups on how to engage with policymakers over COVID-19 and structural inequalities.

The **charity was recently awarded £34,512 by the Joseph Rowntree Charitable Trust to implement this project throughout the UK over 2 years.**



Be Fit to Lead is a hybrid, online and face-to-face project aimed at supporting the mental wellbeing and leadership development of 250 black and other ethnic minority women who are either already in leadership positions, or aspiring to be leaders, in communities across London over a year.

PCAP and TMAF recently obtained £29,493 from the London Community Response Fund to launch this programme in April 2021.

The logo for The London Community Foundation, featuring the text "The London Community Foundation" in white, bold, sans-serif font, centered within a solid red square.

Following a compelling case for support, **PCAP recently managed to establish a partnership with Impact on Urban on Health, leading to a grant of £50,000 in core funding from this organisation's Investment Committee.** This sum will enable PCAP to cover costs related to staff, Lead4Hope programme infrastructure, and fundraising over a year.

Sincerest thanks are extended to PCAP's trustees, staff, volunteers, supporters and partners, who have all played a crucial role in strengthening the charity's work throughout this year.

Sylvie Aboa-Bradwell
Executive Director

Organisational Background

The Policy Centre for African Peoples (PCAP) was founded in the United Kingdom in September 2008 by a group of African Diaspora members led by Sylvie Aboa-Bradwell. PCAP is committed to enabling African and disadvantaged communities to improve their lives through education and social engagement.

The registration of PCAP as a charity was approved by the Charity Commission (England and Wales) in August 2009. PCAP's charity registration number is **1131139**.

Our Vision

We envision a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement.

Our Mission

In order to fulfil our vision, our unique offer is our training model in 6 steps inspired by African philosophy – Harmonisation, Acceptation, Attenuation, Absorption, Relaxation and Differentiation.

We use this original model to develop and implement projects in the areas of:

- **Education** – PCAP delivers educational projects as well as coaching and mentoring sessions that enable participants to use education as a tool for personal and collective improvement.
- **Leadership training** – PCAP provides participants with the training and nurturing they need to become effective leaders and change-makers.
- **Social engagement** – PCAP trains, nurture and encourages participants to become agents of positive social change.

Our Values

- * **Integrity** – PCAP engages with African knowledge and expertise as an inspiration for improving the lives of the disadvantaged and is built upon strong moral principles related to honesty, professionalism, accountability and transparency.
- * **Justice** – PCAP believes that it is the right of all people to have access to, and engage with, processes which develop them as agents of change in their respective communities.
- * **Respect** – in dealings with all people, PCAP believes in the principles of respect towards their feelings, wishes and rights.

Our Motto

Improving lives through education and engagement.

Impact and Achievements 1st April 2020 – 31st March 2021: Infographics

Key Performance Indicator	Year Ended 31 st March 2021	Year Ended 31 st March 2020	Achievements and Increased Impact
No. of projects	4	2	No. of projects has doubled
No. of project participants and beneficiaries	500	120	No. of project participants and beneficiaries has more than quadrupled
No. of successful grant applications	6	2	No. of successful grant applications has tripled
Annual turnover	£37,396	£11,535	Turnover has more than tripled

Impact and Achievements 1st April 2020 – 31st March 2021: Narrative Report

I. Providing Leadership, Vision and Hope in Challenging Times

In response to the Covid-19 outbreak and the government's lockdown order and social distancing guidelines, we decided to suspend face-to-face activities and close our office in Brixton in late March 2020. Thus, by April, we were all working remotely from our houses.

This was a particularly unwelcome development for us because we were gearing towards launching our BEFit4Life project. We had planned to engage with young people aged 16-21 who are not in education, employment or training (NEET), or who are at risk of becoming NEET and getting involved in crime in the boroughs of Lambeth, Southwark and Wandsworth through face-to-face activities, such as the Brixton brunches, pictured below.



We did not, however, let Covid-19 and its challenges detract us from fulfilling our mission to enable African and disadvantaged people to improve their lives through education and social engagement. We applied for funding to adapt to this situation and, in June 2020, **we received a £7,160 Crisis Response grant from City Bridge Trust** under the umbrella of the London Community Response Funders to transfer the delivery of our services online.



Thanks to this grant, we purchased the equipment necessary to operate effectively online. We also undertook a **thorough and successful rebranding of our organisation**, including the revamping of our website (www.pcap.org.uk) which is now more engaging and user-friendly, rebuilding of our social media platforms and the creation of a new, modern and more appealing logo.

Following this strengthening of our capacity to operate remotely, **we took the lead and hosted a series of community conversations on London's COVID-19 recovery between 24th August and 3rd September 2020**. We collected views and suggestions from dozens of individuals affected by COVID-19 and 8 organisations serving thousands of Londoners on what they think the London Mayor, the Greater London Authority and relevant institutions and stakeholders could do to help them recover from the negative impact of COVID-19.



Top among the respondents' desired policy changes were **better healthcare provisions, better housing conditions, greater employment opportunities, reduction of school exclusions and improvement of educational attainment for disadvantaged and BAME youths**. The report we produced was submitted to the **London Recovery Transition Board and London Recovery Board** on 4th September 2020. We also subsequently met up with several respondents to discuss potential avenues for realising our collective COVID-19 vision, and these discussions informed the design of subsequent PCAP projects throughout the rest of the year.

In addition, our charity restored hope to many individuals affected by COVID-19 through its coaching, motivation and training work – see case studies below.



Case Study – Tawanda Kajawu

Tawanda (Ta to us) applied to become Outreach Coordinator of our BEFit4Life programme in January 2020. As a child and youth practitioner with a BA in Child and Youth Development, who was also completing a Master's Degree in Youth Justice, Community Safety and Applied Criminology, Ta seemed to be the perfect candidate for this project aimed at motivating and training NEETs at risk of crime in South London. Thus, he was shortlisted.

However, at the interview, we realised that as a young African man who had been living in the UK for only a year, Ta lacked the body language and interview skills that could enable him to obtain a good job in a Western context. Although she and the other selection committee members did not appoint him, **the PCAP director, Sylvie Aboa-Bradwell, offered him the opportunity to become a Youth Innovation Fellow at PCAP.**

As a Youth Innovation Fellow between February and September 2020, Ta was provided with a personal development and support package tailored to his needs, including interview coaching sessions, training on communication and interpersonal skills, and confidence-building techniques. In addition, after a couple of months of coaching and training, he was entrusted with conducting surveys, engagement, networking and research tasks, thus providing him with many opportunities to practise his communication and interpersonal skills.

“You gave me professional training and preparation.

You paved my way and gave me wings. I am forever grateful to PCAP.”

Tawanda Kajawu

By September 2020, Ta had become so confident and such an outstanding job candidate that when he applied for the position of Support Worker in the healthcare sector and was shortlisted, he shone at the interview process, and obtained the job. Furthermore, Ta impressed his employer with his affability, warmth, professional, networking and interpersonal skills to the extent that within 3 months, he was promoted, and is currently serving as Team Leader.



Case Study – Ohenewaa Adu-Akyeampong

In accordance with its commitment to nurturing the leadership skills of young African people, PCAP invited Ohenewaa to join its Advisory Board in April 2020, although she was only in her twenties.

Furthermore, having spotted her branding and marketing talents, we not only encouraged her to produce a brand review for our charity, **but we also empowered her to lead the actual revamping of our logo, social media platforms and website.** Her input has undoubtedly rendered them more attractive to our projects' participants and partners.

Like many young people in the UK and elsewhere, Ohenewaa had her career severely disrupted by COVID-19. Thus, despite her breadth of experience in Law, Business Development, Trust Fundraising and Marketing, she struggled to find paid work. PCAP provided her with mentoring, emotional support and motivation, urging her not to either doubt herself or lose hope, in spite of the negative outcomes of many of her job applications.

“Working at PCAP has truly been one of the most rewarding, affirming and life-changing experiences I have ever had as a professional, and as a young woman. It’s truly a gift to be around and learn from those wiser and much more experienced than you.”

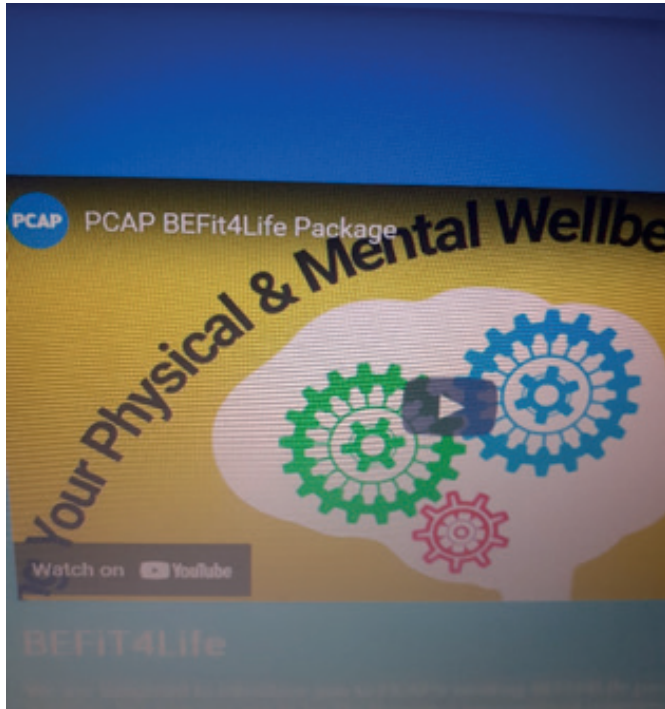
Ohenewaa Adu-Akyeampong

Following our successful application for the Phoenix Fund, Ohenewaa was interviewed and appointed PCAP Fundraising Officer on a part-time basis in January 2021. In this capacity, she was instrumental in PCAP’s recent successful bids to the Joseph Rowntree Charitable Trust for the Lead4Hope project (£34,512); Civil Society Roots Incubator for Love, Accepted, Heard (£4,978), and the London Community Funders for Be Fit to Lead (£29,493).

Having recently secured a full-time job in the legal sector, Ohenewaa will stop serving as our fundraiser, and join our Board of Trustees in April 2021.

II. BEFit4Life Programme

We postponed the launch of our BEFit4Life programme from March to summer 2020 to adapt to the COVID-19 environment, with the blessing of our funders, Young Londoners Fund. We used this time to re-design the project's activities, so that we would be able to deliver them online, instead of face-to-face as we had initially planned.

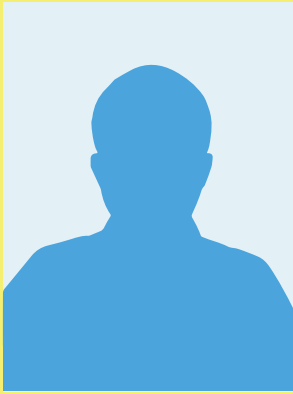


In September, having used the Crisis Response grant from City Bridge Trust to improve our capacity to operate online, **we launched an ongoing outreach campaign aimed at young people aged 16-21 who are not in education, employment or training (NEET), or who are at risk of becoming NEET and getting involved in crime in the boroughs of Lambeth, Southwark and Wandsworth.**

This campaign included a short animation video produced by PCAP, made available both on our website and on our YouTube channel to introduce our unique motivational and personal development programme in 6 steps for the young participants.

We collaborated with our project partners, Business Launchpad and Generation Success, to maximise our chances of fulfilling our outreach targets. **The Rosenberg Self-Esteem Scale and Warwick Edinburgh mental health and wellbeing questionnaires were used as guiding tools to assess the mental health and wellbeing needs of the youths who have registered.** PCAP has delivered 8 coaching, motivational and personal development sessions since February 2021.

As the current vaccination programme against COVID-19 is progressing positively, we will ramp up the recruitment of participants throughout summer 2021.

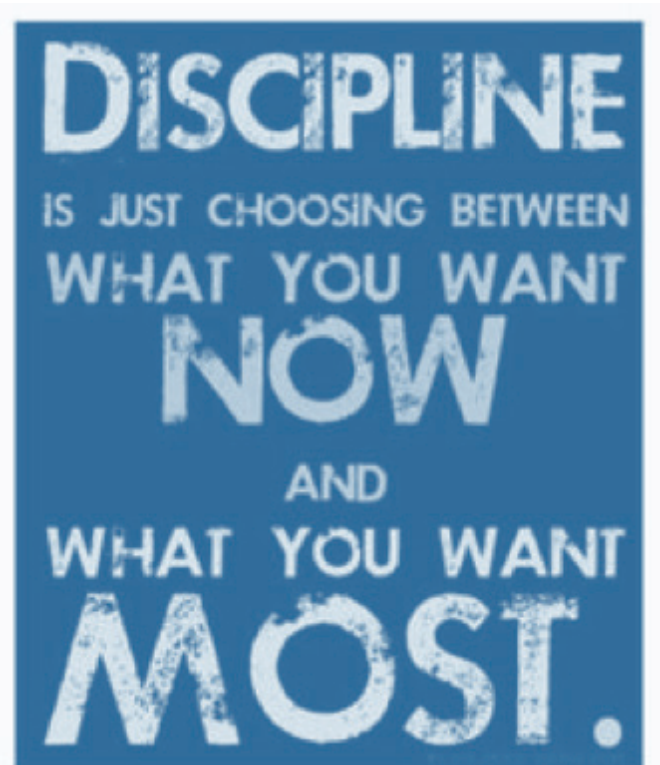


Case Study – **Z**

Z (name and picture withheld for confidential purposes) is a 21-year-old NEET from Lambeth who was recently referred to our BEFit4Life programme. He had been unemployed for over a year, and was on probation after a criminal offence.

When he started participating in PCAP's life coaching and personal development sessions in January 2021, Z trusted nobody. He was easily distracted, pessimistic about his life prospects, and convinced that he had no future beyond prison.

Barely a few weeks later, we have managed to gain his trust; he is now disciplined, optimistic about the future, and enrolled in a STEM course. "Yeah, I'm really liking our sessions," he says. "Ever happy to have you helping."



III. Phoenix Fund

The Phoenix Fund, an initiative supported by the Global Fund for Children and the National Lottery to provide emergency grant to ethnic minority communities across England, was an excellent fit for us. Thus, we were delighted that, **for the first time since its creation, PCAP managed to raise core funding thanks to this initiative: we were awarded £12,500** to be spent between January and June 2021. In barely 3 months, as of 31st March, this grant has had a palpably positive impact on our organisation and our work as follows:

- **Human Resources** – for the first time ever, we are now able to pay Mrs Sylvie Aboa-Bradwell for her work as executive director, albeit it on a part-time basis only. Furthermore, we were able to contract a part-time fundraising officer, Ms Ohenewaa Adu-Akyeampong. Thanks to their combined efforts during this short period, **PCAP has already raised £118,983** for its projects and operational costs throughout the forthcoming year, an astonishing achievement, given that our turnover for this year was only £37,396.



BEHIND THE SCENES!



Tonight, Our Advisory board and Operational team met to discuss ways to ensure that PCAP functions effectively and efficiently!

Supported by

The
Phoenix
Fund



- **Programming Costs** – this grant has allowed us to dedicate time and resources to the development of programmes including **Hope After Covid** (formerly Meet and Move), **African Diaspora Summer Festival** (ADSF) and **Lead4Hope**. As of 31st March, we have finalised the drafting of the 2021 ADSF, completed and submitted our Hope After Covid proposal to potential funders and, having raised the necessary financial resources, we are now gearing up for the launch of Lead4Hope in June 2021.
- **Administrative and Operational Costs** – we were able to cover the costs of insurance, DBS checks, maintenance of our website and online platforms, office supplies and utilities.
- **Capacity and Development Costs** – as our turnover for this year has surpassed the £25,000 threshold set by Charity Commission for an independent examination of charities' accounts, the financial resources from the Phoenix Fund have allowed us to contract the registered auditors firm **DTT Consultancy Ltd** to independently examine our accounts for the financial year ending 31st March 2021.

IV. King's College London Civic Challenge Partnership

King's Civic Challenge is an annual programme that empowers King's College London's students and staff to team up with local charities and co-create lasting solutions to the challenges facing communities in the boroughs of Lambeth, Southwark and Westminster. Given that we had been based at International House in Lambeth since April 2019 only, **we were delighted to learn in October 2020 that we had been selected as one King's Civic Challenge partners for their 2021 programme.**

Our delight at this unique opportunity to establish and strengthen links with a prestigious and respected local academic institution soon turned into amazement at our extremely good fortune when, in February 2021, we met and started working the members of our team, the King's students **Zenab Ali, Christopher Ray, Christa Haindl, Emma Tricco and Zubeir Mohammad-Woozeer, and the King's alumni and coach James Man.** They all blew us away with their enthusiasm, commitment and outstanding ideas. As of 31st March, we have:

- **Finalised the collective design of Hope After Covid**, a project aimed at empowering people affected by Covid in Lambeth, Southwark, Wandsworth and Westminster to overcome their negative experiences using African wellness, relaxation and self-improvement techniques.
- **Submitted our Hope After Covid to the King's Civic Challenge judging committee**, and will know in April 2021 if we are among the prize winner – we requested £4,900 to launch the project.

**KINGS CIVIC
CHALLENGE**

WITH TEAM

PCAP
Improving lives through
education & engagement



V. Loved, Accepted, Heard

Following the overwhelming demand for better healthcare provisions for black and other ethnic minorities from the respondents to the Covid-19 recovery survey we carried out in September 2020, we designed the project Loved, Accepted, Heard.

Loved, Accepted, Heard aims to support the delivery of appropriate mental healthcare services for 250 women of African and Caribbean descent in Lambeth, Southwark, Wandsworth and Westminster over a 6-month period. We partnered with the mental health charity Thelma Matilda Alves Foundation to develop this project.

We were **delighted to have the grant application for £4,978 we submitted to the Civil Society Roots Incubator programme approved,** and PCAP and TMAF will be provided with relevant **support from the Foundation for Social Improvement** to implement this project from April 2021 onwards.

The PCAP director, Sylvie Aboa-Bradwell, who, after attending a training sponsored by the Greater London Authority, became a Certified Mental Health First Aider in October 2020, will spearhead the implementation of Loved, Accepted, Heard because PCAP is the lead partner.



VI. Lead4Hope

Another project we designed following the Covid-19 recovery survey we carried out in September 2020 was Lead4Hope. Since COVID-19 has irrefutably exposed the negative impact of structural inequalities on African and other black and minority ethnic groups, we proposed **to offer training and practical advice to ethnic minority leaders and groups on how to engage with policymakers over COVID-19 and structural inequalities.**

We were **extremely pleased to have the grant application for £34,512 we submitted to the Joseph Rowntree Charitable Trust approved**, and we are gearing up the starting the programme in May, with a big launch event planned on 25th May, Africa Day.

Re-starting Lead4Hope is a wonderful opportunity for PCAP to fulfil its mission, as this leadership training programme we pioneered in 2018 (pictured) proved to be extremely successful and popular.

This time, instead of only a year, will have 2 years to train up to 30 ethnic minority leaders. Furthermore, we have the means necessary to work all over the United Kingdom, not just in London as we did before due to limited financial resources.



VII. Be Fit to Lead

In addition to Loved, Accepted, Heard and Lead4Hope, we also designed the project Be Fit to Lead following the Covid-19 recovery survey we carried out in September 2020. **Be Fit to Lead is a hybrid, online and face-to-face project aimed at supporting the mental wellbeing and leadership development of 250 black and other ethnic minority women who are either already in leadership positions, or aspiring to be leaders, in communities across London over a year.**

To our delight, we **were recently informed that the joint grant application for £29,493 we submitted to the London Community Response Fund in collaboration with Thelma Matilda Alves Foundation in January 2021** had been successful. We very much look forward to launching the programme in April.

The logo for The London Community Foundation, featuring the text "The London Community Foundation" in white, bold, sans-serif font, centered on a solid red rectangular background.

VIII. Impact on Urban Health Partnership

Having worked throughout part of February and most of March 2021 **to submit a case for support to Impact on Urban Health, we were delighted to learn recently that their Investment Committee had approved a grant of £50,000 for PCAP over a year** as follows:

- £40,000 to staff costs and to support the Lead4Hope leadership programme;
- £10,000 grants plus to support fundraising sustainability.

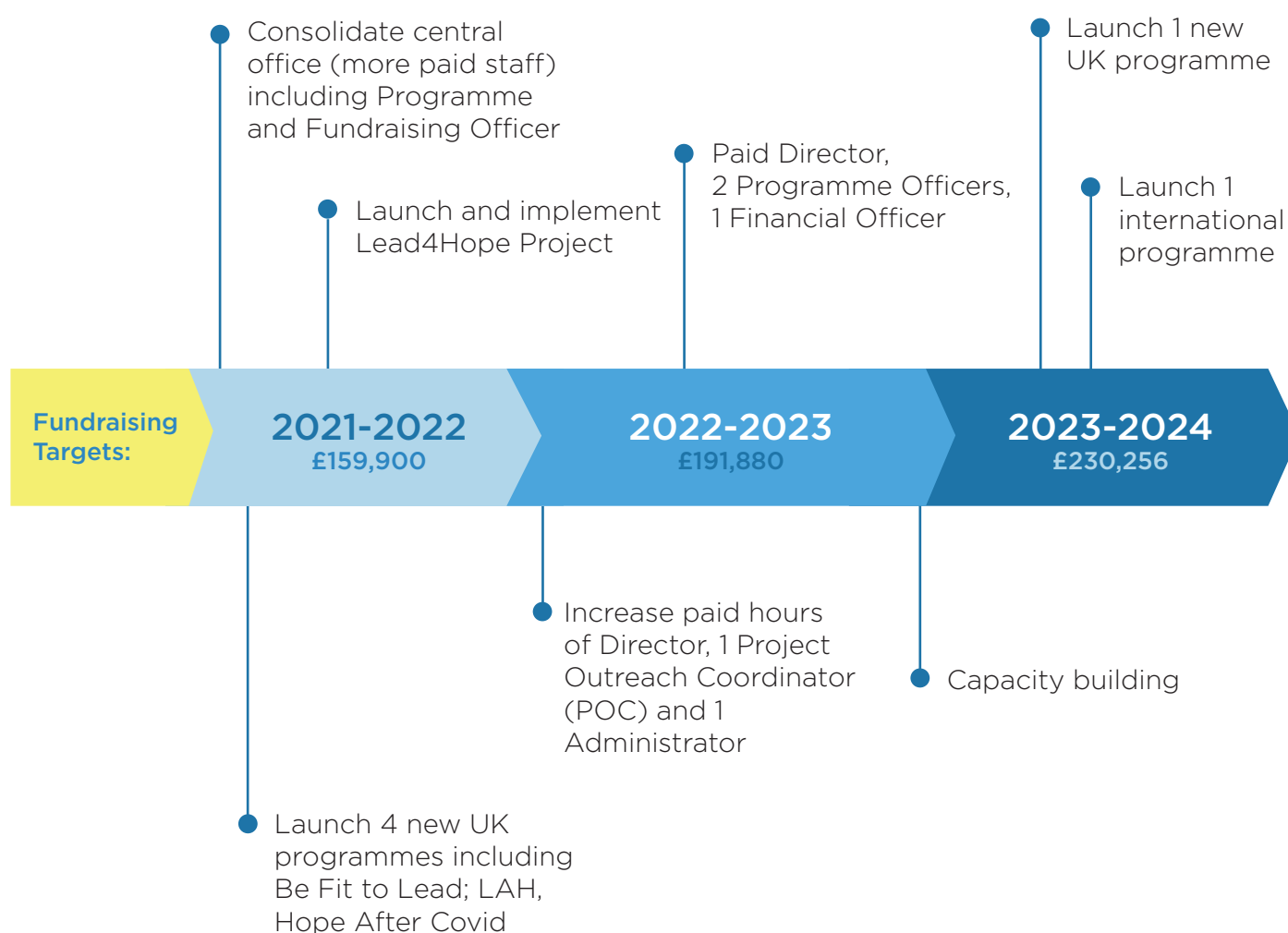
We are thrilled to be ending the year on such a high note, and very much look forward to using this substantial core funding to fulfil our mission and serving many more African and disadvantaged people.

The logo for Impact on Urban Health, featuring the text "Impact on Urban Health" in a large, bold, black, sans-serif font, with "Impact" on the first line, "on" on the second line, and "Urban Health" on the third line.

Strategic Development Plan and Goals for the Forthcoming Three Years (2021 – 2024)

PCAP's strategic development plan and goals over the next 3 years are as follows:

Three-Year Vision



The strategic objectives and indicators throughout this period include:

Objective 1: To clearly identify, articulate and build upon, (i) lessons learned (including impact) 2008-2021, and, (ii) PCAP's core competences.

INDICATORS	1.1.1	A clear project brief outlining key deliverables and those responsible by the end of Q3 2021.
	1.1.2	Management and leadership time dedicated to writing and circulating a final agreed report by the end of Q4 2021.
	1.1.3	Future project design and organisational growth engaging with appropriate lessons learned throughout the strategic development period.

Objective 2: To expand the funding base of PCAP.

INDICATORS	2.1.1	A clear fundraising plan for restricted income with identified institutions and other donors, dates, deadlines, responsibilities, levels of funding, co-financing expectations by Q4 2021.
	2.2.2	A clear fundraising plan for unrestricted income in line with the requirements of the strategic plan by Q2 2022; the plan should meet/ target a minimum of 20% by end of 2021, increasing to 40% of total budget requirements by April 2022.
	2.2.3	To increase and attain institutional funding by 9% by Q4 2022 (from last year's annual income).
	2.2.4	To increase and attain institutional funding by 40% by Q2 2023.

Objective 3: To increase the programme portfolio of the organisation.

INDICATORS	3.1.1	A minimum of 2 new UK programmes, fully funded, launched by Q3 2021.
	3.2.2	A further 2 new UK programmes, fully funded, launched by Q4 2022.
	3.2.3	Potential funders for the concept note of the African Nation-Building Academy project, drafted in April 2021, discussed by Q2 2022.
	3.2.4	A briefing paper written to cover possible expansion into Africa written and internally circulated by Q4 2022.

Objective 4: To strengthen the staff capacity of the organisation.

INDICATORS	4.1.1	To increase the paid hours of the Executive Director from 8 to 30 hours per week by Q1 2022.
	4.1.2	To have 1 paid Outreach Coordinator, 1 Office Administrator and 1 Programme and Fundraising Officer all paid a minimum of 20 hours per week by Q2 2022.
	4.1.3	To transform the Executive Director into full-time paid staff member and contract 2 new Programme Officers and 1 Financial Officer by Q2 2023.
	4.1.4	To have secured a minimum of 2 additional core funding grants for the organisation by end of Q3 2022.

Objective 5: To increase the number of project participants and beneficiaries

INDICATORS	5.1.1	To increase the number of project participants and direct beneficiaries from 500 to 1,000 by Q3 2022.
	5.1.2	To increase the number of indirect beneficiaries from 1,500 to 3,000 by Q3 2022.
	5.1.3	To increase the number of project participants and direct beneficiaries from 1,000 to 2,000 by Q4 2023.
	5.1.4	To increase the number of indirect beneficiaries from 3,000 to 6,000 by Q4 2023.

Independent Examiner's Report on the Accounts of the Policy Centre for African Peoples for the Year Ended 31st March 2021

I report on the financial statements of Policy Centre For African Peoples for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charities Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (i) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met; or
- (ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Tunji Ogedengbe FCCA
Director, DTT Consultancy Ltd
36 Daffodil Close Hatfield
AL10 9FF

14th April 2021

Statement of Financial Activities for the Year Ended 31st March 2021 - Prepared by DTT Consultancy Ltd

REFERENCES AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2021

Trustees John Grover - Minto - Chair
Lucy Kalindawalo
Christopher Buckwell
Dr Unekwu Idachaba

Charity registration no 1131139

Principal office 3Space International House
Youth Innovation Floor
International House
Canterbury Crescent
Brixton
SW9 7QE

Independent Examiner Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Bankers HSBC UK

Annual accounts for the period					1131139
Period start date	1 st Apr 2019	To	Period end date	31 st Mar 2021	

Section A Statement of financial activities						
Net incoming/(outgoing) resources before transfers	S14	6,725	5,348	-	12,073	7,652
Gross transfers between funds	S15				-	-
Net incoming/(outgoing) resources before other recognised gains/(losses)	S16	6,725	5,348	-	12,073	7,652
Other recognised gains/(losses)						
Gains and losses on revaluation of fixed assets for the charity's own use	S17				-	-
Prior Year Adjustment	S18				65	
Net movement in funds	S19	6,790	5,348	-	12,138	3,891
Total funds brought forward	S20				-	
Total funds carried forward	S21	6,790	5,348	-	12,138	3,891

Section B Balance sheet as at 31 st Mar 2021						
	Note	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total this year £	Total last year £
Total funds	B20	6,790	5,348	-	12,138	

Signed by

Signature

Christopher Buckwell

Print Name

Christopher Buckwell
Trustee & Treasurer

Date of approval

30-Apr-21

Section C

Notes to the accounts

Note 1 **Basis of preparation**

This section should be completed by all charities.

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);

- and with*  Accounting Standards;

or  Financial Reporting Standards for Smaller Enterprises (FRSSE);

- and with the Charities Act 1993.

[** except for the following].

Give details in this box if a different standard has been followed.

* -Tick as appropriate:

- if all relevant disclosures shown in the pack have been given then please tick “Accounting Standards”;
- if disclosures completed in these accounts have been restricted to those required by the FRSSE, then please tick “Financial Reporting Standards for Smaller Enterprises (FRSSE)”.

** - If no departures from the chosen standards have been made then delete these words; otherwise give details of any changes in the boxes.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year .

1.3 Changes to previous accounts

No changes have been made to accounts for previous years

Section C

Notes to the accounts

(cont)

Note 2

Accounting policies

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

INCOMING RESOURCES

	These are included in the Statement of Financial Activities (SoFA) when:
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
Tax reclaims on donations and gifts	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.
Gifts in kind	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.
Donated services and facilities	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Investment income	This is included in the accounts when receivable.
Investment gains and losses	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
ASSETS	
Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.
Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
Stocks and work in progress	These are valued at the lower of cost or market value.

Section C

Notes to the accounts

(cont)

Note 3 Analysis of incoming resources

Incoming resources may be further analysed if this would help the reader of the accounts.

	Analysis	This year £	Last year £
Restricted	Young Londoners Fund	17,736	7,014
	City of London Corporation	7,160	
	Aviva Community Fund		760
	Rochester Riverside Community		3,761
	Total Restricted Fund	24,896	11,535
Unrestricted	GFC UK Phoenix	12,500	-
	Total Unrestricted Fund	12,500	-
Funds	Restricted Funds	24,896	11,535
	Unrestricted Funds	12,500	-
		-	-
	Total Funds	37,396	11,535

Section C

Notes to the accounts

(cont)

Note 4 Analysis of resources expended

	This year Unrestricted	This year Restricted	This year Total	Last year £
Expenditure				
Staff costs -BEFit4Life		11,554	11,554	2,368
Transport/Videos -BEFit4Life		298	298	282
Refreshments BEFit4life		-	-	-
BEFit4Life Equipment		-	-	-
BEFit4Life Miscellaneous		536	536	487
Total BEFit4Life Expenditure		12,388	12,388	3,137
Staff costs - City of London Corporation		3,730	3,730	-
Equipment - City of London Corporation		2,031	2,031	-
Website and online platforms + professional consultancy fees - City of London Corporation		1,399	1,399	-
Total City of London Corporation Expenditure		7,160	7,160	0
	-			-
Staff costs - GFC UK Phoenix	4,227	-	4,227	-
Administrative/Operational Costs	569	-	569	-
	529	-	529	-
Total GFC UK Phoenix Expenditure	5,325	-	5,325	-
				-
Independent Examination	450	-	450	
Other			-	746
Total Other	450	-	450	746
Total Expenditure	5,775	19,548	25,323	3,883

Section C

Notes to the accounts

(cont.)

Note 5 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	
	-	-	-	
	-	-	-	

Note 6 Details of certain items of expenditure

6.1 Trustee expenses

Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).

	This year	Last year
Number of trustees who were paid expenses		
Nature of the expenses		
Total amount paid	£	£

6.2 Fees for examination or audit of the accounts

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).

	This year	Last year
Independent examiner's or auditors' fees for reporting on the accounts	450	0
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

Section C

Notes to the accounts

(cont)

Note 11 Debtors and prepayments

Please complete this note if the charity has any debtors or prepayments.

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Trade debtors		-	-	-
Amounts due from subsidiary and associated undertakings	-	-	-	-
Other debtors		-	-	-
Prepayments and accrued income	-	-	-	-
Total	-	-	-	-

Note 12 Creditors and accruals

Please complete this note if the charity has any creditors or accruals.

12.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Loans and overdrafts		-	-	-
Accruals and deferred income		-	-	-
Amounts due to subsidiary and associated undertakings	-	-	-	-
Other creditors	450	-	-	-
Accruals and deferred income		-	-	-
Total	450	-	-	-

12.2 Security over assets

If any loan, overdraft or other creditor holds a charge or other security over any assets of the charity please provide details.

Advisory Board



Mr Peter Burdin BA – Peter Burdin has been a supporter of PCAP and its work for many years, and joined its Advisory Board in March 2020. He brings a wealth of experience as BBC former Africa Bureau Chief, and Advisor to BBC Africa, as well as a wide variety of skills including TV and digital journalism, training and crisis management.



Ms Desiree Joule-Adam FdA – Desiree Joule-Adam has played a key role in spearheading the growth and development of PCAP since becoming a member of its Advisory Board in May 2018. She is a Broadcast Journalist in the start up space, with a particular focus on Africa, exploring innovative culture and ecosystems around entrepreneurship.



Mr Afonso de Brito Canelas MBA – Afonso de Brito Canelas served as Lead of the London Business School team that delivered PCAP's Impact Consulting project in 2018, and became a PCAP Advisory Board member a year later. He has extensive experience as a Researcher, Business Analyst and Management Consultant.



Mr Veen Rama MBA – Veen Rama is a longstanding friend and supporter of PCAP who joined its Advisory Board in February 2020. He is greatly experienced within the field of governance in the voluntary sector and passionate about education and raising the standards of all children, with particular interest in children who are from a vulnerable background.



Ms Justina Olotu LLM, LLB – Justina Olotu has over 10 years of experience working in the National Health Service in various roles, and a myriad of skills in legal, strategy, transformation, general management, programme and project management. She joined the PCAP Advisory Board in January 2021, and is very passionate about improving health services provision for disadvantaged individuals.

Operational Team



Mrs Sylvie Aboa-Bradwell MPhil – Sylvie Aboa-Bradwell is an award-winning educator, professional coach and entrepreneur with a Master of Philosophy in Postcolonial Studies from the Complutense University of Madrid and a Diploma in International Development from Birkbeck, University of London. She founded PCAP in 2008, stepped down as Trustee in 2009 to avoid any conflict of interest, and has been working as its Executive Director since. She is fluent in English, Spanish, French and several African languages.



Mr Nick Lancaster BA – Nick Lancaster is a graduate from UCL with First Class Honours in History and a dissertation on Thabo Mbeki's African Renaissance and South African national identity. He joined PCAP in January 2020 as part-time Outreach Coordinator for the BEFit4Life project, and fulfilled this role with enthusiasm, dedication and outstanding professionalism. He left in January 2021 to focus solely on his MA studies at Oxford University.



Ms Ohenewaa Adu-Akyeampong LLB, MSc – Ohenewaa Adu-Akyeampong is experienced in Law, Business Development, Trust Fundraising and Marketing. She became PCAP's Fundraising Officer in January 2021 after serving as an Advisory Board member for nearly a year. Known for her passion, integrity and hard work, she will join PCAP's Board of Trustees in April 2021 and carry on helping the charity to develop effective strategies to raise funds, adapt, thrive and succeed.



Mr Tawanda Kajawu BA – Tawanda Kajawu is a Child and Youth Practitioner with a BA in Child and Youth Development and Sociology. He is also working on a Master's Degree in Youth Justice, Community Safety and Applied Criminology. At the heart of his interest is academic research, tackling social issues and capacity building. He worked as a Youth Innovation Fellow at PCAP from February to September 2020.



Ms Fiona Keating BA – Fiona Keating joined PCAP in February 2021 as a Social Media Volunteer. She has many years of experience as an editor, journalist and social media manager, who has worked for the Independent, Yahoo!, the International Business Times and the Guardian. Fiona is using her wealth of experience to manage PCAP's social media channels and coordinate its website content.

Contact Details

Email: info@pcap.org.uk

Website: www.pcap.org.uk

Postal Address – London:
3Space International House Youth Innovation Floor,
6 Canterbury Crescent,
London,
SW9 7QE

Postal Address – Medway:
54 Belmont Road,
Gillingham,
Kent,
ME7 5JF

Charity no 1131139

Policy Centre For African Peoples

Annual Accounts

1 Apr 2019 to 31 Mar 2021

Policy Centre For African Peoples

**REFERENCES AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2021**

Trustees John Grover - Minto - Chair
Lucy Kalindawalo
Christopher Buckwell
Dr Unekwu Idachaba

Charity registration no 1131139

Principal office 3Space International House
Youth Innovation Floor
International House
Canterbury Crescent
Brixton
SW9 7QE

Independent Examiner Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Bankers HSBC UK

Policy Centre For African Peoples					1131139
Annual accounts for the period					
Period start date	1st Apr 2019	To	Period end date	31st Mar 2021	

Section A Statement of financial activities

Recommended categories by activity	Details of own analysis	Note	Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year	
			£	£	£		£	
Incoming resources (Note 3)			F01	F02	F03	F04	F05	
generated funds			-	-	-	-	-	
Grants		S01	12,500	24,896	-	37,396	11,535	
Voluntary Income		S02	-		-	-	-	
Investment income		S03	-	-	-	-	-	
Incoming resources from charitable activities		S04						
Other incoming resources		S05	-	-	-	-	-	
Total incoming resources			S06	12,500	24,896	-	37,396	11,535
Resources expended (Notes 4-8)								
BEFit4Life			-	12,388	-	12,388	3,137	
City Bridges Trust Trust		S07		7,160	-	7,160		
Phoenix Fund		S08	5,325	-	-	5,325		
Other resources expended		S12	450	-	-	450	746	
Total resources expended			S13	5,775	19,548	-	25,323	3,883
Net incoming/(outgoing) resources before transfers			S14	6,725	5,348	-	12,073	7,652
Gross transfers between funds			S15	-	-	-	-	-
Net incoming/(outgoing) resources before other recognised gains/(losses)			S16	6,725	5,348	-	12,073	7,652
Other recognised gains/(losses)								
Gains and losses on revaluation of fixed assets for the charity's own use		S17	-	-	-	-	-	
Prior Year Adjustment		S18	65	-	-	65		
Net movement in funds			S19	6,790	5,348	-	12,138	3,891
Total funds brought forward			S20		-	-	-	
Total funds carried forward			S21	6,790	5,348	-	12,138	3,891

Policy Centre For African Peoples

Section B Balance sheet as at 31st Mar 2021

	Note	Restricted			Total this year £	Total last year £
		Unrestricted funds £	income funds £	Endowment funds £		
		F01	F02	F03	F04	F05
Fixed assets						
Tangible assets (Note 9)	B01	-	-	-	-	-
	B02	-	-	-	-	-
Investments (Note 10)	B03	-	-	-	-	-
Total fixed assets	B04	-	-	-	-	-
Current assets						
Stock and work in progress	B05	-	-	-	-	-
Debtors (Note 11)	B06					-
(Short term) investments	B07		-	-	-	
Cash at bank and in hand	B08	12,588	-	-	12,588	
Total current assets	B09	12,588	-	-	12,588	
Creditors: amounts falling due within one year (Note 12)	B10	450	-	-	450	
Net current assets/(liabilities)	B11	12,138	-	-	12,138	
Total assets less current liabilities	B12	12,138	-	-	12,138	
Creditors: amounts falling due after one year (Note 13)	B13		-	-	-	
Provisions for liabilities and charges	B14	-	-	-	-	-
Net assets	B15	12,138	-	-	12,138	
Funds of the Charity						
Unrestricted funds	B16	6,790	5,348		12,138	
	B17				-	
Restricted income funds (Note 14)	B18		-		-	
Endowment funds (Note 15)	B19			-	-	
Total funds	B20	6,790	5,348	-	12,138	

Signed by

Signature	Print Name	Date of approval
	Christopher Buckwell	30-Apr-21
	Trustee & Treasurer	

Note 1 **Basis of preparation**

This section should be completed by all charities .

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at market

- Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005);

- and with*

☒

Accounting Standards;

or

☐

Financial Reporting Standards for Smaller Enterprises (FRSSE);

- and with the Charities Act 1993.

[** except for the following].

Give details in this box if a different standard has been followed.

* -Tick as appropriate:

- if all relevant disclosures shown in the pack have been given then please tick "Accounting Standards";
- if disclosures completed in these accounts have been restricted to those required by the FRSSE, then please tick

** - If no departures from the chosen standards have been made then delete these words; otherwise give details of any changes in the boxes.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year .

1.3 Changes to previous accounts

No changes have been made to accounts for previous years

Note 2 Accounting policies

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

INCOMING

	These are included in the Statement of Financial Activities (SoFA) when:
Grants and donations	Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.
Tax reclaims on donations and gifts	Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.
Contractual income and performance related grants	This is only included in the SoFA once the related goods or services have been delivered.
Gifts in kind	Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.
Donated services and facilities	These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Investment income	This is included in the accounts when receivable.
Investment gains and losses	This includes any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.
Support Costs	Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

ASSETS

Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.
Investments	Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.
Stocks and work in progress	These are valued at the lower of cost or market value.

Note 3 Analysis of incoming resources

Incoming resources may be further analysed if this would help the reader of the accounts.

	Analysis	This year £	Last year £
Restricted	Young Londoners Fund	17,736	7,014
	City of London Corporation	7,160	
	Aviva Community Fund		760
	Rochester Riverside Community		3,761
	Total Restricted Fund	24,896	11,535
Unrestricted	GFC UK Phoenix	12,500	-
			-
		-	-
		-	-
		-	-
	Total Unrestricted Fund	12,500	-
Funds	Restricted Funds	24,896	11,535
	Unrestricted Funds	12,500	-
		-	-
	Total Funds	37,396	11,535

Note 4

Analysis of resources expended

	This year Unrestricted	This year Restricted	This year Total	Last year £
Expenditure				
Staff costs -BEFit4Life		11,554	11,554	2,368
Transport/Videos -BEFit4Life		298	298	282
Refreshments BEFit4life		-	-	-
BEFit4Life Equipment		-	-	-
BEFit4Life Miscellaneous		536	536	487
Total BEFit4Life Expenditure		12,388	12,388	3,137
Staff costs - City of London Corporation		3,730	3,730	-
Equipment - City of London Corporation		2,031	2,031	-
Website and online platforms + professional consultancy fees - City of London Corporation		1,399	1,399	-
Total City of London Corporation Expenditure		7,160	7,160	0
	-			-
Staff costs - GFC UK Phoenix	4,227	-	4,227	-
Administrative/Operational Costs	569	-	569	-
	529	-	529	-
Total GFC UK Phoenix Expenditure	5,325	-	5,325	-
				-
Independent Examination	450	-	450	
Other			-	746
Total Other	450	-	450	746
Total Expenditure	5,775	19,548	25,323	3,883

Note 5 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

Support cost type	Fundraising activity £	Charitable Activity £	Governance Activity £	Total Cost £
	-	-	-	-
	-	-	-	-
	-	-	-	-
Total	-	-	-	-

Note 6 Details of certain items of expenditure**6.1 Trustee expenses**

Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).

Number of trustees who were paid expenses

Nature of the expenses

Total amount paid

This year	Last year
£	£

6.2 Fees for examination or audit of the accounts

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner or auditor. If nothing was paid please enter NONE in the appropriate box(es).

Independent examiner's or auditors' fees for reporting on the accounts

Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor

This year £	Last year £
450	0

Note 11 Debtors and prepayments

Please complete this note if the charity has any debtors or prepayments.

Analysis of debtors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Trade debtors		-	-	-
Amounts due from subsidiary and associated undertakings	-	-	-	-
Other debtors		-	-	-
Prepayments and accrued income	-	-	-	-
Total	-	-	-	-

Note 12 Creditors and accruals

Please complete this note if the charity has any creditors or accruals.

12.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Loans and overdrafts		-	-	-
Accruals and deferred income		-	-	-
Amounts due to subsidiary and associated undertakings	-	-	-	-
Other creditors	450	-	-	-
Accruals and deferred income		-	-	-
Total	450	-	-	-

Policy Centre For African Peoples

INDEPENDENT EXAMINERS REPORT FOR THE YEAR ENDED 31 MARCH 2021

I report on the financial statements of Policy Centre For African Peoples for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and independent examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006 does not apply. It is my responsibility to examine accounts under section 43 of the Act, as amended, to follow procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, as amended, whether particular matters have come to my attention.

Basis of independent examiner's statement

Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(i) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and

requirements

of the Act have not been met; or

(ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

.....
Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

14th April 2021