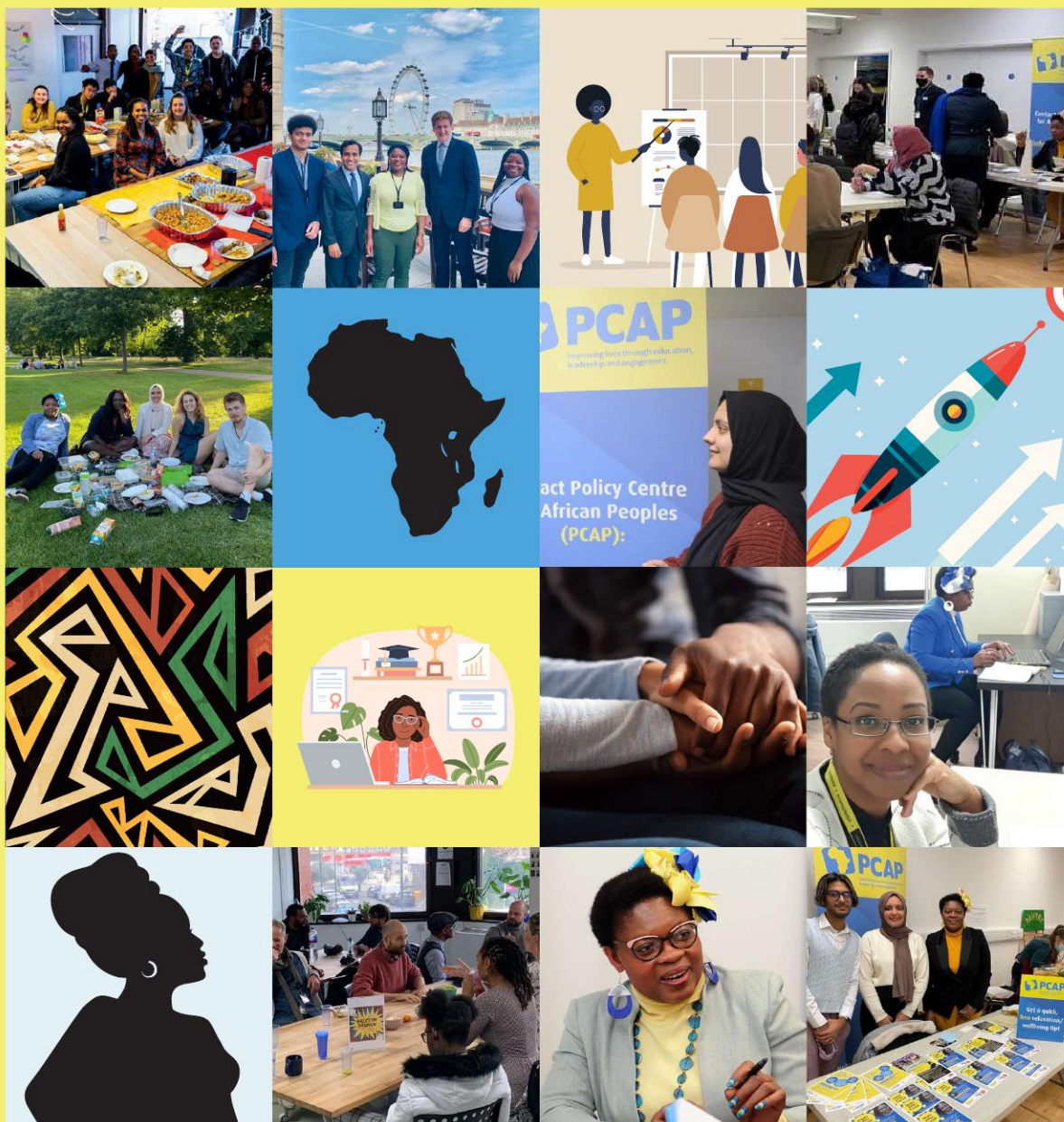


Policy Centre for African Peoples' Report and Accounts for the Financial Year Ended 31st March 2022



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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 main title 'LEAD 4 HOPE' is in large, bold, yellow letters. Below the title, there are three questions in white text: '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?', and 'Would you like to take the lead in bringing hope and positive change to your community?'. To the right of these questions is a silhouette of a person's head in profile, facing right. Below the questions, there are two yellow boxes with black text: 'The Lead4Hope programme offers you:' and 'Age & time requirements:'. To the right of these boxes are two columns of bullet points in white text. At the bottom, there is a yellow box with black text that says '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'. To the right of this box is a small logo for 'THE JOSEPH ROWNTREE CHARITABLE TRUST' with a signature.

PCAP
Improving lives through education & engagement

LEAD 4 HOPE

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?

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



The poster features a large yellow virus-like shape on the left with the text "Hope After Covid" in bold black letters. To the right is a black and white photo of a smiling woman. Below the title, there are two questions: "Have you been affected by Covid through illness, bereavement, isolation, unemployment or any other way?" and "Do you live in Lambeth, Southwark, Wandsworth or Westminster?". A small photo of a man is next to the second question. Below these is a yellow box with the text "The Hope After Covid programme offers you:" followed by a bulleted list of activities. At the bottom, there is a "Contact" section with an email and phone number, and logos for PCAP, King's College London, and a "Winner 2020/21" badge.

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

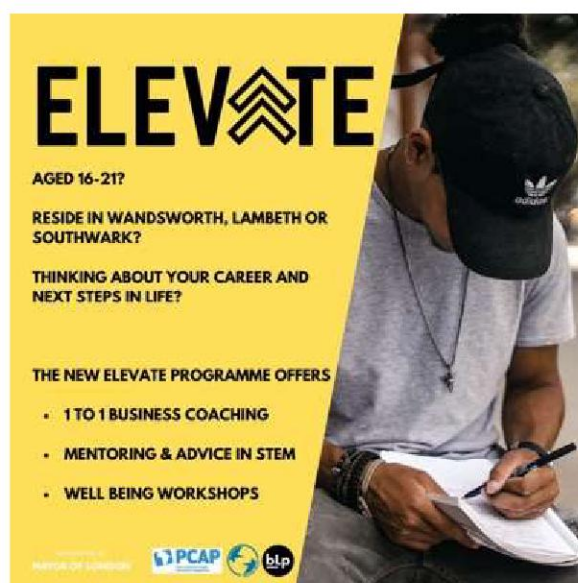
WINNER 2020/21

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

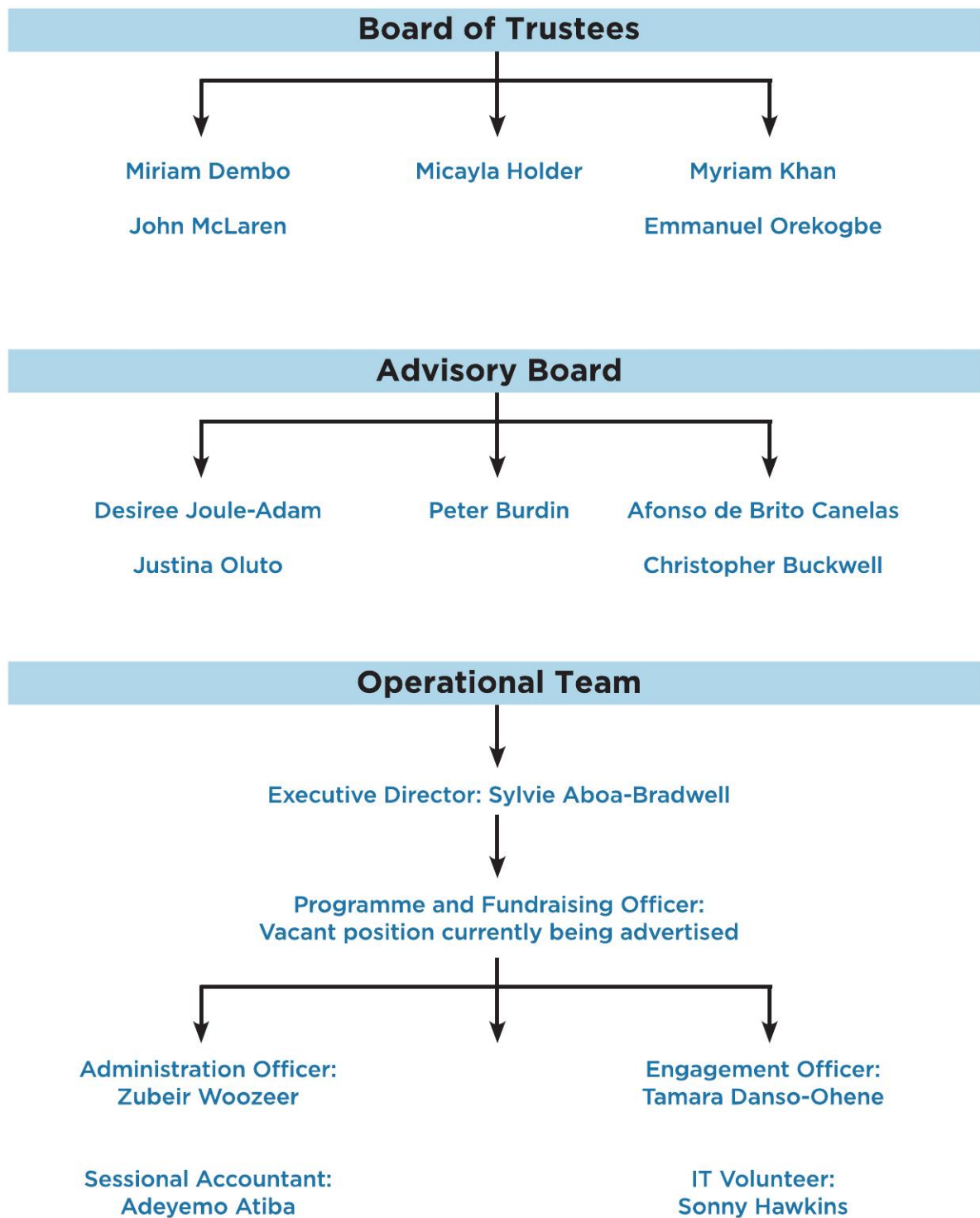
Thanks to **a grant of £29,493 from the London Community Foundation**, PCAP and Thelma Matilda Alves Foundation were able to implement this project aimed at supporting the mental wellbeing and leadership development of dozens of black women who were either already in leadership positions, or aspiring 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 neck. Below the poster, there is a black box with white text. It says '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 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.**



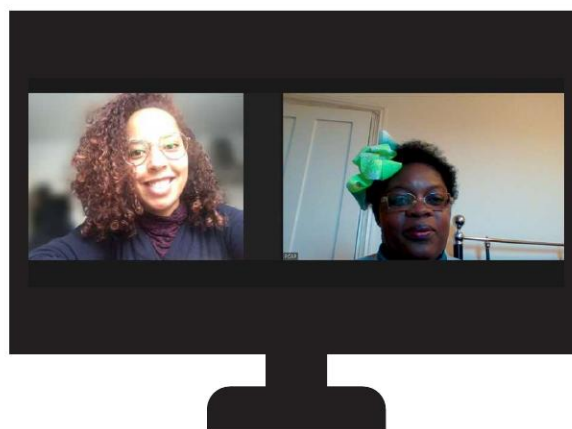
• **Leadership training** – PCAP provides participants with the training and nurturing they need to become effective leaders and change-makers. **The leadership training projects we implemented this year included Lead4Hope and Be Fit to Lead.**

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

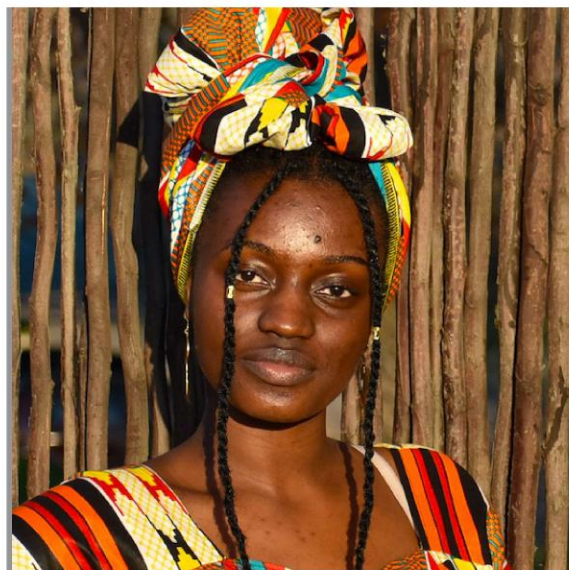
Before: 20-year-old Kaddija Keita did not feel confident about her leadership abilities, clarity of vision as a leader and capacity to motivate herself when she joined the Lead4Hope programme in July 2021. Furthermore, like many young people coming from an African environment characterised by extended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

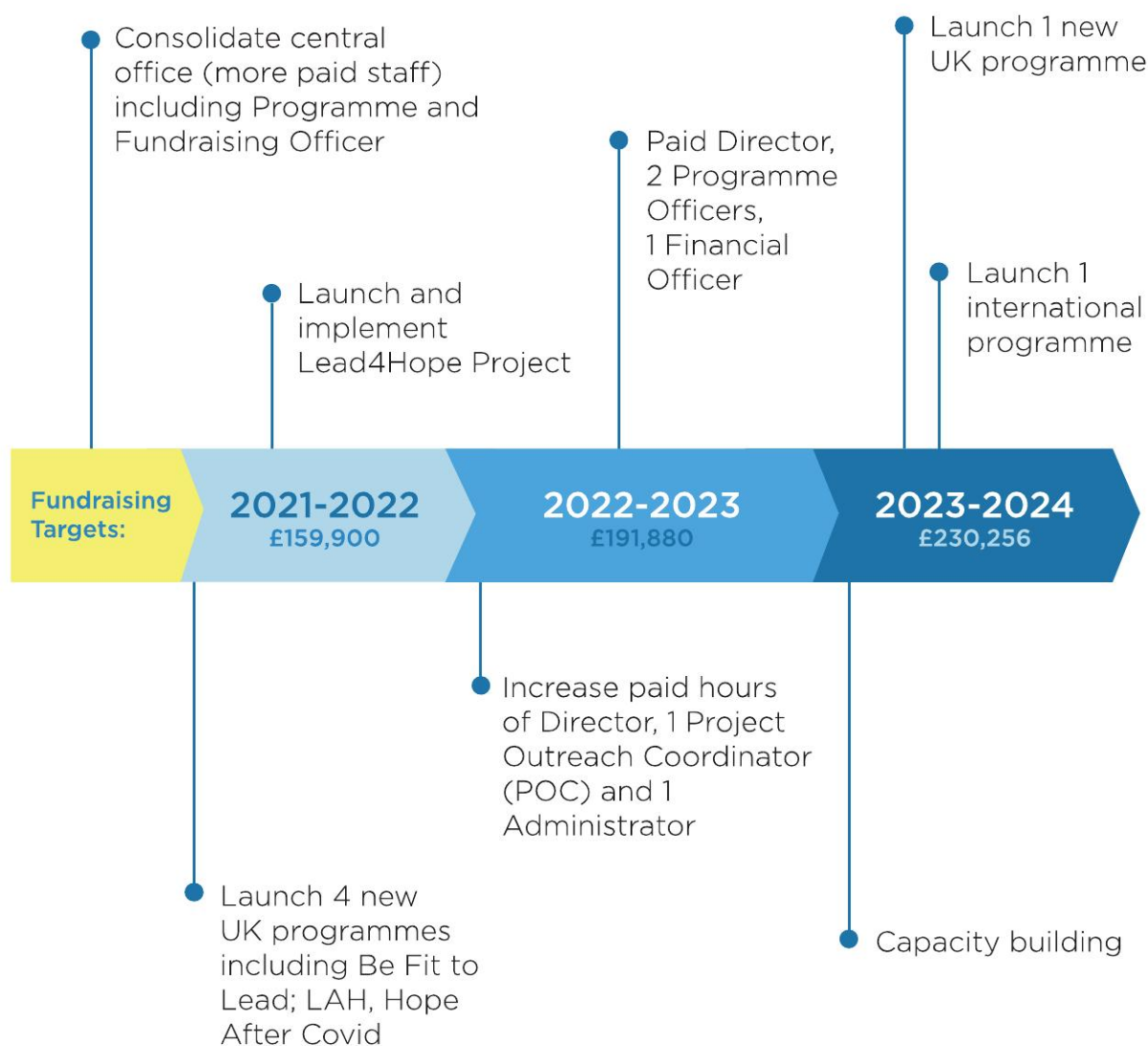
	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Loans and overdrafts		-	-	-
Accruals and deferred income		-	-	-
Amounts due to subsidiary and associated undertakings	-	-	-	-
Other creditors	500	450	-	-
Accruals and deferred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

