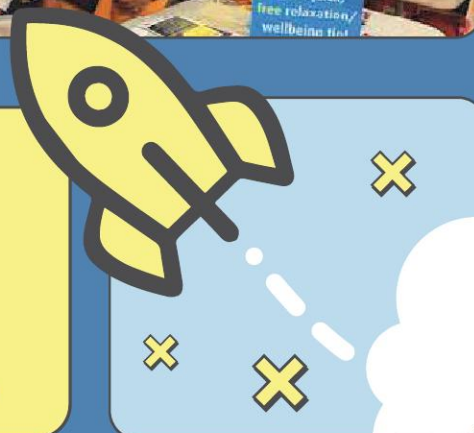




Improving lives through education,
leadership and engagement

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.

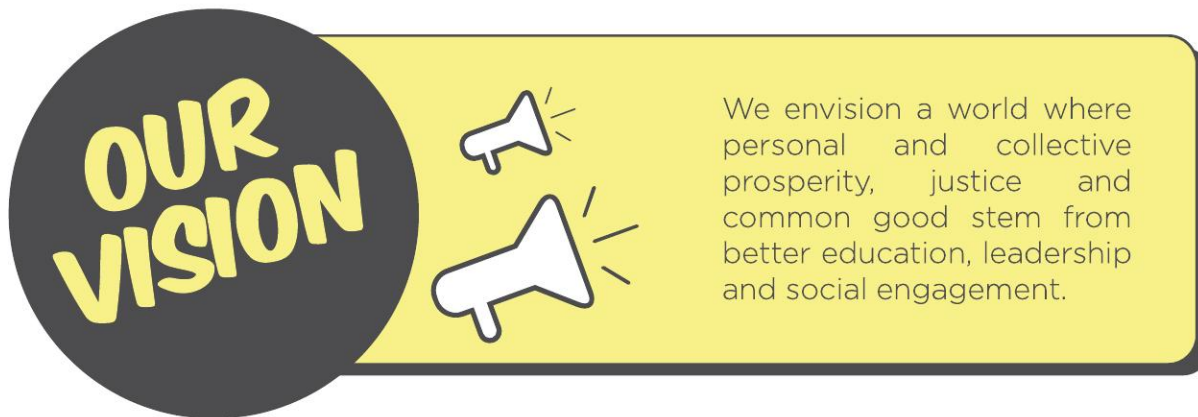
I wholeheartedly thank PCAP's Trustees, staff and volunteers for their steadfast support and commitment. I would also like to extend the PCAP team's sincere gratitude to our funders, projects' participants, supporters and partners, for their crucial role in enabling and consolidating our charity's work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

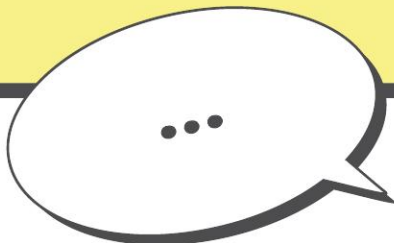
* **Integrity** – PCAP engages with African knowledge and expertise as an inspiration for improving the lives of the disadvantaged and is built upon strong moral principles related to honesty, professionalism, accountability and transparency.

* **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.

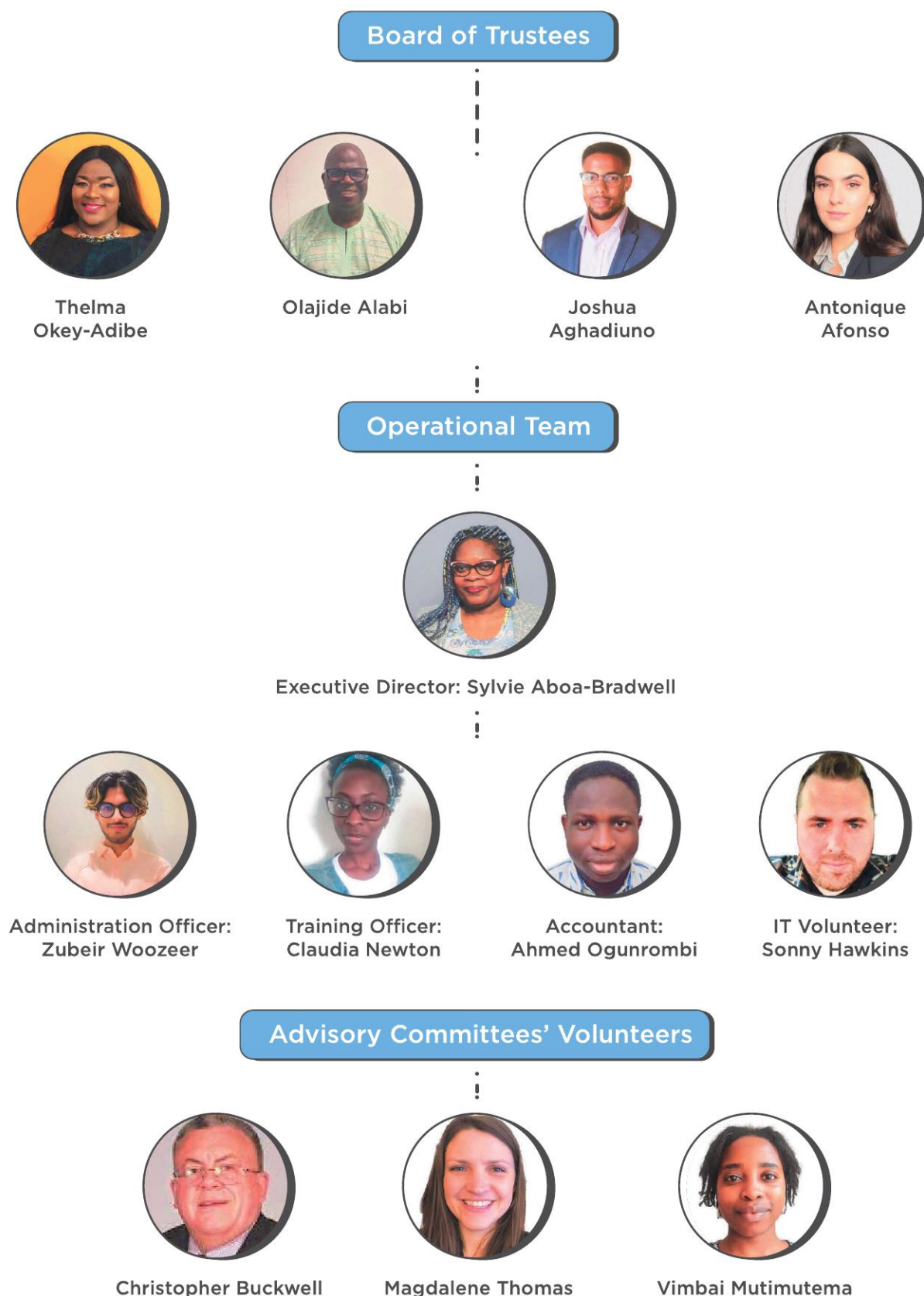


Mr Joshua Aghadiuno, BA – Joshua Aghadiuno is a civil servant currently working in community engagement for the Department for Levelling Up, Housing and Communities (DLUHC). He possesses a bachelor's degree in Economics with French, as well as Level 7 Certificate in Leadership and Management. As PCAP's 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.

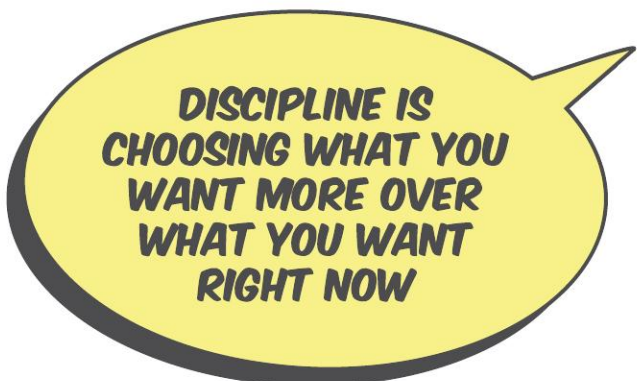
In order to realise these objectives, PCAP envisions a world where personal and collective prosperity, justice and common good stem from better education, leadership and social engagement, and works to enable African and disadvantaged people of all ethnic origins to improve their lives through education,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

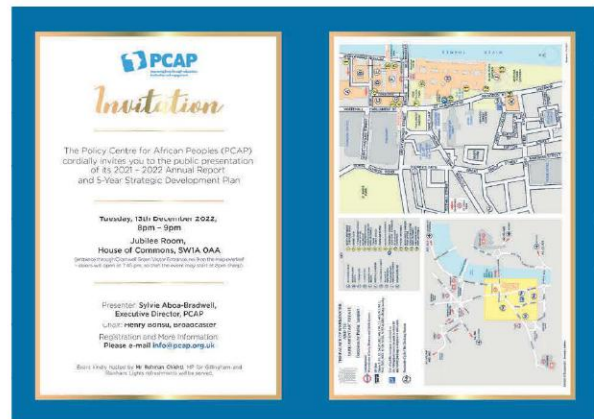
”

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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