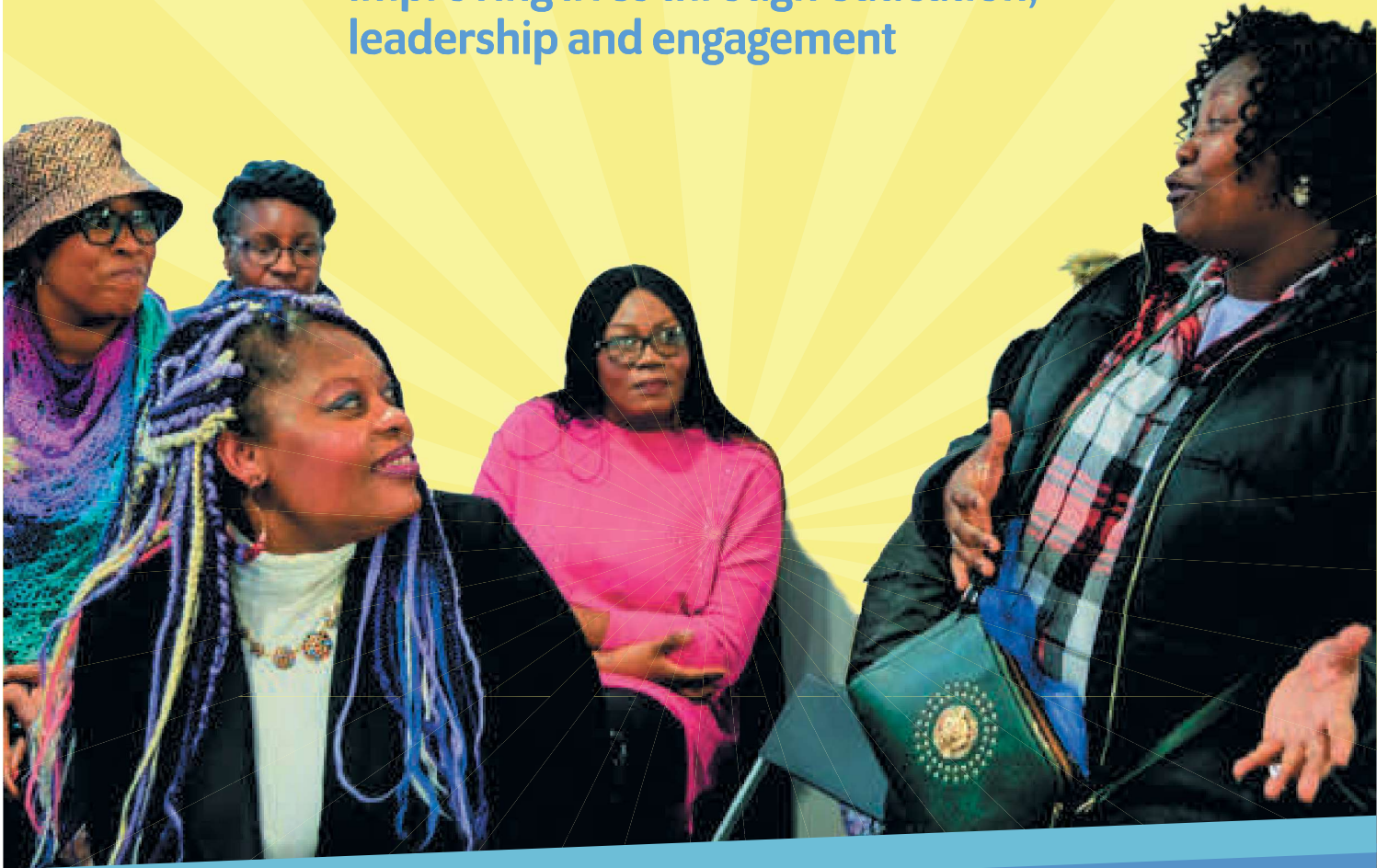




Improving lives through education,
leadership and engagement



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

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

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

CHAIR'S STATEMENT



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

A steady financial growth

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

A remarkable strategic development

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

An enhanced capacity to fulfil PCAP's original mission

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

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

Dr Thelma Okey-Adibe (PhD)
Chair, PCAP

EXECUTIVE DIRECTOR'S STATEMENT



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

Stronger Operational Team

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

Enhanced ability to deliver successful projects

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

Stronger UK-wide operational capacity

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

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

Sylvie Aboa-Bradwell
Executive Director, PCAP

OUR VISION, MISSION AND VALUES



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

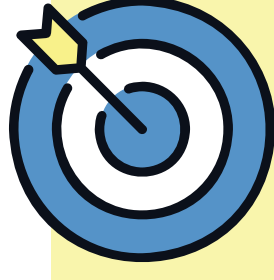
The registration of PCAP as a charity was approved by the Charity Commission (England and Wales) in August 2009. PCAP's charity registration number is 1131139.



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

Our Vision

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



Our Mission

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

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



Our Values

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

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

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

Our Motto

Improving lives through education, leadership and engagement.



TRUSTEES' REPORT

Structure, Governance and Management

The Governing Document

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

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



Trustees as of 31st March 2024



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



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



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



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

Organisational Structure as of 31st March 2024

Board of Trustees



Thelma
Okey-Adibe



Olajide Alabi



Joshua
Aghadiuno



Antonique
Afonso

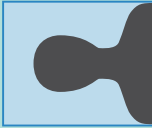
Operational Team



UK Engagement and Admin Officer:
Zubeir Woozeer



Executive Director:
Sylvie Aboa-Bradwell



UK Training Officer:
Recruitment in process



Kent Engagement and Admin Officer:
Recruitment in process



Finance Officer:
Ahmed Temitayo Ogunrombi



Kent Training Officer:
Recruitment in process



IT Volunteer: Sonny Hawkins

Advisory Committees' Volunteers



Christopher Buckwell

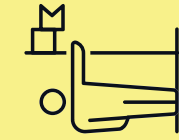


Yeukai Taruvinga

Objectives and Activities

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

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



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



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

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

Education

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

Leadership training

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

Social engagement

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



POLICY CENTRE FOR AFRICAN PEOPLES

OUR PROJECTS' IMPACT

Lead4Hope and Lead4Hope Network

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

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



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

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



II Hope After Covid

We are delighted to confirm that thanks to a grant of

£129,809

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

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

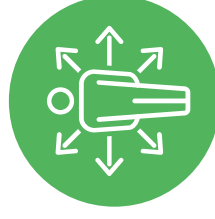


III Youth Innovation Fellowship Programme

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



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



IV The Black Communities Welfare Network¹

Thanks to the support from



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

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



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

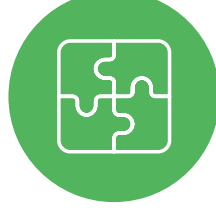


¹ The full impact assessment of the Black Communities Welfare Network project is available on our website <https://lccap.org.uk/wp-content/uploads/2023/11/Impact-Assessment-Report-Black-Communities-Welfare-Network-2023-compressed.pdf>



V Medway Community Music-Making Workshops

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



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



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

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



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

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

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

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

ILLUSTRATION OF OUR IMPACT AND ACHIEVEMENTS

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

CASE STUDIES FROM OUR PROJECTS' PARTICIPANTS

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

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

Case Study 1:

EN – Support Thanks to the Black Communities Welfare Network

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

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

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

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

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

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



Case Study 2:

Claudia Newton – Improved Leadership Skills Through Lead4Hope

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

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

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

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



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



Case Study 3:

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

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

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



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

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



FUNDRAISING AND THANKS TO OUR FUNDERS

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

City Bridge Foundation

thanks to the **£87,546**

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



Lambeth Council

we are grateful to LC for **£14,755**

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



Impact on Urban Health

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

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

Impact
on Urban
Health

Joseph Rowntree Charitable Trust

thanks to a **£34,512**

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



King's College London

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



National Lottery

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



Paul Hamlyn Foundation

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



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

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



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

£167,986.35

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

Thank you

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

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

Trustees

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

Charity registration no

1131139

Registered /Kent office

Broadside, Leviathan Way
Chatham, Kent
ME4 4LL

London Office

210 Jamaica Road
London
SE16 4RT

Independent Examiner

Tunji Ogedengbe FCCA
36 Daffodil Close
Hatfield
AL10 9FF

Bankers

HSBC UK

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

I report on the financial statements of Policy Centre for African Peoples for the year ended 31st March 2024 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
 - (ii) of the Act have not been met; or
- proper understanding of the accounts to be reached.

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

Policy Centre for African Peoples		1131139	
Annual accounts for the period		31st Mar 2024	
Period start date	1st Apr 2023	To	Period end date
Statement of financial activities			
Recommended categories by activity	Details of own analysis	Note	Unrestricted fund contractually bound to be spent within a year
			Restricted income funds
			Endowment funds
			Total this year
			Total last year
Incoming resources (Note 3)		£	£
Incoming resources from generated funds		F01	F03
Grants		-	-
Voluntary Income	S01	61,144	106,793
Investment income	S02	-	-
Incoming resources from charitable activities	S03	-	-
Other incoming resources	S04	-	-
Total incoming resources	S05	-	-
Resources expended (Notes 4-8)	S06	61,144	106,793
London Community Foundation Be Fit to Lead		-	-
King's College London Hope After Covid Impact on Urban Health Covid Emergency Grant	S07	-	-
Joseph Rowntree Charitable Trust Lead-4Hope	S08	-	-
Community fund	S12	4,901	4,901
GLA/YLF Elevate		1,578	1,578
Lambeth Council Grant - Black Communities Welfare Network		14,555	14,555
South East London Integrated Care System		42,104	42,104
City Bridge Foundation		1,726	1,726
PAUL HAMLIN FOUNDATION - YOUTH FUND Revenue Grant		34,884	34,884
Impact on Urban Health Covid Continuation Grant		23,433	23,433
GWFF Revenue Grant		-	-
PCAP RESERVES		60	60
Total resources expended	S13	58,317	64,924
Net incoming/(outgoing) resources before transfers	S14	2,826	41,869
Gross transfers between funds	S15	-	-
Net incoming/(outgoing) resources before other recognised gains/(losses)	S16	2,826	41,869
Other recognised gains/(losses)		-	-
Gains and losses on revaluation of fixed assets for the charity's own use	S17	-	-
Prior Year Adjustment	S18	50	50
Net movement in funds	S19	2,876	41,869
Total funds brought forward	S20	73,834	13,463
Total funds carried forward	S21	76,710	55,332

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

Section C

Notes to the accounts

Note 1 Basis of preparation

This section should be completed by all charities.

1.1 Basis of accounting

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

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

☒	☐
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- and with* Accounting Standards;

or Financial Reporting Standards for Smaller Enterprises (FRSSE);

- and with the Charities Act 1993. [** except for the following].

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

* -Tick as appropriate:

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

1.2 Change in basis of accounting

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

1.3 Changes to previous accounts

No changes have been made to accounts for previous years

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

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

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

EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.
Governance costs	Include costs of the preparation and examination of statutory accounts, the costs of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.
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Stocks and work in progress	These are valued at the lower of cost or market value.

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

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

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

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

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

Note 5 Support Costs
Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

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

Note 6 Details of certain items of expenditure
6.1 Trustee expenses
Please provide details of the amount of any payment or reimbursement of out-of-pocket expenses made to trustees or to third parties for expenses incurred by trustees. If no expenses were paid, please enter 'None' in the appropriate box(es).

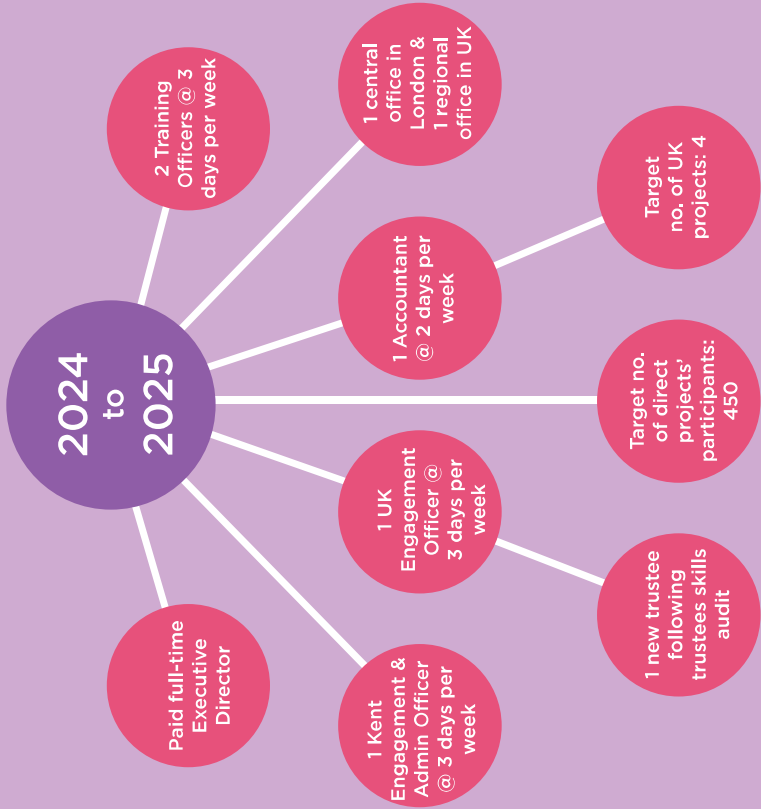
	This year	Last year
Number of trustees who were paid expenses		
Nature of the expenses		
Total amount paid	£	£

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

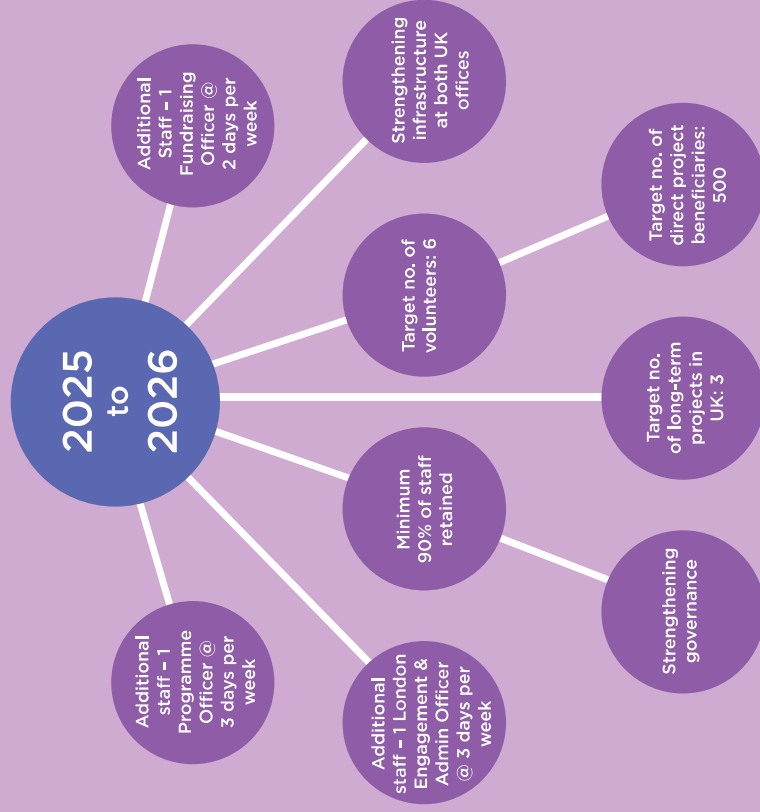
	This year	Last year
Independent examiner's or auditors' fees for reporting on the accounts	575	550
Other fees (for example: advice, consultancy, accountancy services) paid to the independent examiner or auditor		

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

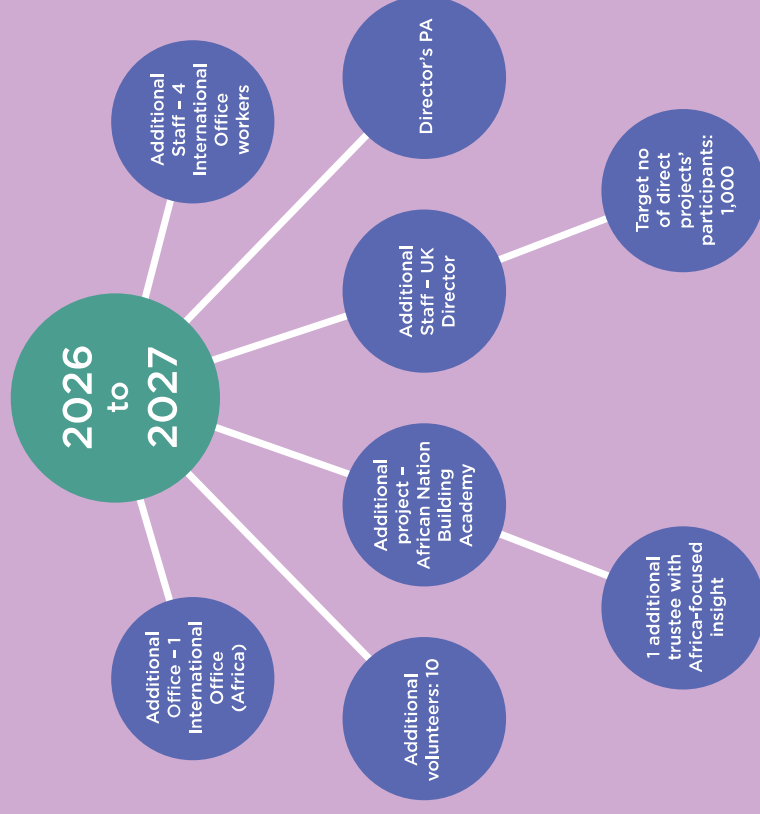
PCAP's strategic development plan and goals over the next 3 years are as follows:



Target budget: £300,000



Target budget: £400,000



Target budget: £1,200,000

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

Indicators

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

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

Indicators

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

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



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

Indicators

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



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

Indicators

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



Objective 3:
To strengthen the financial sustainability of PCAP.

Indicators

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



APPENDIX 2 – OPERATIONAL TEAM



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



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



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



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



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

APPENDIX 3 – ADVISORY COMMITTEES’ VOLUNTEERS



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



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

CONTACT DETAILS



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Improving lives through education,
leadership and engagement