

# BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE

England & Wales · Charity number 1135407

## Details

---

Other names	BAOBAB CENTRE
Status	Registered
Legal form	Charitable company
Company number	06816297
Registered	2010-04-08
Register	<a href="#">View on the Charity Commission register</a>

## Contact

---

Address	Baobab Centre, Manor Gardens, 6-9 Manor Gardens, LONDON
Phone	02072631301
Email	<a href="mailto:info@baobabsurvivors.org">info@baobabsurvivors.org</a>
Website	<a href="http://www.baobabsurvivors.org">www.baobabsurvivors.org</a>

## Activities

---

**Objects:** OBJECT ONE THE RELIEF OF CHILDREN AND YOUNG PEOPLE WHO HAVE SUFFERED VIOLENCE AND ARE ASYLUM SEEKERS AND REFUGEES IN EUROPE, IN PARTICULAR BY THE PROVISION OF PSYCHOTHERAPY, COUNSELLING AND SUPPORT. OBJECT TWO TO ADVANCE EDUCATION IN THE CIRCUMSTANCES OF CHILDREN AND YOUNG PEOPLE WHO HAVE SUFFERED VIOLENCE IN THEIR HOME COUNTRIES AND WHO ARE ASYLUM SEEKERS AND REFUGEES, IN EUROPE IN PARTICULAR BY UNDERTAKING RESEARCH AND PUBLISHING THE USEFUL RESULTS THEREOF.

**Activities:** We offer a clinical and support service to young asylum seekers and refugees: children, adolescents and young adults and sometimes to parents and families. Following careful initial assessments, we offer ongoing support and individual and group treatment where appropriate. We also offer practical support with issues of housing, education, welfare, health.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science
- **Who:** Children/young People, Other Defined Groups

## Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£604,566	£691,722	£633,564	10
2024-03-31	£729,693	£618,614	£720,720	10
2023-03-31	£671,174	£527,838	£609,641	13
2022-03-31	£547,116	£501,299	£466,305	7
2021-03-31	£657,189	£505,728	£420,488	6

## Trustees

Name	Role	Appointed
<b>Felicity Dirmeik</b>	Chair	2018-05-23
Dr Eithne Nightingale		2022-07-27
Dr Gill Martin		2013-12-11
Holly Hemming		2020-02-20
Lenke Eszter Kiss		2024-02-01
Otman Charaf		2024-02-01
Souzette Shamu Mutombo		2022-07-27

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**

England & Wales - Charity number 1135407

---

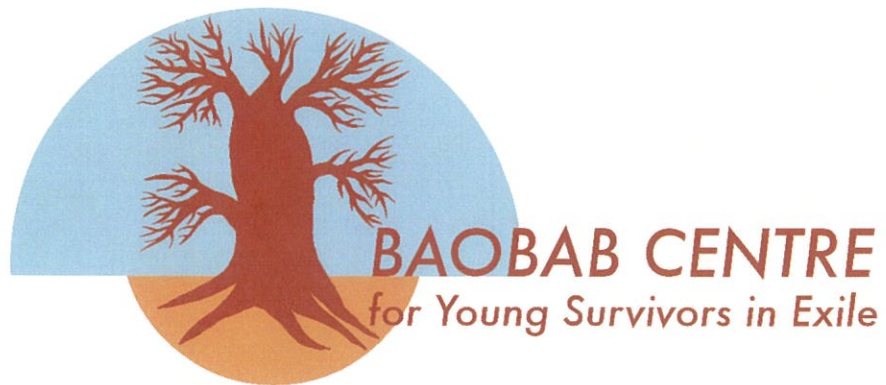
# Accounts

---

Registered number: 6816297  
Charity number: 1135407

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A company limited by guarantee)

**UNAUDITED**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**



**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Contents**

Legal and Administrative Information	3
Trustees' Report	4
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Cash flow statement	14
Notes to the financial statements	15

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**LEGAL AND ADMINISTRATIVE DETAILS FOR YEAR ENDED 31 March 2025**

<b>Company Registration Number</b>	6816297
<b>Charity Number</b>	1135407
<b>Start of financial year</b>	01 April 2024
<b>End of financial year</b>	31 March 2025
<b>Trustees</b>	Felicity Dirmeik (Chair)  Gill Martin Otman Charaf Herman Otto Holly Hemming Lenke Kiss Dr Elspeth Carruthers Souzette Mutombo Dr Eithne Nightingale Anthony Jaffa Dr John Clarke (resigned on 08 November 2024)
<b>Executive Director</b>	Sheila Melzak
<b>Registered address</b>	6 Manor Gardens London N7 6LA
<b>Bankers</b>	The Co-operative Bank P.O Box 250 Delf House Southway Skelmersdale WN8 6WT
<b>Independent Examiners</b>	Griffin Chartered Accountants Courtenay House Pynes Hill Exeter EX2 5AZ

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Trustees report for the year ended 31 March 2025**

The Trustees present their annual report together with the financial statements of the Baobab Centre for Young Survivors in Exile (Baobab) for the 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

### **Objectives and Activities**

The charitable objects of Baobab are:

- The relief of children and young people who have suffered violence and are asylum seekers and refugees in Europe, in particular by the provision of individual and group psychotherapy, counselling and practical support.
- To advance education and learning in the circumstances of children and young people who have suffered violence in their home countries and who are asylum seekers and refugees in Europe, in particular by undertaking research and publishing the useful results thereof.

Our long term aims are;

- The rehabilitation and return to the path of progressive development for each young person in our community via membership to our community and involved participation in individual and group psychotherapeutic work, various activity based groups, casework and social work and community activities and events and in decision making within the organization and advocacy in relation to the needs and rights of young asylum seekers.
- Working towards justice for our population by advocating both for our whole population and all the unaccompanied asylum- seeking minors who do not access our services directly but who have had similar experiences to our community members.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'

In order to achieve the first of these aims we undertake the following activities:

- Careful Assessment of each referral;
- Individual Psychotherapeutic work;

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

- Group Psychotherapeutic work;
- Arts and sports group based activities;
- Therapeutic Retreats;
- The provision of community life (including participation in discussions about the community and decision making);
- Casework support, increasing access services including when necessary 'care', housing, benefits, education and health care; and
- Producing Specialist Clinical Reports, working closely with legal representatives in order to support asylum applications and when young people have asylum, working closely with lawyers producing reports and to support housing, community care and public law challenges in the best interests of young asylum seekers and refugees.

To further our work towards justice we carry out;

- Research and advocacy; and
- Teaching and Training.

Baobab provides intensive, holistic support to young asylum seekers and refugees who arrived to the UK as minors. Simultaneously to this frontline, individual-oriented work, Baobab advocates on the issues the young people in our community face. Baobab's direct support includes intensive individual and group psychotherapy for as long as the young person needs. This is complemented by our casework support, recognising that the challenges faced in psychotherapy ("the internal context") are intertwined with the practical difficulties in a young person's life ("the external context"). Casework includes supporting young people on our community on fundamental aspects of life such as accessing housing, education, health care and work. Our casework and clinical team, together, support our community through the often long and arduous asylum-seeking process. This support is further reinforced through Baobab's community support, which includes activities, residential retreats and community meetings. Baobab's non-residential therapeutic community model is a cornerstone of our work, providing a range caring adults and peers to counter the loneliness and isolation many feel. This direct psychotherapeutic, casework and community support goes hand in hand with our advocacy work. At Baobab we see how the implementation of policies effects the young people we support, most often in harmful ways. We advocate for changes in those policies through meetings with MPs, members of the House of Lords, and civil servants in the Home Office. We encourage young members of our community to attend these meetings or to share their feedback for members of our team to amplify. It is crucial that both their views, and their direct experience, is fed into our advocacy work. We additionally work with peer organisations with similar objectives, contributing to sector wide conversations on changing policy and practice. Our work is non-political, but focused on children's and young people's internationally recognized rights, and we work with all stakeholders in asylum and care systems.

To achieve this intensive direct support and far-reaching advocacy we have a team of experienced and dedicated staff and volunteers. Our staff team consists of 17 people, including clinicians, caseworkers and our operations and advocacy team. Our staff team is reinforced by our brilliant team of volunteers. In this period, we had 25 volunteers who do everything from psychotherapy and casework to individual tutoring and admin support.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

### **Achievements and Performance**

The young people Baobab supports have experienced terrible harm in their childhood years. Many have fled their home countries due to war and political violence. Many have experienced torture, slavery, trafficking, imprisonment and sexual abuse. Most have lost parents and siblings to violence; all have experienced fear for their own lives. The experience of human rights abuses as a child leads to complex mental health and developmental difficulties and symptoms. At Baobab we work carefully and caringly with the young people in our community to support them to slowly trust other people and build a life for themselves in the UK. Our objective is for the young people in our community to move on in their development, and in their lives. We aim to support between 70-85 young people each year, maintaining our community at a size where young people and staff can form meaningful and trusting relationships with each other.

In the period April 2024- March 2025 Baobab supported 79 young people, from 25 different countries. The greatest number - 30% of our community members – were from Afghanistan. The young people we support come from countries where the civilian population, including children, are persecuted for their beliefs and ways of life, subjected to violent conflict and in some cases conscripted into insurgent groups. Preliminary statistics show that of Baobab's community members: 28% have experienced slavery, 55% have experienced arbitrary arrest or imprisonment, 41% have been tortured, and 28% have experienced sexual exploitation or abuse. Additionally, 48% have lost a close attachment figure through violent death and 83% have experienced interpersonal violence. These statistics are preliminary and based on a sample of the young people we support, moreover many young people do not disclose their very worst experiences. Our work is designed to support the needs of these young people who arrive in the UK alone, and who are suffering from mental health issues as a result of human rights abuses and adverse childhood experiences.

Of the 79 young people supported from April 24- March 25, 65 young people have received individual psychotherapy, 23 have attended group psychotherapy, 72 have received casework support and 7 young people were supported with one-on-one tuition to support with their educational aims. Alongside Baobab's casework support we have an internal fund for destitution and hardship needs which young people and their keyworker can apply to for support. The destitution fund is for basic necessities such as food, and the hardship fund is used for small items which would meaningfully improve the young person's welfare. Examples of items purchased through the hardship fund are cooking utensils, bedding, or shoes to exercise in. Between April 2024 and March 2025 Baobab supported 16 young people with destitution support and 39 young people with hardship support. Alongside this day to day support, Baobab also runs an annual summer residential retreat. In August 2024 14 young people attended the summer retreats which provides time to get away from London, spend some time in the countryside, and live together.

We also measure performance through our annual monitoring and evaluation survey which uses standardised clinical measures to measure the changes in resilience and mental wellbeing of the population we support. In our 2024 monitoring and evaluation report the young people shared that Baobab supported them with 'feelings' (87%), 'memories' (79%), 'relationships' (75%), 'behaviour' (79%) and 'understanding about the past' (79%). Moreover, most participants reported that the Baobab Centre helped them access asylum (75%), education (71%), health (75%), housing (71%), benefits (75%), and social service support (75%). Most also shared that Baobab provided them with specialist reports, for example to support their asylum claims or housing, benefits, or social service appeals.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

Advocating for our community members and all those in their position is a key cornerstone of our work. Between April 2024 and March 2025, we have increased our outreach and capacity to inform public debates. In July we held a Baobab Talk exploring workable alternatives to the current UK asylum system, with David Neale, the former Chief Inspector for Borders and Immigration, as one of the 3 experts on the panel. This event was a success with a lively debate and some 50 people attending. We have held meetings with Dame Rachel de Souza, England's Child Commissioner, Baroness Lister and the Independent Chief Inspector of Borders and Immigration. With the Refugee Council we organised a joint meeting in Parliament in October where two of our young people were invited to speak at a panel co-chaired by Afzal Khan MP and Lord Dubbs about their experiences of the UK asylum system. More of our young people came and met with MPs and members of the House of Lords on the day. An essential element of our advocacy efforts during the year was the writing and publication of a small leaflet of "10 Points to Reform the UK Asylum System". This leaflet was produced after extensive discussions with our community members and summarizes their input. This served as the cornerstone of our advocating this year and this leaflet was shared at all the events we have organized and participated in.

### **Financial review**

#### **Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

#### **Reserves policy**

Our Reserves Policy is carefully considered and reviewed on a regular basis. Baobab receives no statutory funding and is reliant on the generosity of grant givers and the public, in order to provide its services. With limited exception, financial commitments to Baobab tend to be short term in duration, and as such income streams are variable across each year.

The Trustees have set a reserves policy which requires that reserves be at least maintained at a level which ensures that the Baobab Centre's core activity can continue during a period of unforeseen difficulty. The Trustees are to hold the charity's reserves at a level which is at least equivalent to six months reduced operational expenditure, currently considered to be £274,522. We also have a commitment to ensuring that we maintain restricted funds at any given point during the year at the level necessary to fulfil the conditions of any grant and the expectations of any funder. Where funding has been received, we guarantee the use of the funds will be spread over the full period of the grant agreement and thereby fulfil any commitment we have made to the funder.

Baobab seeks to hold a reserve that at least meets this minimum position in order;

- To manage risk and buffer unexpected falls in income, allowing time to replace lost income or develop a response to the change;
- To allow the taking of opportunities which may arise; and
- To ensure that the charity can meet its legal and clinical obligations in the event of closing down.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

The calculation of the required level of reserves is an integral part of Baobab's planning, budgeting and forecasting cycle. It takes into accounts the risks associated with each stream of income and expenditure varying from budget, planned activity level and future commitments.

When unrestricted reserves are low we will manage income shortages by controlling expenditure and will retain in the reserve sufficient funds to meet our legal obligations in the event of closure. On 31st March 2025 the amount carried forward as unrestricted reserves was £507,494. The restricted level of funds carried forward was £126,070 and the level of free reserves held at the year-end was £472,346. We have therefore exceeded our targeted free reserve level.

### **Principal risks and uncertainties**

The Trustees regularly review the major risks to which the charity is exposed and systems have been established to mitigate those risks. These are mostly comprised today of financial, operational, and strategic risks. Each risk area includes a number of principal risks and uncertainties, and mechanisms for management and mitigation. The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The key risks identified are as follows:

#### **Financial Sustainability**

The Trustees monitor procedures in place to provide greater clarity on the financial performance of the Baobab Centre by regularly reviewing future income streams, fundraising performance, reserves, and ways of stabilising long-term performance of the charity.

Our 2025/26 budget indicates that we have a funding gap of just over £507,000. The lack of recurrent funding for Baobab means that it is usual for Baobab to have a funding shortfall at the start of each year and as always, and we seek to reduce this funding gap during the course of the year. However this gap for 2025/26 is larger than usual for us. Through careful planning we have built up our reserves to allow us the time to navigate a difficult fundraising climate and secure the income needed. Whilst we are taking a prudent approach, we continue to remain positive that Baobab will successfully navigate the financial challenges, thanks to the generous support of all our funders and the great work of the staff team.

#### **Operational risk**

The Trustees have identified rapid turn-over of administrative staff at Baobab as an operational risk. Our charity operates a therapeutic environment where building trust with the young people is paramount to the establishing of the "therapeutic alliance". This involves all members of staff as relations with the administrative team play an essential role in young people building their social voice and empowerment. This year, difficulties in recruiting for our Fundraising post have also led to operational risks in terms of future funding being identified and secured.

To mitigate against such risks job descriptions, levels of salaries, encouragement for full-time positions (rather than part-time) and investments in staff development are all being explored to encourage staff retention. The position of the fundraiser further needs to be redefined to reflect a higher level of responsibility, and a higher salary level, in order to be more competitive.

#### **Strategic risk**

Discussions around plans for our founder-director to retire open up a strategic risk for the charity, with possible reputational loss, management risks in case of an unplanned transition, and safeguarding risks around our young people's therapeutic support. Through regular engagement between trustees and the founder-director, through regular team consultations around management transition, and through the development of the Senior Leadership Team where clinical responsibility can be exercised the trustees will work on the transition planning to ensure stability in the support we provide.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Risk Management**

The Directors have reviewed the risks to which the charity is exposed and have ensured appropriate controls are in place to provide reasonable assurance against fraud and error.

**Review of 2025**

The Statement of Financial Activities shows total income received for the year to 31 March 2025 of £604,566; (2024 £729,693) with total expenditure for the year of £691,722 (2024 - £618,614), leading to a loss of £87,156 (2024 - £111,079 surplus). The charity began the year with reserves of £720,720 and ended the year with reserves of £633,564 of which £126,070 (2024 - £174,974) was restricted and £507,494 (2024 - £545,746) was unrestricted, including £35,148 of designated reserves (2024 £34,282).

With thanks for support from;

AB Charitable  
Ben and Jerry's  
Children in Need  
City Bridge Trust  
Crucible Foundation  
D DMcPhail Charitable Settlement CIO  
Disrupt Foundation  
H T and L B Cadbury Charitable Trust  
Iguano Trust  
Lady Balogh  
Lloyds Bank Foundation  
London Churches Refugee Fund  
London Community Foundation  
National Lottery  
Peter Stebbings Memorial Charity  
Rayne Foundation  
Roddick Foundation  
Samworth Foundation  
Stanley Thomas Johnson Foundation  
Swire Charitable Trust  
The 1485 Charitable Trust  
The Arsenal Foundation  
The Aurum Charitable Trust  
The Blue Thread  
The Bromley Trust  
The Henry Smith Charity  
The Leathersellers Foundation  
The Levy Rifkind Family Trust  
The Linbury Trust  
The London Community Fund - Dodds  
The Tudor Trust  
As well as other generous funders who wish to remain anonymous.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Plans for Future periods**

The focus for Baobab is to continue to support as many young people as possible for as long as we are able to. In order to ensure continued financial stability during these challenging economic times we are focused on ensuring that we can obtain multiyear grants that support our core work, which will allow our management team to focus on delivery.

**Structure, Governance and Management**

Baobab is registered as Charitable Company Limited by Guarantee. The management of the Company is the responsibility of the Trustees. Trustees are appointed to Baobab to ensure that the Board has the requisite skills, experience and community knowledge to support the staff of the organization in their different roles. Trustees' meetings are held on alternate months with the board and the Director and Operations Manager. Additional Finance meetings are held with the finance team and finance trustees prior to the full board meetings. Further meetings, on specific areas such as HR or clinical issues, are held as required. Trustees are invited to Baobab's monthly community meetings as opportunities to meet with members of staff and young people who use Baobab's services.

The Trustees are responsible for recruiting and appointing the senior staff within the Charity (and the professionally relevant trustee will attend interviews with the director and senior staff), and for setting the pay for each year. The Director is responsible for the day-to-day management of the Baobab Centre and its activities. Within the staff team, management is held by the Senior Leadership Team consisting of the Director, Head of Groupwork, Head of Psychotherapy, Head of Casework and Operations Manager. The Senior Leadership Team meets every other week.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**F Dirmeik**  
(Chair of Trustees)

Date: 19/12/25

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Independent Examiner's Report to the Trustees**

**Year ended 31 March 2025**

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

**Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent Examiner's Statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.



**Laura Waycott FCA**

Griffin Chartered Accountants  
Courtenay House  
Pynes Hill  
Exeter  
EX2 5AZ

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Baobab Centre for Young Survivors in Exile**  
**(A Company Limited by Gurantee)**  
**Trustees Report and Financial Statements**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
Donations & Legacies	4	182,972	420,268	603,240	729,050
Charitable Activities	5	-	1,136	1,136	-
Other trading activities	6	-	41	41	494
Investments	7	-	149	149	149
<b>Total Income</b>		<b>182,972</b>	<b>421,594</b>	<b>604,566</b>	<b>729,693</b>
<b>Expenditure on:</b>					
Raising Funds	8	22,562	9,562	32,124	39,930
Charitable activities	9	209,314	450,034	659,348	578,684
Other Expenditure	10	-	250	250	-
<b>Total Expenditure</b>		<b>231,876</b>	<b>459,846</b>	<b>691,722</b>	<b>618,614</b>
<b>NET INCOME/EXPENDITURE</b>		<b>(48,904)</b>	<b>(38,252)</b>	<b>(87,156)</b>	<b>111,079</b>
Total funds brought forward		174,974	545,746	720,720	609,641
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>126,070</b>	<b>507,494</b>	<b>633,564</b>	<b>720,720</b>

The notes on pages 15 to 28 form part of these financial statements

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**BALANCE SHEET**  
**FOR THE YEAR ENDED 31 MARCH 2025**

		Total	Total
		31-Mar-25	31-Mar-24
	Notes	£	£
<b>CURRENT ASSETS</b>			
Debtors and prepayments	16	7,135	7,090
Cash at bank and in hand		<u>683,326</u>	<u>735,054</u>
<b>Total Current Assets</b>		<b>690,461</b>	<b>742,144</b>
CREDITORS: Amounts falling due			
within one year	17	56,897	21,424
		<u>633,564</u>	<u>720,720</u>
<b>NET CURRENT ASSETS</b>		<b>633,564</b>	<b>720,720</b>
<b>NET ASSETS</b>		<u><b>633,564</b></u>	<u><b>720,720</b></u>
<b>REPRESENTED BY:</b>			
Unrestricted funds		472,346	511,464
Designated funds		35,148	34,282
Restricted Funds	18	<u>126,070</u>	<u>174,974</u>
		<u><b>633,564</b></u>	<u><b>720,720</b></u>

For the year ending 31 March 2025 the company is entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Directors on.....<sup>19/12/25</sup>.....and

Signed on their behalf by.....*F. Dirmeik*.....Felicity Dirmeik, Chair of Directors

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	<b>(87,156)</b>	<b>111,079</b>
<b>Working capital adjustments</b>		
(Increase)/ decrease in Dividends, interest and rents from investments	(149)	(149)
(Increase)/ decrease in stocks	-	-
(Increase)/decrease in debtors	(45)	1,509
Increase/(decrease) in creditors	35,473	6,374
Net cash flows from operating activities	<b>(51,877)</b>	<b>118,813</b>
<b>Cash flows from investing activities</b>		
Dividends, interest and rents from investments	<b>149</b>	<b>149</b>
Purchase/sale of fixed assets	-	-
Purchase/sale of investments	-	-
Net cash flows from investing activities	<b>149</b>	<b>149</b>
<b>Cash flows from financing activities</b>		
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
Net cash flows from financing activities	<b>0</b>	<b>0</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>(51,728)</b>	<b>118,962</b>
Cash and cash equivalents at the beginning of the year	<b>735,054</b>	<b>616,092</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>683,326</b>	<b>735,054</b>

**Analysis of cash and cash equivalents**

	2025	2024
	£	£
Cash at bank and in hand	<b>683,326</b>	<b>735,054</b>
<b>Total cash and cash equivalents</b>	<b>683,326</b>	<b>735,054</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Notes to the Financial Statements**

**1. General information**

Baobab Centre for Young Survivors in Exile is a charity, limited by guarantee, incorporated in England and Wales. It does not have share capital and each of the Trustees are liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation. The registered office address is 6 Manor Gardens, London, N7 6LA.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Baobab Centre for Young Survivors in Exile meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**2.2 Going concern**

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

**2.3 Income**

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the Directors are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

*Incoming Resources with related expenditure*

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

*Grants and Donations*

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.
- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.
- When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds receivable.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

*Tax reclaims on Donations and Gifts*

Incoming resources from tax reclaims are included in the SOFA in the same financial period 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 has been delivered.

*Grants*

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued. Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

*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.

*Investment Income*

This is included in the accounts when receivable.

*Investment gains and losses*

This included 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.

## **2.4 Expenditure and liabilities**

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

*Governance Costs*

Includes costs of the preparation and examination of statutory accounts, the costs of the Directors' meetings and cost of any legal advice to Directors 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.

*Changes in Accounting policies and previous accounts*

There has been no change to the accounting policies (variation rules and methods of accounting) since last year. The prior year comparator figures have been restated to reflect an amendment to the categorisation of costs.

*Support Costs*

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the 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 the charity:

*These are* capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt. The Company has no individual assets costing more than £1,000.

All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

- Office equipment - 33% Straight-line

The Company has no individual assets costing more than £1,000.

## **2.5 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

## **2.6 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

## **2.7 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

## **2.8 Financial instruments**

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## **2.9 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

## **2.10 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

## **3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. They are no estimates and assumptions within these accounts that are considered to be material in nature.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**4. Income from donations and legacies**

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Grants	180,472	225,334	405,806
Major Individual Donors	2,500	177,500	180,000
Donations	-	10,319	10,319
Gift Aid Tax Recoverable	-	7,115	7,115
	<u>182,972</u>	<u>420,268</u>	<u>603,240</u>

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Grants	341,086	275,430	616,516
Major Individual Donors	4,274	-	4,274
Donations	-	107,478	107,478
Gift Aid Tax Recoverable	-	782	782
	<u>345,360</u>	<u>383,690</u>	<u>729,050</u>

**5. Income from Charitable activities**

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Individual support	-	1,136	1,136
	<u>-</u>	<u>1,136</u>	<u>1,136</u>

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Individual support	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**6. Income from other trading activities**

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Training	-		-
Resilience book	-	41	41
	<u>-</u>	<u>41</u>	<u>41</u>

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Training	-	300	300
Resilience book	-	194	194
	<u>-</u>	<u>988</u>	<u>988</u>

**7. Investment Income**

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Interest receivable on bank deposits	-	149	149
	<u>-</u>	<u>149</u>	<u>149</u>

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Interest receivable on bank deposits	-	149	149
	<u>-</u>	<u>149</u>	<u>149</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**8. Expenditure on raising funds**

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total 2025 £
Fundraising consultant	6,818	9,562	16,380
Events	3,141	-	3,141
Staff costs	12,603	-	12,603
	22,562	9,562	32,124

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Fundraising consultant	7,412	8,410	15,822
Events	4,165	50	4,215
Staff costs	12,110	2,157	14,267
	23,687	10,617	34,304

**9. Analysis of expenditure on charitable activities**  
**Summary by fund**

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total 2025 £
Individual support	200,224	417,744	617,968
Wider advocacy	9,090	32,290	41,380
	209,314	450,034	659,348

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Individual support	302,169	244,425	546,594
Wider advocacy	14,390	17,700	32,090
	316,559	262,125	578,684

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
A Company Limited by Guarantee

**10. Analysis of expenditure on other activities**  
Summary by activity

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total 2025 £
Training	-	250	250
Resilience Book	-	-	-
	<u>-</u>	<u>250</u>	<u>250</u>

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Training	-	-	-
Resilience Book	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>

**11. Analysis of expenditure on charitable activities**  
Summary by expenditure type

	Staff costs 2025 £	Other costs 2025 £	Total 2025 £
Individual support	390,401	227,567	617,968
Wider advocacy	30,729	10,651	41,380
	<u>421,130</u>	<u>238,218</u>	<u>659,348</u>

	Staff costs 2024 £	Other costs 2024 £	Total 2024 £
Individual support	336,262	210,332	546,594
Wider advocacy	27,275	4,815	32,090
	<u>363,537</u>	<u>215,147</u>	<u>578,684</u>

	Direct costs 2025 £	Support costs 2025 £	Total funds 2025 £
Individual support	464,282	153,686	617,968
Wider advocacy	33,291	8,089	41,380
	<u>497,573</u>	<u>161,775</u>	<u>659,348</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**11. Analysis of expenditure on charitable activities**  
**(continued)**

	Direct costs	Support costs	Total funds
	2024	2024	2024
	£	£	£
Individual support	424,070	122,524	546,594
Wider advocacy	25,641	6,449	32,090
	<u>449,711</u>	<u>128,973</u>	<u>578,684</u>

	Individual support	Wider advocacy	Total funds
	2025	2025	2025
	£	£	£
Staff costs	292,547	25,578	318,125
Direct costs of activities	164,562	7,713	172,275
	<u>457,109</u>	<u>33,291</u>	<u>490,400</u>

	Individual support	Wider advocacy	Total funds
	2024	2024	2024
	£	£	£
Staff costs	264,853	23,516	288,369
Direct costs of activities	159,217	2,125	161,342
	<u>424,070</u>	<u>25,641</u>	<u>449,711</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**12. Analysis of expenditure by activities**

**Analysis of support costs**

	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2025</b>	<b>2025</b>	<b>2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	97,854	5,150	<b>103,004</b>
Rent	11,330	596	<b>11,926</b>
ICT costs	6,233	328	<b>6,561</b>
Insurance	1,662	87	<b>1,749</b>
Legal and professional	3,107	164	<b>3,271</b>
Governance	18,933	996	<b>19,929</b>
Other costs	14,568	767	<b>15,335</b>
	<hr/>	<hr/>	<hr/>
	<b>153,687</b>	<b>8,088</b>	<b>161,775</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
A Company Limited by Guarantee

**12. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	Individual support 2024 £	Wider advocacy 2024 £	Total funds 2024 £
Staff costs	71,409	3,758	75,167
Rent	10,599	558	11,157
ICT costs	10,985	578	11,563
Insurance	1,475	78	1,553
Legal and professional	3,529	186	3,715
Governance	15,829	833	16,662
Other costs	8,698	458	9,156
	<u>122,524</u>	<u>6,449</u>	<u>128,973</u>

**13. Independent Examiner's fee**

The fee for the independent examination of the accounts was £1,638 (2024 - £1,638)

**14. Staff costs**

	2025 £	2024 £
Wages and salaries	397,435	356,848
Social security costs	31,689	26,884
Pension costs - defined contribution scheme	18,361	16,913
	<u>447,485</u>	<u>400,645</u>

The average full time equivalent of persons employed by the Company during the year was as follows:

	2025 No.	2024 No.
Raising funds	0.5	0.8
Charitable activities	8.7	8.5
Governance	0.3	0.3
	<u>9.5</u>	<u>9.6</u>

There was no employee whose employee benefits exceeded £60,000 (2024- nil)

The key management personnel of the charity consists of the Trustees and the Director.

The total employee benefits of the key management personnel is £52,963 (2024-£56,409)

**15. Trustees remuneration and expenses**

No remuneration or expenses were paid to any Trustee during 2025 (2024-nil).

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**16. Debtors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Due within one year		
Prepayments and accrued income	7,135	7,090
Other debtors	0	-
	<u>7,135</u>	<u>7,090</u>

**17. Creditors: Amounts falling due within one year**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade creditors	7,515	3,126
Other taxation and social security	44,287	10,736
Other creditors	1,638	1,638
Accruals and deferred income	3,457	5,924
	<u>56,897</u>	<u>21,424</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**18. Statement of funds - current year**

Unrestricted funds	Balance at 1st April 2024	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2025
	£	£	£	£	£
General funds	511,464	421,594	459,846	(866)	472,346
Designated funds	34,282	-	-	866	35,148
	<b>545,746</b>	<b>421,594</b>	<b>459,846</b>	<b>-</b>	<b>507,494</b>

Restricted funds	Balance at 1st April 2024	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2025
	£	£	£	£	£
Ben and Jerry's	7,418	-	7,418	-	-
Children in Need Small Grant	9,739	-	9,739	-	-
Crucible Foundation	34,500	-	34,500	-	-
City Bridge Trust	14,989	-	14,989	-	-
The Henry Smith Charity	18,333	50,000	43,333	-	25,000
Lady Balogh	-	2,000	-	-	2,000
Linbury Trust	7,000	50,000	7,000	-	50,000
London Community Foundation	-	2,500	1,400	-	1,100
National Lottery - Art Day	-	20,000	10,000	-	10,000
Peter Stebbings Memorial Charity	500	-	500	-	-
Rayne Foundation	-	20,000	-	-	20,000
Roddick Foundation	-	1,000	-	-	1,000
Samworth Foundation	52,102	-	52,102	-	-
Stanley Thomas Johnson Foundation	2,138	4,222	6,360	-	-
Swire	-	20,000	20,000	-	-
The Aurum Charitable Trust	-	5,000	5,000	-	-
The Mrs Smith & Mount Trust	10,000	-	10,000	-	-
Various Grants above £1,000	1,000	-	1,000	-	-
MAJOR DONORS	17,255	8,250	8,535	-	16,970
<b>Total restricted funds</b>	<b>174,974</b>	<b>182,972</b>	<b>231,876</b>	<b>-</b>	<b>126,070</b>
<b>Total of funds</b>	<b>720,720</b>	<b>604,566</b>	<b>691,722</b>	<b>-</b>	<b>633,564</b>

The designated funds were allocated to redundancy costs provisioned in case of closure of the organisation.

Baobab is grateful to receive restricted funding, some of which enables support to our community members which otherwise would not be possible, some of which supports development in specific areas of our work such as advocacy, and others contributes to our core work.

Peter Stebbings Charity and The Mrs Smith & Mount Trust contributed to the cost of our interpreters which are essential to all aspects of our frontline work.

The Rayne Foundation and Ben and Jerry's contributed to the salaries of our key staff and interpreters as well as volunteer and project costs.

National Lottery contributed towards arts activities throughout the year.

The Children in Need Small grant contributes towards our essential overhead costs, including rent.

The Samworth Foundation supported Fundraising costs, enabling us to maintain financial and operational stability.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

City Bridge Trust, the Crucible Foundation, The Henry Smith Charity, Linbury Trust, all provided restricted funding towards our core activities.

Lady Balogh contributed towards staff costs involved in the running of therapeutic retreats.

Roddick Foundation contributed £1,000 towards staff welfare.

Stanley Thomas Johnson Foundation supported with contributions towards staff salaries predominantly in our psychotherapy team but also funding our clinical administrator post and other central posts.

Swire contributed towards staff salaries.

The Aurum Charitable Trust contributed towards the redesign of the Baobab website.

The support from David Kogan (London Community Foundation) enabled us to continue our fund supporting our community members who are destitute or in extreme financial hardship.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**19. Statement of funds - prior year**

<b>Unrestricted funds</b>	<b>Balance at 1st April 2024</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General funds	413,323	384,333	271,438	(14,754)	511,464
Designated funds	19,528	-	-	14,754	34,282
	<b>432,851</b>	<b>384,333</b>	<b>271,438</b>	<b>-</b>	<b>545,746</b>
<b>Restricted funds</b>	<b>Balance at 1st April 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Ben and Jerry's	-	19,933	12,515	-	7,418
Children in Need	408	-	408	-	-
Children in Need Small Grant	9,735	10,000	9,996	-	9,739
Crucible Foundation	-	50,000	15,500	-	34,500
City Bridge Trust	11,239	11,250	7,500	-	14,989
David Kogan	2,217	-	2,217	-	-
Garfield Weston Foundation	-	15,000	15,000	-	-
The Henry Smith Charity	8,333	50,000	40,000	-	18,333
Lloyds Bank Foundation	1,191	-	1,191	-	-
Linbury Trust	35,000	60,000	88,000	-	7,000
Peter Stebbings Memorial Charity	-	5,000	4,500	-	500
Rayne Foundation	-	20,000	20,000	-	-
Samworth Foundation	50,897	40,000	38,795	-	52,102
Stanley Thomas Johnson Foundation	24,952	43,903	66,717	-	2,138
The Mrs Smith & Mount Trust	10,000	15,000	15,000	-	10,000
The Tudor Trust	2,000	-	2,000	-	-
Various Grants above £1,000	-	1,000	-	-	1,000
MAJOR DONORS	20,818	4,274	7,837	-	17,255
Total restricted funds	176,790	345,360	347,176	-	174,974
<b>Total of funds</b>	<b>609,641</b>	<b>729,693</b>	<b>618,614</b>	<b>-</b>	<b>720,720</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**20. Summary of funds - current year**

	Balance at 1st April 2024	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2025
	£	£	£	£	£
General Funds	511,464	421,594	467,019	(866)	472,346
Designated Funds	34,282	-	-	866	35,148
Restricted funds	174,974	182,972	231,876	-	126,070
	<b>720,720</b>	<b>604,566</b>	<b>698,895</b>	<b>0</b>	<b>633,564</b>

**Summary of funds - prior year**

	Balance at 1st April 2023	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2024
	£	£	£	£	£
General funds	511,464	384,333	271,438	(14,754)	511,464
Designated funds	34,282	-	-	14,754	34,282
Restricted funds	176,790	345,360	347,176	-	174,974
	<b>722,536</b>	<b>729,693</b>	<b>618,614</b>	<b>0</b>	<b>720,720</b>

**21. Analysis of net assets between funds**

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Current assets	150,031	540,430	690,461
Creditors due within one year	(23,961)	(32,936)	(56,897)
Total	<b>126,070</b>	<b>507,494</b>	<b>633,564</b>

**Analysis of net assets between funds**

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Current assets	183,185	558,959	742,144
Creditors due within one year	(8,211)	(13,213)	(21,424)
Total	<b>174,974</b>	<b>545,746</b>	<b>720,720</b>

**22. Related party transactions**

No related party transactions took place in the period.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**

England & Wales - Charity number 1135407

---

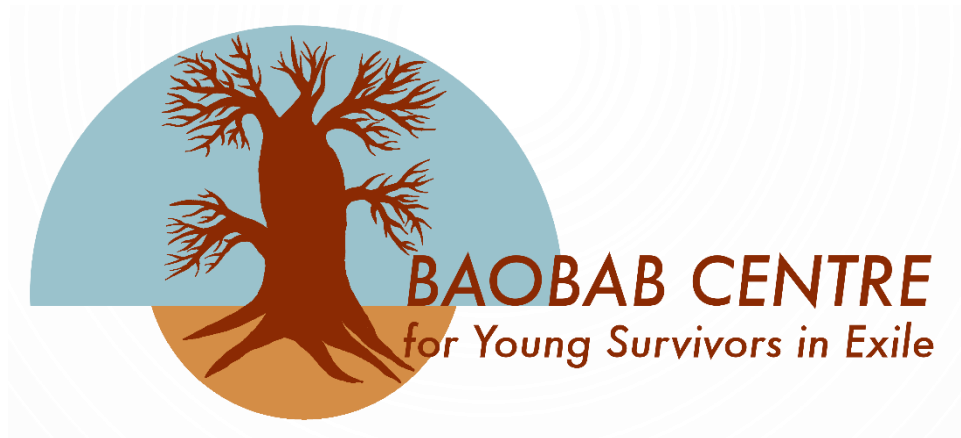
# Accounts

---

Registered number: 6816297  
Charity number: 1135407

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A company limited by guarantee)

**UNAUDITED**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**



**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Contents**

Legal and Administrative Information	3
Trustees' Report	4
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Cash flow statement	14
Notes to the financial statements	15

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**LEGAL AND ADMINISTRATIVE DETAILS FOR YEAR ENDED 31 March 2024**

<b>Company Registration Number</b>	6816297
<b>Charity Number</b>	1135407
<b>Start of financial year</b>	01 April 2023
<b>End of financial year</b>	31 March 2024
<b>Trustees</b>	Claire Helman (Chair) (Resigned 13 February 2024) Felicity Dirmeik (Chair)  Dr John Clark Gill Martin Otman Charaf (appointed 24 January 2024) Herman Otto Holly Hemming Enla Fees Dr Elspeth Carruthers Souzette Mutombo Dr Eithne Nightingale Anthony Jaffa (appointed 7 July 2023)
<b>Company Secretary</b>	Sheila Melzak
<b>Executive Director</b>	Sheila Melzak
<b>Registered address</b>	6 Manor Gardens London N7 6LA
<b>Bankers</b>	Co-operative Bank 1 Islington High Street London N1 9TR
<b>Independent Examiners</b>	Griffin Chartered Accountants Courtenay House Pynes Hill Exeter EX2 5AZ

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Trustees report for the year ended 31 March 2023**

The Trustees present their annual report together with the financial statements of the Baobab Centre for Young Survivors in Exile (Baobab) for the 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

### **Objectives and Activities**

The charitable objects of Baobab are:

- The relief of children and young people who have suffered violence and are asylum seekers and refugees in Europe, in particular by the provision of individual and group psychotherapy, counselling and practical support.
- To advance education and learning in the circumstances of children and young people who have suffered violence in their home countries and who are asylum seekers and refugees in Europe, in particular by undertaking research and publishing the useful results thereof.

Our long term aims are;

- The rehabilitation and return to the path of progressive development for each young person in our community via membership of our community and involved participation in individual and group psychotherapeutic work, various activity based groups, casework and social work and community activities and events and in decision making within the organization and advocacy in relation to the needs and rights of young asylum seekers.
- Working towards justice for our population by advocating both for our whole population and all the unaccompanied asylum- seeking minors who do not access our services directly but who have had similar experiences to our community members.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'

In order to achieve the first of these aims we undertake the following activities:

- Careful Assessment of each referral
- Individual Psychotherapeutic work;

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

- Group Psychotherapeutic work;
- Arts and sports group based activities;
- Therapeutic Retreats;
- The provision of community life (including participation in discussions about the community and decision making);
- Casework support, increasing access services including when necessary 'care', housing, benefits, education and health care; and
- Producing Specialist Clinical Reports, working closely with legal representatives in order to support asylum applications and when young people have asylum, working closely with lawyers producing reports and to support housing, community care and public law challenges in the best interests of young asylum seekers and refugees.

To further our work towards justice we carry out;

- Research and advocacy; and
- Teaching and Training.

Baobab's work is necessarily both direct support of the individuals in our community and advocacy around the issues our community members face. We provide intensive, unlimited holistic support, the key elements of which are individual psychotherapy, group psychotherapy and casework. The work done in individual psychotherapy is complemented by casework support, group psychotherapy, group activities, support through the asylum-seeking process and the provision of a transitional community. Our aim is to give them an awareness of themselves and their functioning, to give them a greater awareness of their relationships with one another, and a greater awareness of their community through our community meetings, our shared work and consultation, and our retreats. Through these several layers, progressive development slowly takes place after the massive loss and massive psychic traumatisation of child and adolescent specific human rights abuses.

Alongside this work, and in conversation with our community members, we advocate for their rights, and the rights of all those in their position. This includes running training, sharing our expertise on best practice, engaging with civil servants in the Home Office, speaking with MPs and Members of the House of Lords, and contributing to sector wide conversations with the aim of changing policy and practice. We work closely with other organizations with similar concerns.

In order to deliver against our aims, in addition to our superb staff team, we are also reliant on the support of volunteers. We currently have 19 volunteers who work across the organisation. These volunteers include; Clinicians, Caseworkers and Social Workers, Teachers, and Administrators.

### **Achievements and Performance**

The young people in Baobab's community have experienced some of the worst things humans can do to each other. We refer to these as child and adolescent specific human rights abuses i.e. abuses perpetrated during the childhood and adolescent years by perpetrators both within and mostly outside the young person's family. They have all experienced and witnessed human rights abuses. Many have been trafficked, incarcerated, forcibly recruited into government and rebel armies, and experienced violence to their own bodies. Many have witnessed violence against their own families and all have experienced loss of key attachment figures and familiar environment. As a direct consequence of these experiences i.e. of trauma and loss and unplanned change, all suffer complex mental health and developmental difficulties and symptoms.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

In addition, as a result of their experiences all of the young people Baobab supports arrived in the UK as unaccompanied asylum-seeking minors. The majority of the young people Baobab supports come from twenty one different countries the largest numbers coming from, Afghanistan, Eritrea and, Ethiopia. These are countries where the civilian populations have been subject to ongoing violence and where individuals, including children, are persecuted, conscripted into insurgent groups and attacked.

In total over the last financial year 2023/2024, Baobab has supported 75 young people. We have provided weekly individual therapy to 72 young people and group therapy to 24 young people. During the year we had 14 young people joining Baobab, and 15 young people who have stopped having regular psychotherapy with us. 46% of those Baobab supports have attended for over 5 years, which is reflective of the fact that many asylum claims can take several years to resolve.

During the year, we again ran residential retreats. In total we accompanied 16 young people to two separate rural settings. Undertaking the residentials in quiet settings, alongside nature gives the young people space and time to reflect. During the residential we undertake workshops which helps the young people to find their voice, and to learn to express their views. The young people we work with all have had experiences that have led them to mistrust, and be suspicious of close relationships and the residentials assist our young people with learning to trust others, to share and co-operate.

Each year we contract for an independent evaluation to be carried out, with the aims of understanding service user needs and experiences and assessing the perceived service impact. This is carried out through a questionnaire, answered during a structured interview process, with translators in attendance where appropriate. All findings are anonymised. The findings for 2023/24 show that participants experience significant and prolonged mental health and psychosocial difficulties, coupled with low levels of resilience. Whilst many participants reported that they did not feel they belonged in the UK, 84% felt they “belonged” to Baobab.

It is our intention to implement recommendations from the evaluation report in order to continue to improve our services. These recommendations include having a larger group of participants; taking a longer period of time to recruit participants and developing shorter questionnaires to encourage young people to participate earlier in their time at Baobab.

## **Financial review**

### **Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

### **Reserves policy**

Our Reserves Policy is carefully considered and reviewed on a regular basis. Baobab receives no statutory funding and is reliant on the generosity of grant givers, and the public in order to provide its services. With limited exception, financial commitments to Baobab tend to be short term in duration, and as such income streams are variable across each year.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

The Trustees have set a reserves policy which requires that reserves be maintained at, at least a level which ensures that the Baobab Centre's core activity can continue during a period of unforeseen difficulty. The Trustees are to hold the charity's reserves at a level which is at least equivalent to six months reduced operational expenditure, currently considered to be £302,510. We also have a commitment to ensuring that we maintain restricted funds at any given point during the year at the level necessary to fulfil the conditions of any grant and the expectations of any funder. Where funding has been received, we guarantee the use of the funds will be spread over the full period of the grant agreement and thereby fulfil any commitment we have made to the funder.

Baobab seeks to hold a reserve that at least meets this minimum position in order;

- To manage risk and buffer unexpected falls in income, allowing time to replace lost income or develop a response to the change;
- To allow the taking of opportunities which may arise; and
- To ensure that the charity can meet its legal obligations in the event of closing down.

The calculation of the required level of reserves is an integral part of Baobab's planning, budgeting and forecasting cycle. It takes into accounts the risks associated with each stream of income and expenditure varying from budget, planned activity level and future commitments.

When unrestricted reserves are low we will manage income shortages by controlling expenditure and will retain in the reserve sufficient funds to meet our legal obligations in the event of closure. On 31st March 2024 the amount carried forward as unrestricted reserves was £545,746. The restricted level of funds carried forward was £174,974 and the level of free reserves held at the year end was £511,464. We have therefore exceeded our targeted free reserve level.

### **Principal risks and uncertainties**

The Trustees regularly review the major risks to which the charity is exposed and systems have been established to mitigate those risks. The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Our 2024/25 budget indicates that we have a funding gap of just over £393,694. The lack of recurrent funding for Baobab means that it is usual for Baobab to have a funding shortfall at the start of each year and as always, we seek to reduce this funding gap during the course of the year. Whilst we are taking a prudent approach, we continue to remain positive that Baobab will successfully navigate the financial challenges, thanks to the generous support of all our funders and the great work of the staff team.

### **Review of 2024**

The Statement of Financial Activities shows total income received for the year to 31 March 2024 of £729,693; (2023 £671,174) with total expenditure for the year of £618,614 (2023 - £527,838), to generate a surplus of £111,079 (2023 - £143,336). The charity began the year with reserves of £609,641 and ended the year with reserves of £720,720, of which £174,974 (2023 - £176,790) was restricted and £545,746 (2023 - £432,851) was unrestricted, including £34,282 of designated reserves (2023 £19,528).

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

With thanks for support from;

AB Charitable  
AKO  
Ben and Jerry's  
Children in Need  
City Bridge Trust  
Crucible Foundation  
Garfield Weston foundation  
HT and LB Cadbury Charitable Trust  
Iguano Trust  
London Community Foundation  
Lucille Foundation  
Human Rights Aid  
Orange Tree Trust  
Peter Stebbings Memorial Charity  
Stanley Thomas Johnson Foundation  
The Blue Thread  
The Bromley Trust  
The Henry Smith Charity  
The Leathersellers' Foundation  
The Linbury Trust  
The Lloyds Bank Foundation  
The Mrs Smith and Mount Trust  
The Rayne Foundation  
The Reel Fund  
The Roddick Foundation  
The Samworth Foundation  
The Tudor Trust

As well as other generous funders who wish to remain anonymous.

### **Risk Management**

The Directors have reviewed the risks to which the charity is exposed and have ensured appropriate controls are in place to provide reasonable assurance against fraud and error.

### **Plans for Future periods**

The focus for Baobab is to continue to support as many young people as possible for as long as we are able to. In order to ensure continued financial stability during these challenging economic times we are focused on ensuring that we can obtain multi year grants that support our core work, which will allow our management team to focus on delivery.

### **Structure, Governance and Management**

Baobab is registered as Charitable Company Limited by Guarantee. The management of the Company is the responsibility of the Trustees. Trustees are appointed to Baobab following a review of existing skill sets to ensure that the Board has the requisite skills, experience and community knowledge to support the staff of the organization in their different roles. Prospective Trustees may be identified through personal contacts or events, such as The Big Alliance's Boardmatch. All Trustees are formally

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

interviewed prior to appointment by senior staff and by at least three trustees. Once appointed, Trustees are inducted through meetings with senior staff and fellow Trustees. All Trustees are provided with two mentors, the Director and one Trustee, and encouraged to attend Baobab community meetings and other community events where they can meet with staff and young people and discuss their relevant areas of responsibility such as safeguarding, community development, human rights law or fund raising.

The Trustees are responsible for recruiting and appointing the senior staff within the Charity (and the professionally relevant trustee will attend interviews with the director and senior staff), and for setting the pay for each year. The Director is responsible for the day to day management of the Baobab Centre and its activities and the onus is on her to be aware of all staff and young people and engage with each directly and through delegation e.g. of assessments and supervision tasks.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**F Dirmeik**  
(Chair of Trustees)  
Date: 12/18/2024

## **Independent Examiner's Report to the Trustees**

**Year ended 31 March 2024**

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

### **Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent Examiner's Statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.



**Laura Waycott FCA**

Griffin Chartered Accountants  
Courtenay House  
Pynes Hill  
Exeter  
EX2 5AZ

19/12/24

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>					
Donations & Legacies	4	345,360	383,690	<b>729,050</b>	667,654
Charitable Activities	5	-	-	-	2,797
Other trading activities	6	-	494	<b>494</b>	617
Investments	7	-	149	<b>149</b>	106
<b>Total Income</b>		<b>345,360</b>	<b>384,333</b>	<b>729,693</b>	<b>671,174</b>
<b>Expenditure on:</b>					
Raising Funds	8	30,617	9,313	<b>39,930</b>	34,303
Charitable activities	9	316,559	262,125	<b>578,684</b>	490,634
Other Expenditure	10	-	-	-	2,900
<b>Total Expenditure</b>		<b>347,176</b>	<b>271,438</b>	<b>618,614</b>	<b>527,838</b>
<b>NET INCOME/EXPENDITURE</b>		(1,816)	112,895	<b>111,079</b>	143,336
Total funds brought forward		176,790	432,851	<b>609,641</b>	466,305
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>174,974</b>	<b>545,746</b>	<b>720,720</b>	<b>609,641</b>

The notes on pages 15 to 28 form part of these financial statements

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Baobab Centre for Young Survivors in Exile**  
**(A Company Limited by Guarantee)**  
**REGISTRATION NUMBER: 6816297**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Total 31-Mar-24 £	Total 31-Mar-23 £
<b>FIXED ASSETS</b>			
Tangible Assets	1	-	-
<b>CURRENT ASSETS</b>			
Debtors and prepayments	16	7,090	8,599
Cash at bank and in hand		<u>735,054</u>	<u>616,092</u>
Total Current Assets		<b>742,144</b>	<b>624,691</b>
CREDITORS: Amounts falling due within one year	17	<u>21,424</u>	15,050
<b>NET CURRENT ASSETS</b>		<b>720,720</b>	609,641
<b>NET ASSETS</b>		<b><u>720,720</u></b>	<b><u>609,641</u></b>
<b>REPRESENTED BY:</b>			
Unrestricted funds		511,464	413,323
Designated funds		34,282	19,528
Restricted Funds	18	<u>174,974</u>	<u>176,790</u>
		<b><u>720,720</u></b>	<b><u>609,641</u></b>


For the year ending 31 March 2024 the company is entitled to exemption from audit under Section 477 of the Companies Act 2006. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

12/18/2024

Approved by the Directors on.....and

Signed on their behalf by..........Felicity Dirmeik, Chair of Directors

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	<b>111,079</b>	<b>143,336</b>
<b>Working capital adjustments</b>		
(Increase)/ decrease in Dividends, interest and rents from investments	(149)	(106)
(Increase)/ decrease in stocks	-	-
(Increase)/decrease in debtors	1,509	(1,401)
Increase/(decrease) in creditors	6,374	(482)
Net cash flows from operating activities	<b>118,813</b>	<b>141,347</b>
<b>Cash flows from investing activities</b>		
Dividends, interest and rents from investments	<b>149</b>	<b>106</b>
Purchase/sale of fixed assets	-	-
Purchase/sale of investments	-	-
Net cash flows from investing activities	<b>149</b>	<b>106</b>
<b>Cash flows from financing activities</b>		
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
Net cash flows from financing activities	<b>0</b>	<b>0</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>118,962</b>	<b>141,454</b>
Cash and cash equivalents at the beginning of the year	<b>616,092</b>	<b>474,638</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>735,054</b>	<b>616,092</b>
<b>Analysis of cash and cash equivalents</b>		
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Cash at bank and in hand	<b>735,054</b>	<b>616,092</b>
<b>Total cash and cash equivalents</b>	<b>735,054</b>	<b>616,092</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

## **Notes to the Financial Statements**

### **1. General information**

Baobab Centre for Young Survivors in Exile is a charity, limited by guarantee, incorporated in England and Wales. It does not have share capital and each of the Trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation. The registered office address is 6 Manor Gardens, London, N7 6LA.

### **2. Accounting policies**

#### **2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Baobab Centre for Young Survivors in Exile meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

#### **2.2 Income**

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the Directors are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

#### *Incoming Resources with related expenditure*

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

#### *Grants and Donations*

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.
- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.
- When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds receivable.

#### *Tax reclaims on Donations and Gifts*

Incoming resources from tax reclaims are included in the SOFA in the same financial period as the gift to which they relate.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

*Contractual Income and Performance Related Grants*

This is only included in the SOFA once the related goods or services has been delivered.

*Grants*

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued. Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

*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.

*Investment Income*

This is included in the accounts when receivable.

*Investment gains and losses*

This included 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.

## **2.3 Expenditure and liabilities**

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

*Governance Costs*

Includes costs of the preparation and examination of statutory accounts, the costs of the Directors' meetings and cost of any legal advice to Directors on governance or constitutional matters.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

*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.

*Changes in Accounting policies and previous accounts*

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

*Support Costs*

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources, e.g. 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 the charity:

*These are* capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt. The Company has no individual assets costing more than £1,000.

All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

- Office equipment - 33% Straight-line

## **2.4 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

## **2.5 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## **2.6 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts,

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

## **2.7 Financial instruments**

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## **2.8 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

## **2.9 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

## **3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There are no estimates and assumptions within these accounts that are considered to be material in nature.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**4. Income from donations and legacies**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Grants	341,086	275,430	616,516
Major Individual Donors	4,274	-	4,274
Donations	-	107,478	107,478
Gift Aid Tax Recoverable	-	782	782
	<u>345,360</u>	<u>383,690</u>	<u>729,050</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Grants	312,581	326,915	639,496
Major Individual Donors	6,850	-	6,850
Donations	-	18,961	18,961
Gift Aid Tax Recoverable	-	2,347	2,347
	<u>319,431</u>	<u>348,223</u>	<u>667,654</u>

**5. Income from Charitable activities**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Individual support	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Individual support	-	2,797	2,797
	<u>-</u>	<u>2,797</u>	<u>2,797</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**6. Income from other trading activities**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Training	-	300	300
Resilience book	-	194	194
	<u>-</u>	<u>494</u>	<u>494</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Training	-	360	360
Resilience book	-	257	257
	<u>-</u>	<u>617</u>	<u>617</u>

**7. Investment Income**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Interest receivable on bank deposits	-	149	149
	<u>-</u>	<u>149</u>	<u>149</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Interest receivable on bank deposits	-	106	106
	<u>-</u>	<u>106</u>	<u>106</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**8. Expenditure on raising funds**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total 2024 £</b>
Fundraising consultant	6,912	9,053	15,965
Events	-	-	-
Staff costs	23,705	260	23,965
	<u>30,617</u>	<u>9,313</u>	<u>39,930</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Fundraising consultant	7,412	8,410	15,822
Events	4,165	50	4,215
Staff costs	12,110	2,157	14,267
	<u>23,687</u>	<u>10,617</u>	<u>34,304</u>

**9. Analysis of expenditure on charitable activities**  
**Summary by fund**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total 2024 £</b>
Individual support	302,169	244,425	546,594
Wider advocacy	14,390	17,700	32,090
	<u>316,559</u>	<u>262,125</u>	<u>578,684</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Individual support	300,902	159,000	459,901
Wider advocacy	20,394	10,338	30,732
	<u>321,297</u>	<u>169,338</u>	<u>490,633</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**10. Analysis of expenditure on other activities**

**Summary by activity**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total 2024 £</b>
Resilience Book	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Resilience Book	-	2,900	2,900
	<u>-</u>	<u>2,900</u>	<u>2,900</u>

**11. Analysis of expenditure on charitable activities**

**Summary by expenditure type**

	<b>Staff costs 2024 £</b>	<b>Other costs 2024 £</b>	<b>Total 2024 £</b>
Individual support	336,262	210,332	546,594
Wider advocacy	27,275	4,815	32,090
	<u>363,537</u>	<u>215,147</u>	<u>578,684</u>

	<b>Staff costs 2023 £</b>	<b>Other costs 2023 £</b>	<b>Total 2023 £</b>
Individual support	276,596	183,307	459,903
Wider advocacy	26,146	4,587	30,733
	<u>302,742</u>	<u>187,894</u>	<u>490,636</u>

	<b>Direct costs 2024 £</b>	<b>Support costs 2024 £</b>	<b>Total funds 2024 £</b>
Individual support	424,070	122,524	546,594
Wider advocacy	25,641	6,449	32,090
	<u>449,711</u>	<u>128,973</u>	<u>578,684</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**11. Analysis of expenditure on charitable activities (continued)**

	<b>Direct costs</b>	<b>Support costs</b>	<b>Total funds</b>
	<b>2023</b>	<b>2023</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Individual support	362,430	97,472	459,902
Wider advocacy	25,602	5,131	30,733
	<u>388,032</u>	<u>102,603</u>	<u>490,635</u>

	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2024</b>	<b>2024</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	264,853	23,516	288,369
Direct costs of activities	159,217	2,125	161,342
	<u>424,070</u>	<u>25,641</u>	<u>449,711</u>

	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2023</b>	<b>2023</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	222,694	23,309	246,003
Direct costs of activities	139,736	2,293	142,029
	<u>362,430</u>	<u>25,602</u>	<u>388,032</u>

**12. Analysis of expenditure by activities**

**Analysis of support costs**

	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2024</b>	<b>2024</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	71,409	3,758	<b>75,167</b>
Rent	10,599	558	<b>11,157</b>
ICT costs	10,985	578	<b>11,563</b>
Insurance	1,475	78	<b>1,553</b>
Legal and professional	3,529	186	<b>3,715</b>
Governance	15,829	833	<b>16,662</b>
Other costs	8,698	458	<b>9,156</b>
	<u>122,524</u>	<u>6,449</u>	<u><b>128,973</b></u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**12. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Individual support 2023 £</b>	<b>Wider advocacy 2023 £</b>	<b>Total funds 2023 £</b>
Staff costs	53,902	2,837	<b>56,739</b>
Rent	9,854	519	<b>10,373</b>
ICT costs	7,563	398	<b>7,961</b>
Insurance	1,330	70	<b>1,400</b>
Legal and professional	3,772	199	<b>3,971</b>
Governance	14,694	773	<b>15,467</b>
Other costs	6,357	335	<b>6,692</b>
	<u>97,472</u>	<u>5,130</u>	<u><b>102,603</b></u>

**13. Independent Examiner's fee**

The fee for the independent examination of the accounts was £1,638 (2023 - £1,560)

**14. Staff costs**

	<b>2024 £</b>	<b>2023 £</b>
Wages and salaries	356,848	293,789
Social security costs	26,884	21,417
Pension costs - defined contribution scheme	16,913	14,446
	<u>400,645</u>	<u>329,652</u>

The average full time equivalent of persons employed by the Company during the year was as follows:

	<b>2024 No.</b>	<b>2023 No.</b>
Raising funds	0.8	0.7
Charitable activities	8.5	6.8
Governance	<u>0.3</u>	<u>0.3</u>
	<u>9.6</u>	<u>7.8</u>

There was no employee whose employee benefits exceeded £60,000 (2023- nil)

The key management personnel of the charity consists of the Trustees and the Director.

The total employee benefits of the key management personnel is £56,409 (2023-£53,722)

**15. Trustees remuneration and expenses**

No remuneration or expenses were paid to any Trustee during 2024 (2023-nil)

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**16. Debtors**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Due within one year</b>		
Prepayments and accrued income	7,090	8,599
	<u>7,090</u>	<u>8,599</u>

**17. Creditors: Amounts falling due within one year**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade creditors	3,126	3,221
Other taxation and social security	10,736	8,399
Other creditors	1,638	1,560
Accruals and deferred income	5,924	1,870
	<u>21,424</u>	<u>15,050</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**18. Statement of funds - current year**

<b>Unrestricted funds</b>	<b>Balance at 1st April 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General funds	413,323	384,333	271,438	(14,754)	511,464
Designated funds	19,528	-	-	14,754	34,282
	<b>432,851</b>	<b>384,333</b>	<b>271,438</b>	<b>-</b>	<b>545,746</b>

<b>Restricted funds</b>	<b>Balance at 1st April 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Ben and Jerry's	-	19,933	12,515	-	7,418
Children in Need	408	-	408	-	-
Children in Need Small Grant	9,735	10,000	9,996	-	9,739
Crucible Foundation	-	50,000	15,500	-	34,500
City Bridge Trust	11,239	11,250	7,500	-	14,989
David Kogan	2,217	-	2,217	-	-
Garfield Weston Foundation	-	15,000	15,000	-	-
The Henry Smith Charity	8,333	50,000	40,000	-	18,333
Lloyds Bank Foundation	1,191	-	1,191	-	-
Linbury Trust	35,000	60,000	88,000	-	7,000
Peter Stebbings Memorial Charity	-	5,000	4,500	-	500
Rayne Foundation	-	20,000	20,000	-	-
Samworth Foundation	50,897	40,000	38,795	-	52,102
Stanley Thomas Johnson Foundation	24,952	43,903	66,717	-	2,138
The Mrs Smith & Mount Trust	10,000	15,000	15,000	-	10,000
The Tudor Trust	2,000	-	2,000	-	-
Various Grants above £1,000	-	1,000	-	-	1,000
MAJOR DONORS	20,818	4,274	7,837	-	17,255
<b>Total restricted funds</b>	<b>176,790</b>	<b>345,360</b>	<b>347,176</b>	<b>-</b>	<b>174,974</b>
<b>Total of funds</b>	<b>609,641</b>	<b>729,693</b>	<b>618,614</b>	<b>-</b>	<b>720,720</b>

Baobab is grateful to receive restricted funding, some of which enables support to our community members which otherwise would not be possible, some of which supports development in specific areas of our work such as advocacy, and others contributes to our core work.

- Peter Stebbings Charity and The Mrs Smith & Mount Trust contribute to the cost of our interpreters which are essential to all aspects of our frontline work.
- Children in Need, Lloyds Bank, The Tudor Trust, the Rayne Foundation and Ben and Jerry's contribute to the salaries of our key staff and interpreters as well as volunteer and project costs.
- The Children in Need Small grant contributes towards our essential overhead costs, including rent.
- The Samworth Foundation supports Fundraising costs, enabling us to maintain financial and operational stability.
- Garfield Weston Foundation supports psychosocial activities and residential retreats for our community members.
- City Bridge Trust, the Crucible Foundation, The Henry Smith Charity and Linbury Trust all provide restricted funding towards our core activities.
- Stanley Thomas Johnson Foundation support with contributions towards staff salaries predominantly in our psychotherapy team but also funding our clinical administrator post and other central posts.
- The support from David Kogan has enabled us to continue our fund supporting our community members who are destitute or in extreme financial hardship.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**19. Statement of funds - prior year**

<b>Unrestricted funds</b>	<b>Balance at 1st April 2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General funds	250,336	351,743	188,274	(482)	413,323
Designated funds	19,046	-	-	482	19,528
	<b>269,382</b>	<b>351,743</b>	<b>188,274</b>	<b>-</b>	<b>432,851</b>
<b>Restricted funds</b>	<b>Balance at 1st April 2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Ashworth Charitable Trust	-	-	2,000	-	-
The National Lottery Community Fund					
Awards For All	8,315	-	8,315	-	-
Children in Need	259	30,658	30,509	-	408
Children in Need Small Grant	10,000	10,000	10,265	-	9,735
City Bridge Trust	11,239	45,000	45,000	-	11,239
David Kogan	8,183	6,000	11,966	-	2,217
Evan Cornish Foundation	3,333	-	3,333	-	-
Garfield Weston Foundation	14,271	-	14,271	-	0
The Henry Smith Charity	-	25,000	16,667	-	8,333
Lloyds Bank Foundation	11,745	-	10,554	-	1,191
Linbury Trust	-	70,000	35,000	-	35,000
Network for Social Change Charitable Trust	6,426	-	6,426	-	-
Peter Stebbings Memorial Charity	1,667	-	1,667	-	-
Samworth Foundation	51,198	40,000	40,301	-	50,897
Stanley Thomas Johnson Foundation	29,964	68,923	73,935	-	24,952
The Mrs Smith & Mount Trust	-	15,000	5,000	-	10,000
The Tudor Trust	-	2,000	-	-	2,000
Unbound Philanthropy	8,333	-	8,333	-	-
MAJOR DONORS	29,990	6,850	16,024	-	20,818
<b>Total restricted funds</b>	<b>196,923</b>	<b>319,431</b>	<b>339,564</b>	<b>-</b>	<b>176,790</b>
<b>Total of funds</b>	<b>466,305</b>	<b>671,174</b>	<b>527,838</b>	<b>-</b>	<b>609,641</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**20. Summary of funds - current year**

	Balance at 1st April 2023	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2024
	£	£	£	£	£
General Funds	413,323	384,333	271,438	(14,754)	511,464
Designated Funds	19,528	-	-	14,754	34,282
Restricted funds	176,790	345,360	347,176	-	174,974
	<b>609,641</b>	<b>729,693</b>	<b>618,614</b>	<b>0</b>	<b>720,720</b>

**Summary of funds - prior year**

	Balance at 1st April 2022	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2023
	£	£	£	£	£
General funds	250,336	351,743	188,274	(482)	413,323
Designated funds	19,046	-	-	482	19,528
Restricted funds	196,923	319,431	339,564	-	176,790
	<b>466,305</b>	<b>671,174</b>	<b>527,838</b>	<b>0</b>	<b>609,641</b>

**21. Analysis of net assets between funds**

	Restricted funds 2024	Unrestricted funds 2024	Total funds 2024
	£	£	£
Analysis of net assets between funds - current year			
Current assets	183,185	558,959	742,144
Creditors due within one year	(8,211)	(13,213)	(21,424)
Total	<b>174,974</b>	<b>545,746</b>	<b>720,720</b>

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Analysis of net assets between funds			
Analysis of net assets between funds - prior year			
Current assets	184,751	440,120	624,691
Creditors due within one year	(7,781)	(7,269)	(15,050)
Total	<b>176,970</b>	<b>432,851</b>	<b>609,641</b>

**22. Related party transactions**

No related party transactions took place in the period.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**

England & Wales - Charity number 1135407

---

# Accounts

---

# THE BAOBAB CENTRE

## For Young Survivors in Exile



### Annual Report and Accounts for April 2022 to March 2023

Charity Number: 1135407

Company Number: 6816297

6-9 Manor Gardens London, N7 6LA

Phone: 0207 263 1301 E-Mail: [info@baobabsurvivors.org](mailto:info@baobabsurvivors.org)

Website: <https://www.baobabsurvivors.org>





# The Baobab Centre for Young Survivors in Exile: Annual Report and Accounts

## The Annual Report for April 2022- March 2023

<i>The Baobab Centre for Young Survivors in Exile: Annual Report and Accounts</i> .....	2
<i>1: Introduction / overview of the year</i> .....	3
<i>2: The context of our work over the past Year i.e. 2022 April to 2023 March and the voices of Baobab Community Members</i> .....	4
<i>3: The Context of our Work</i> .....	7
<i>4: Themes, Issues and Baobab Advocacy Work</i> .....	8
<i>5: Our Approach</i> .....	10
<i>6: Statistics on asylum seeking minors, at Baobab and beyond</i> .....	11
<i>7: Clinical Issues and Individual Psychotherapy (This section should be read alongside the statistics section)</i> .....	12
<i>8: Social and Casework Issues</i> .....	13
.....	13
<i>9: Groupwork Issues</i> .....	13
<i>10: Community Issues</i> .....	16
<i>11: Education Sessions</i> .....	17
<i>12: Financial Issues</i> .....	17
<i>13: Fundraising Issues</i> .....	17
<i>14: Human Resources Issues</i> .....	18
<i>15: Safeguarding Issues</i> .....	19
<i>16: Monitoring and Evaluation</i> .....	19
<i>17: Conclusion</i> .....	19
<i>18: Final Word</i> .....	20

## [Annex] The Annual Accounts for April 2022 – March 2023

## 1: Introduction / overview of the year

March 2023 marks fifteen years of our work as the Baobab centre and we hope to make use of the coming year to both celebrate and to reflect. Claire Helman, our Chair of Trustees, told us in December 2022 that she would like to retire from her role in December 2023 and November 2023 was her last meeting. Baobab has been working for fifteen years now i.e. between April 2008 and April 2023 and Claire has been linked to our work since the year we began. As is set out in our website:

***'The Baobab Centre for Young Survivors in Exile was first formed in 2008 and set up as a company by limited by guarantee in 2009 and later as a charity in 2010.'***

I would like to start this year's annual report with a reflection on how far we have come, and giving thanks to those individuals who were with Baobab at the start of our journey. We began working in the home of one of our early very generous Trustees, Tricia Pank. We ran individual and group sessions from this venue. Very soon after we started, we realized that we needed to become a registered charity to build resources for our multi-disciplinary and holistic approach. This would include a variety of clinical and casework perspectives. We were, and remain, convinced that a multi-disciplinary approach, where a different professionals worked closely together was what unaccompanied asylum-seeking children and young people needed.

A small group of us, some clinicians, some group workers and some with a huge amount of administrative experience, formed a working group to think initially how we might raise funds for a caseworker. Dick Blackwell (a group analyst) put an advertisement in the Guardian asking for responses and involvement from people with significant experience as senior administrators. Through this source we found Jill Pack who had just resigned from the BBC, where she had a senior role, and was looking for volunteer work. Through my social and community connections I was introduced to Denise Wilkinson, someone who had been the CEO of various charities, and I met Claire Helman and Sue Lukes (one of our early Trustees), through local community connections. Over time I learned that Claire had also been a department Director in various very large charities and had worked overseas for International NGO's, including working in Uganda, a country from which several of our community members originated. She also had trained in family therapy including the study of organizational dynamics. Given her experience I asked her if she would like to join our planning group and eventually realized that she had the skills to become chair of our trustees. She is now the CEO of a large charity in the east end of London. Claire was thus involved from the start in sharing her managerial skills and in deciphering and translating for us all we needed to do to become initially a company limited by guarantee and later a sustainable registered charity, with clear and continuing objectives.

Since 2008 Claire has been actively and practically involved in the governance of Baobab and in particular our financial management, human resources and fundraising. She has been a complete rock in these areas, always accessible for responding to queries and giving advice when needed. In relation to complicated governance and human resource issues and in terms of chairing our finance committee and ensuring we take absolute care to not spend beyond our resources. I think we have now internalised this advice after fifteen years! Claire has been able to recognize and support our holistic approach and ensure that our Trustees meetings include discussion of clinical and community and safeguarding matters alongside financial, fundraising and personnel issues.

**Here in this report, I would like to record our enormous appreciation of Claire's involvement with Baobab through all the early stages of our development and the last few years when we have been both stable and recognized by both referrers and funders. She has worked very hard towards our aims and we have learned a lot from her about reflective practice and stable governance.**

We certainly would not be where we are now without Claire's huge input of time and wisdom. I am sure we will often miss her as we enter this new phase with enthusiasm and care and healthy scepticism in terms of our current context and current needs to safeguard and protect a large group of vulnerable minors and young adults and to raise sufficient funds to do this work well. We certainly wish Claire very well and hope that she will use her time for herself and her many passions. There are four lovely abstract paintings by Claire in our group room that help us to focus and concentrate during the inevitable complicated moments in each Friday group session (both with staff and with young people).

Looking ahead, we are also delighted that Dr Felicity Dirmeik, a very experienced psychiatrist and psychoanalyst, who has been one of our trustees for some while, has agreed to take over the role of chair of our trustees in January 2024.



## 2: The context of our work over the past Year i.e. 2022 April to 2023 March and the voices of Baobab Community Members

This year there has been a significant and increased feeling of hostility towards asylum seekers in the UK from those in power to make decisions i.e. the current government who have such a large majority and from the press. At the same time there seems to be an increase in warmth towards and support of refugees by NGOs and members of the public. The government's plans to introduce measures to prevent those who aim to seek asylum in the UK, from seeking asylum if they arrive by an irregular route, means that the majority of those who wish to seek safety and protection in the UK will be barred from doing this if the detail of the bill is acted on. Our community members have been included in meetings with members of the House of Commons and the House of Lords. In these meetings young people have been given time and space to share the detail their narratives and their experiences in their home countries and on their journeys into exile, alongside learning about the democratic political processes in the UK. The House of Lords suggested many amendments to the bill but as a consequence of the government majority we were told that these amendments were unlikely to be accepted.

We have during this year been able to establish for the first time our casework team lead now by Jodie Bourke our Head of Casework. We have three part time paid caseworkers/social workers and one volunteer caseworker. We have also established our senior leadership team currently consisting of our Head of Casework (Jodie Bourke) and Head of Group Work (Bitenge Makuka) and our Head of Operations (Rosanna O'Keefe) as well as our director. In terms of clinical work

we have an excellent Clinical Administrator, Elisa O'Brien, who during this year has set up systems to deal with our regular flow of new referrals; to set up three session assessments; and to support clinicians in the essentially holistic approach of assessing young people's needs and making decisions, with them, about whether or not they would like to come to become a member of the Baobab Community and if our team is of the opinion that they could make use of our therapeutic, community and casework models. We have worked during this year on the detail of procedures for leaving and joining our community and these have been finalised providing clarity around our clinical processes and service provision. We have introduced regular reviews of our young people's participation in the different levels of our therapeutic work i.e. individual work, groupwork and participation in community activities, outings and community meetings.

During this year, several members of our clinical team have developed new skills to supplement their psychotherapy tool bag, in particular, learning EMDR skills. Bitenge Makuka completed two years of group analytic training.

We organized two different therapeutic Retreats over the summer one on a farm and the other at MB3. There is a well expressed desire that our staff team organises a variety of social activities during the college breaks so then in addition to our ongoing music and philosophy groups the whole staff team arranges many activities during the college breaks. These included this year, horse riding, climbing, canoeing, running, cycling, drama and art days as well as day trips to the sea and to museums.

Our fundraising and admin teams organized activities for staff and supporters. In June 2022 we held a community art exhibition and displayed artwork and poetry created by both young people and some of our staff. In December 2022 we appreciated very much that Mo Farah agreed that we show the documentary about his life, his trafficking to the UK and his journey as an unaccompanied child from Somalia to the UK. Mo Farah was unable to attend the event but made a small video where he talked briefly about the links between his experiences and those of the young people who attend Baobab. The film-maker Leo Burley, who worked in partnership with Red Bull studios, attended the event and spoke in dialogue with our director. Our fund-raiser Isaiah Dupree organized and led the event with enthusiasm and energy. We were able to have a discussion with questions about the challenges of protecting and safeguarding and assessing children and adolescents who have left their home countries after experiences of human rights abuses.

During this year we also prepared our strategic plan which focuses on operationalising our two main aims of rehabilitation and justice. This plan was developed in consultation with a specialist in organizational development and with all members of the Baobab Community including our young community members, Trustees, clinicians, individual and group psychotherapists, caseworkers and administrators. We aimed to ensure that all members of our community had a voice. From larger and smaller meetings and individual comments our senior leadership team distilled a Strategic Plan which reflects on where we are in the present as an organization and how we would like to develop in the future. Part of this includes being clear about the possible pathways through Baobab for young people, considering their internal psychological issues and their external practical needs, including their needs for asylum, care, education, attention to their physical and psychological health needs, housing and destitution support and the commitment for the clinical staff to provide specialist clinical reports in order to support their asylum claims as well as their need for priority housing and care on account of their vulnerabilities. We always centre the voices of Baobab's young people in our planning and values.

**For the young people in our community Baobab has been described as:**

*'A home, a place to breathe, no matter who you are or where you come from.'*

*'A team of people who fight for your rights, who speak truth to power, who are tenacious and hopeful.'*

*'A community that cares for you, your mental health and your wider wellbeing.'*

*'Somewhere that is yours, where you feel listened to and able to make decisions about your future.'*

The report also highlights our aspirations over the next five years, in line with our strategic plan. Below are our aimed outcomes, as detailed in our strategic plan:

**Priority Outcomes: Our Community and Advocacy**

- 1. Young people: Increased the number of young people we support to between 80-90 attending weekly and have a greater proportion of referrals from organisations working with newly arrived young people.**
  - a) Receive greater numbers of referrals from organisations working with young people who are newly arrived in the UK and have developed strong relationships with those partner organisations.*
  - b) Have a clearly articulated model including a publicly shared version which is accessible to non-clinicians. This will include our belief that the threshold for the number of young people in the community is 90.*
  - c) Continue to follow our model of rehabilitation and justice through holistic and interwoven psychotherapeutic, casework, practical and community support for the young people in our community.*
- 2. Young People: Established decision-making roles at Baobab for young people from the community.**
  - a) Have an active and established mentor group, made up of members of Baobab's community, who have a decision-making role within Baobab, including being on recruitment panels, co-chairing community meetings, attending events and providing feedback.*
  - b) Establish paid and voluntary opportunities for young people from our community who would like to develop or learn particular skills at Baobab and with partner NGOs.*
- 3. Advocacy: Baobab will routinely share our expertise and our community members' (anonymised) experiences with other professionals and with the public with the objective of improving the experience for all young asylum seekers and refugees in the UK.**
  - a) Establish Baobab's role within the sector as: holding specialist knowledge and experience on the mental health and developmental impact of loss and trauma and unplanned change on young asylum seekers and refugees; and being a source of voices and of young people who wish to speak out about these experiences.*
  - b) Have strong relationships with peer organisations to amplify both the voices of those in our community and our organisational knowledge and expertise.*
  - c) In particular, Baobab will have increased our research and documentation capacity, connecting the complexities of individual stories/experiences to the issues with UK policy and practice. Our Enabling Outcomes: Building Organisational Resilience*
- 4. Leadership and Governance: Built resilience within the governance and leadership.**
  - a) Have a strong, engaged and diverse board which has both enthusiasm and experience in governance and includes key posts/expertise: Chair, HR, Clinical, Treasurer, Social work, Advocacy and Human Rights.*
  - b) Have a Director who is a practicing psychotherapist holding a small caseload at Baobab and who is passionate about Baobab's core purpose and values, as set out above.*
- 5. People, Structure and Processes: a strong and experienced staff team supported by robust clinical and operational processes.**

*a) People strategy: Baobab will have invested in recruitment contributing to a strong and stable staff team supported by committed volunteers. This team will be backed up by supportive processes including but not limited to: staff joining procedures, a clear pay grade structure, training opportunities and wellbeing support.*

*b) Operational processes, this includes, but is not limited to, new or improved: website, database, IT security, confidentiality procedures, and environmental policies.*

*c) Clinical Processes, this includes but is not limited to new or improved: young people joining and leaving processes, clinical assessments, referral processes, database for record keeping, filing /naming structure, organisation of paper files and retention plan.*

**6. Representation and Opportunities: Increased the percentage of staff, volunteers and trustees who come from refugee backgrounds and can bring lived experience to our team.**

*a) Across the teams have a greater number of staff, volunteers and trustees with similar lived experiences to the young people we support.*

**7. Resources: we will develop our income proportionately to provide financial security in order to sustain our work supporting a unique community and plan ahead with confidence.**

*a) We will have increased our portfolio of multi-year unrestricted grants and have resilient, ongoing relationships with these funders. This will enable us to fulfil our planned work, provide the confidence to plan ahead and give greater certainty to our role as a stable source of support to the young people in our community.*

*b) We will have strengthened our relationship with small and individual donors in order to diversify our income streams and give us greater flexibility to respond to needs as they emerge. c) Building: We will have explored in depth the pressures on the current building and the cost and implications of moving. This work will only begin in year 3 of this plan (i.e. 2026), however Baobab will be ready to respond to opportunities if they arise, including partnerships with other organisations.*

### 3: The Context of our Work

During this year and it has seemed that the world we are living and working in is much more unstable than it was at this time last year. Readers of this report will all be familiar with the conflicts in the world (over resources, beliefs, values, power, climate change and governments failures to address this), that in various places each have created such turbulence, human rights abuses and inequality that have led to the creation of asylum seekers and refugees, individuals who have left their homes and home country because, their fear that they are likely to experience further persecution or be killed, is well founded. At this time in the world there are conflicts where one group, ethnicity or nationality are treated with contempt by a more powerful group of people who feel that they are entitled to resources or political position in the area where the subjects of contempt are living. We currently see violent conflicts and repressive regimes and countries where inadequate governments are challenged by militia groups in many parts of the world, e.g. Sudan, Yemen, Syria, Kurdistan, Afghanistan, Ethiopia, Eritrea, Libya, China, the East of Congo and Ukraine, among others.

Children and Adolescents may make their own decision to leave their home country but often someone else has made the decision on the behalf of individual young people. Often this leads to young people being sent to 'safety' away from their home and their country by adults who have no idea to where or through where, their offspring are travelling and consequently about differences in culture and ways of life. As a consequence young people seeking asylum and safety are prepared, neither for the detail of their experience of their journey into exile, nor for the expectations and ways of life country to which they finally arrive to seek safety and protection. The UK Home Office during this year has been led by two Home Secretaries who have expressed political views about their priorities to control the borders of the UK and

on the basis of the political views of their political party worked with others to produce new legislation. Both have been involved with Home Secretaries in other European countries pre-occupied with limiting migration and conflating their discourses both about migration and asylum seeking and about the ways in which people cross borders; rather than why they leave their home countries.

It is in this context that the governments of various Western countries including the UK, produce repressive and inhumane legislation such as the UK's latest 'Illegal Asylum Bill' which after months of significant challenge aims to reach the statutes in June 2023 and which states very clearly that anyone arriving by an illegal route will have no right to apply for asylum in the UK; unless their circumstances are exceptional. Our area of work is alongside specialist asylum and immigration lawyers, who have increasingly limited capacity, working with them to find and to flesh out 'exceptional circumstances' that may lead to the Home Office agreeing to look at each young person's asylum claim. Given that we have never met a young and unaccompanied person who arrived in the UK by a legal route we are concerned that the rights of young people who have experienced profound human rights abuses in their home countries and on their journeys into exile are not going to be able to apply for asylum in the UK. The current government and some of our press are focused on a plan to send asylum seekers to have their claims processed in Rwanda, this in the face of clear evidence (from Amnesty International; Human Rights Watch; and the US State Department Human Rights Reports; of significant human rights abuses and repressive measures being perpetrated in Rwanda. We continue to be troubled that instead of openly and transparently focusing on the reasons why children and young people leave their home and home country the current government and the press focus on the ways in which asylum seekers travel and with whom. The fact that asylum seeking young people are helped to leave their home countries because either they or their carers fear either that they will experience significant persecution or they will be murdered, is absent from most of the government and press discourse. It is a fact that when individuals fear for their lives they cannot travel by legal routes and usually don't have time to collect birth certificates and passports. We work with young people who are survivors of organized violence, war, imprisonment, trafficking and forced recruitment. Many have observed the humiliation, arrest, imprisonment and murder of their parents. These facts, which we hear about daily in psychotherapy sessions, in some detail, are rarely spoken by government politicians or by many journalists.

#### **4: Themes, Issues and Baobab Advocacy Work**

In January 2023, with much prior planning, five members of the Home Office decision making staff, including the head of the team came from Liverpool, to discuss the issues that were of concern to our staff and our young people. This included waiting times for interviews and decisions from the Home Office, housing issues, the processes of age assessment and challenges to credibility, and young people having time, after being explained the asylum application systems, to share their narrative, of their difficult and traumatic experiences and the reasons they have come for safety and protection to the UK, without interruption, before they are questioned on details. They met with members of our staff team and with four young people. We were able to have a full and open discussion about our differences and especially during the time when they met with the young people they were visibly moved to hear the actual experiences of each young person. Further meetings were planned, over the next year, including, a return visit to Liverpool, for some members of our multi-disciplinary team to discuss our concerns more fully and a visit to Dover to talk with the Home Office and Border-force teams who meet refugees when they arrive at the border.

We have been planning our first Baobab Talk since the Covid pandemic, to be an exploration of the issue of age assessment of young asylum seekers who Home Office or Social Services staff believe to be older than their stated age. The Home Office have set up a working group, exploring the issues related to assessment of age and they plan to set up a team named the NAAB, National Age Assessment Bureau. A highly experienced statistician Dr. Tim Cole is on the Home Office working party and he, a lawyer Syd Bolton and a paediatrician Dr. Nick Lessof who is a child protection lead for three London boroughs agreed to speak at our Baobab Talk planned for June 2023. It is our view, following the work of the first Children's Commissioner Al Ainsley Green, that it is not possible to assess age accurately and only an estimated age can be reached i.e. plus or minus two years. It is also essential in assessing age to have the views of several different

professionals working together in a multi-disciplinary team, that includes paediatricians, child and adolescent psychotherapists, Teachers and foster carers/childcare workers who know the young person well, this alongside social workers. It is also essential that cultural and ethnic differences in age and development are considered. We are puzzled that the Association of Directors of Children's Services have agreed that Social Workers will assess young asylum seekers without working in the context of a multi-disciplinary team who share information.

During this year our context has included the Ukraine War which seems to have drawn political and journalistic attention away from refugees seeking asylum from other countries coloured by very serious conflicts and in particular the creation of a safe passage from Afghanistan. The presentation in the House of Commons of the new 'Illegal Asylum Bill' will if placed on the statutes as a consequence of the majority held by the current government, provide a very serious challenge for young asylum seekers and for our work. The current asylum context in the UK is worrying for us all in terms of our task of building safety and security for young people who have experienced profound strains and stressors to their development. We are concerned that young people who arrived in the UK after June 2023 may not even be allowed to apply for asylum. Young people are likely to have their credibility and their age challenged and to have to live in a state of prolonged uncertainty which will certainly have a long-term impact on their mental health and their development. In this context we are trying to carry out some research, in order to underpin our claims and statements and also to both engage with MP's, civil servants and others who have power to make changes and hold multi-disciplinary, multi-professional meetings and training sessions for any workers in our networks who feel that they would like to have some further training. This would include social workers, teachers, foster carers, lawyers, clinicians and NGO caseworkers.

#### The research we are working on currently includes:

- Exploration of the content and quality of Interviews by Home office and SSD staff.
- Exploration of impact on young people of a prolonged wait for some positive asylum decision and then being offered thirty months.
- Exploration of relationship between attachment and resilience in Afghan young people.
- Proposed research on quality of age assessments with the aim of challenging the Social Services

Directors and the ethics and practice of challenging the credibility of children and in particular their age on account of the impact of these challenges on a young person's mental health and well-being. We are puzzled that the ADCS (Association of Directors of Children's Services) have agreed with the Home Office that the profession of social work should take on the task of age assessment while scientific advice (article by first children's commissioner Al Ainsley Green et al 2012) indicates that accurate age assessment is not possible and that only a multidisciplinary group of professionals working together can together come up with an estimated age for each young person. The challenging of the narratives of young asylum seekers is profoundly disorganizing of their state of mind...Huge amounts of money are spent challenging age assessments by Social Services Departments. In fact, research carried out by Kamena Dorling at the Helen Bamber Foundation discovered that 63 percent of the SSD age assessment decisions are wrong and are overturned when challenged.

The Helen Bamber Foundation research is being further developed by three organizations working together (The Refugee Council, The Helen Bamber Foundation and The Humans for Rights Network).

At Baobab, we are planning to record the Adverse Childhood Experiences of each young community member in terms of the human rights abuses they have experienced in their home countries, on their journeys to the UK and in the UK. We are planning to recruit a researcher one day a week whose role it will be to document the human rights abuses experienced by young people attending our centre. These include experiences of violence in a variety of contexts,

experiences of separation and loss and difficulties in bereavement and difficulties and disorientation linked to having to deal with numerous unplanned changes with little life experience.

This year we have worked closely with a group of lawyers and judges from Methoria First Rights Project who are working with the Refugee Law Initiative at London University. This group, led by two lawyers who are trained in both child protection law and asylum law aims to set up a pilot project setting up a new court to make decisions about young asylum seekers that considers both their developmental and care needs and their asylum needs. We work closely with them and have been invited to bring to their presentations, a group of articulate young people from Baobab who can share the detail of their experiences. The Methoria First Rights researcher will be producing a research document highlighting a different way of working with this population.

As we are in April 2023 entering our fifteenth year, we would like to celebrate this by producing a small booklet reflecting our involvement with fifteen young people who have made a long and impressive journey with Baobab.

In addition to our research, we run a monthly consultation group for anyone working with young asylum seekers and refugees and are regularly asked to run sessions with groups of teachers, NGO caseworkers, social workers and clinicians.

We have also been working on developing our relationship with a few NGOs who specialise in working with young asylum seekers and refugees. We produced a book about coping strategies and resilience called 'Behind the Mask' which is composed of comments and thoughts shared by our community members on various subjects, that is how to cope with the various life challenges experienced by young asylum seekers and refugees in the UK. The book is composed only of the words of young people (apart from the introduction.) The British Refugee Council Policy Officer is keen that Baobab and the Refugee Council run an event at the House of Commons to raise awareness of the needs of refugee and asylum -seeking children and young people. The Refugee Council team will take the lead in terms of arranging the meeting, and liaising with the Speaker and various MP's. We will be working with a group of Baobab Community members who will talk about the preparation of the book and their experiences of the UK asylum system.

## 5: Our Approach

Our aim within Baobab is to keep in mind at all times the several layers of therapeutic involvement and casework with which our young community members can become involved. It is essential that all staff work together in a multidisciplinary team and that each member of staff becomes involved with the young people. This is why we need as an organization to remain small. The young people, after experiencing many human rights abuses experience many difficulties in their development. Our model aims to restore as much as possible to progress in their development and to build their resiliencies while at the same time focusing on their vulnerabilities little by little, at their pace, much in the same way that a parental bird might take in food and give their offspring smaller chunks of food, little by little. For this work the young people need a multidisciplinary team with diverse approaches working closely together and they need individual and group relationships. We find that the cocktail mix of individual, small group and active promotion of community membership fortifies young people and enables them to progress in personal, social and relational spheres.

We have been discussing with the Home Office that it is our collective view that young asylum seekers need a holistic and integrated model of work, similar to the Barnahus Model (started in Scandinavia) where young people who have been abused are housed in one appropriate place and where all the assessing professionals come to them. It is also important that their care needs and other legal requirements are dealt with in one place. We are in the process of developing these ideas with lawyers and social workers and sharing these ideas with civil servants with the aim of setting up a pilot project.

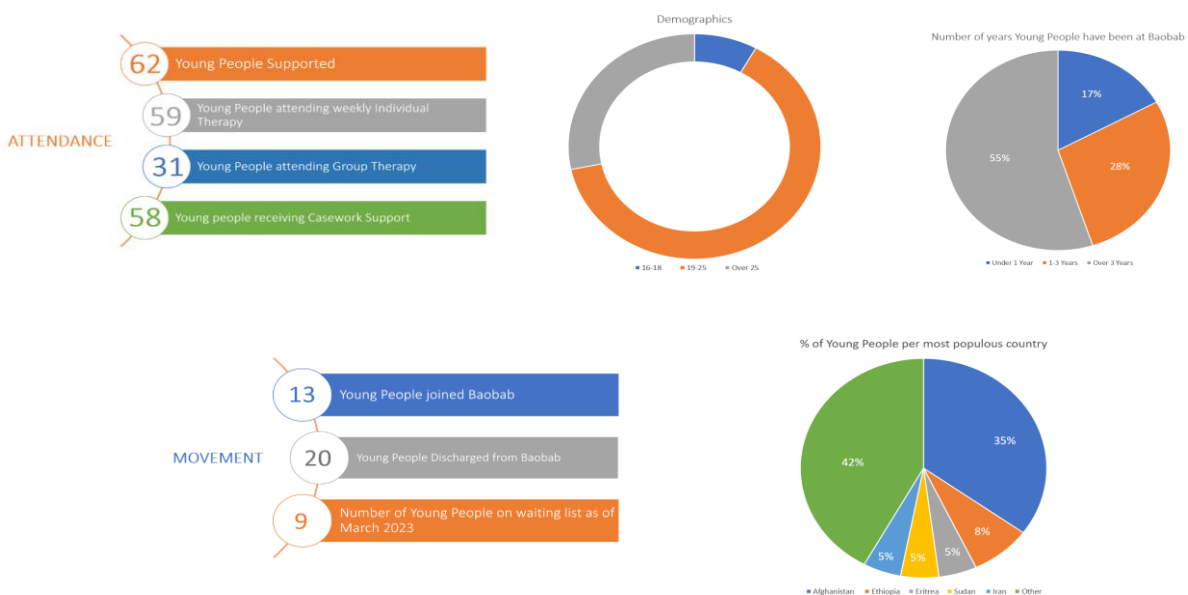
Over the last year our aim has been to refine and clarify our work processes. This has been articulated through developing a clear care pathway for young people through Baobab, as well as in an induction document about our clinical model which we share with staff when they join Baobab and through our induction process. To improve our capacity, we have also set up systems to ease increasing the frequency of our case reviews and the quality of our shared and holistic working.

## 6: Statistics on asylum seeking minors, at Baobab and beyond

According to Refugee Council, between April 2022 and March 2023, 75,492 asylum applications were made in the United Kingdom, a 33% increase from the previous 12 months. The upward trend is probably due to a surge in global displacement. 7% of these applications, or 5,010 applications were made by unaccompanied children, 8% more than the previous year

- **Outcomes:** Of the children whose claims were decided in the last 12 months, 84% were granted asylum or another form of leave to remain. A further 53 unaccompanied children were granted short-term leave to remain which expires after 2.5 years
- **Demographics:** The top country of origin for applications from unaccompanied children in the last 12 months was Afghanistan, with 1,535 children from Afghanistan arriving to the UK to seek protection. Other countries of origin included Sudan, Iran, Eritrea, Vietnam, Iraq, Albania, Ethiopia, and Syria. The majority of unaccompanied children were aged between 14 and 17.
- **On age assessments:** According to the Home Office, between 2016 and December 2022 there were 7,900 asylum cases where age was disputed and subsequently resolved, of which half (48.5 per cent – 3,833 individuals) were found to be adults. However, in its April 2023 Freedom of Information report on the issue of age disputes, Disbelieved and Denied, the Helen Bamber Foundation has found that “this figure (of 49% found to be adults) is **wildly misleading** because new data shows that hundreds of those deemed to be adults by the Home Office are subsequently referred to local authorities and then found to actually be children”. The Helen Bamber Foundation found that of the 1,386 individuals referred to local authorities' children's services as adults, 63% were later found to be children.

Below are statistics on the number of young people Baobab have supported in 2022-2023 and the type of support they have received at Baobab.



## 7: Clinical Issues and Individual Psychotherapy (This section should be read alongside the statistics section)

At Baobab the psychotherapist is the key worker for each young person. WE continue to have a steady stream of referrals to Baobab, mostly of young people who come from failed states and who have experienced extreme human rights abuses to their bodies in their communities, in prisons and on their prolonged journeys to the UK from people smugglers and from the government officials (police and army) in countries on their route to the UK.

Our aim is to give young people the experience of relating with a wide range of adults (parental substitute figures) who enable them to experience different views and opinions and to develop insight into themselves and self-confidence by being enabled to acknowledge and to face both their vulnerabilities and their strengths. In parallel alongside the vertical relationships between adults and young people, it is important that young people attend groups where they learn to listen to others who are different from themselves and to share and to agree and disagree and to find out that however different humans are from each other we are more similar than different.

At the present time many of our young people's experiences of war, hatred and violence are triggered by the current violence in the Middle East. Our groups explore how easy it is for young people who have been abused at many levels i.e. physical (sexual and emotional) brutality, deprivation, marginalisation and invisibility, to have difficulties in sustaining their self-esteem and self-confidence and to as a consequence, hate others and wish to destroy them. In the groups diverse young people from different religions and cultures come to care about and support each other and value the friendship of others of the same gender who share their experiences of violence and loss and unplanned change and low self-confidence.

All our young people experience anxiety, depression, difficulties in regulation of affect, difficulties in relationships with, especially those of a different gender, and in caring for themselves. Most have difficulties in thinking, concentration remembering and forgetting, and significant intrusive thoughts, flashbacks, and psychosomatic symptoms such as body pain and sleep difficulties.

Work with this population involves thinking about the external context that each young person comes from and about both vulnerabilities and resiliencies. Our work focuses enabling young people to face their vulnerabilities little by little and on finding ways to anticipate and care for themselves; and simultaneously on building resiliencies including a sense of belonging; the capacity for reflection; the development of agency and problem-solving skills; the development of creativity and imagination as an antidote to constricted and restricted and rigid thinking that are the consequence of sequential traumatisation; and the development of the capacity to enjoy and take part in community life.

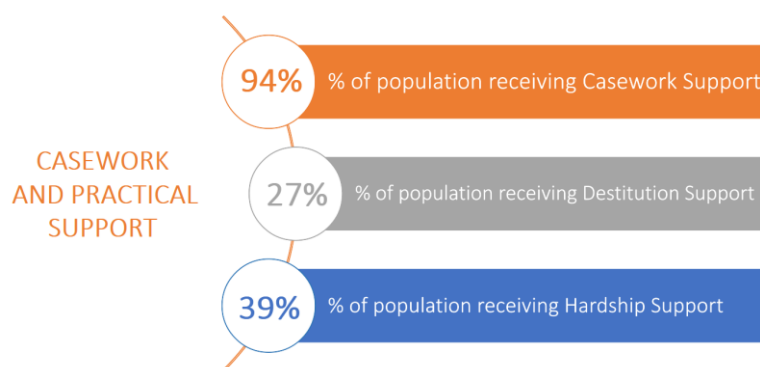
We find that most young people enjoy the possibilities of individual psychotherapeutic work and dealing with their private preoccupations including symptoms related to loss and difficulties in mourning, developmental difficulties that need developmental help and symptoms subsumed under the heading of chronic complex post-traumatic stress disorder. These latter include intrusive thoughts and flashbacks, memory and learning difficulties and relationship challenges and psychosomatic symptoms. (some of our psychotherapists are trained to practice EMDR which some young people find to be helpful). A much smaller group of young people than those participating in individual psychotherapy sessions commit to enjoying and participating in group work, but we are working on trying to understand fully the multiple reasons for this at Baobab. Paraphrasing what Bitenge has written from my perspective, groups provide a vital route to survival in community life. In our Friday Baobab Adult Psychotherapy group for example we have been exploring male identities and questions such as how much group members feel like their father, how much they would like to be different from their father or their mother and the nature of friendship as opposed to biological connections, and the links between friendship and survival.

Clinicians also prepare reports for asylum, housing and occasionally criminal hearings in court and part of our work is to discuss the best way to prepare reports and to behave in court. When we have our lawyer in post, we will be having regular meetings about these subjects. At present this work is discussed in individual supervision and in our monthly psychotherapy meetings. Clinicians also can attend a monthly reflective practice group that explores the relationship between the therapist and the young people. This meeting is facilitated by one of our highly experienced volunteers Teresa Bailey.

## 8: Social and Casework Issues

During the year April 2022 to March 2023, the Baobab casework team conducted more than 1,000 sessions with young people, or an average of 22 sessions per week. 57 young people have attended casework sessions this year so far, an average of 15 per week. This represents 81% of the total number of young people coming actively to the Centre (this was 76% last year). 11% of the casework sessions recorded were conducted by clinicians. In addition to casework support, 8 young people so far in 2023 have received destitution support (10% of the total), and another 29 young people have received hardship support (that's 33% of total of young people). By areas of casework intervention, health/wellbeing and housing represented close to half of all casework support (48%: health and wellbeing 29%, housing 19%). The next largest categories of support were support with accessing benefits (12% of casework sessions), support with accessing social services (10%), support with legal issues (non-asylum related, 8%), and support with accessing education (6%). To note: support with asylum-related issues and dealings with the Home Office represented 4% of all casework support this year. (The clinicians/key workers deal with the majority of asylum issues including liaising with legal reps and preparing reports and attending court and co-ordinated/led by SM).

Lastly, 59% of all casework support went to young people aged 18-25 (this age cohort represents only 51% of our young people), with young people over 25 receiving only 16% of casework support when they in fact make up 38% of our population – in other words, our casework support was needed for the 18-25 age group.



## 9: Groupwork Issues

All Young People attending individual and group psychotherapy at Baobab have experienced some degree of Human Rights violence (abuses) and they have been forced to leave their country of origin for different reasons searching for safety.

Many of them have been badly treated either by:

- The state or the government representatives e.g. soldiers or police
- Members of their communities

- Family members
- Their agents (smugglers- Traffickers) on their way to safety.

It is our experience that a psychotherapy group provides a safe, transitional space where they meet regularly to talk about their feelings, their past, present and future goals, their feelings and memories and the challenges they are facing during their relocation process in the UK. It is a place where they learn to listen to each other, share experiences and coping strategies, living in a new environment, culture, community and country. Participants often feel empowered and safe and build warm close and supportive friendships with other group members that are sustained outside of Baobab and in the community of exile.

It takes a long time for Young People to be able to start interacting with others. The establishment of trust and the building of confidence are key elements of our work. Depending on the nature of their problem, group psychotherapy can be an ideal choice for addressing their concerns and making positive changes in their lives and fortifying young people to be able to participate in community life.

At Baobab we provide individual psychotherapy, group psychotherapy, and opportunities to take part in various activity-based groups and in community life.

Referrals to groups depend on many factors such as developmental age, mental health state, needs and interests. At Baobab sharing and eating a light meal together is an important aspect of all psychotherapy groups.



#### Current Groups at Baobab Include:

- Baobab Adult Group (Meeting every Friday for 90 minutes)- Psychotherapy
- Adolescent Group (Meeting every Mondays)- Psychotherapy
- Nurture Group- Closed during this year- This group was held on Saturdays: We plan to restart when we have capacity.
- Philosophy Group- Closed due to teacher moving on-(to be re-started when we find a suitable philosophy teacher)

- Creative and group activities: Music every Wednesday, Open art workshop planned to start every Thursday and Interpreter's group. Group drama sessions are planned to start in the holidays and a film club is planned for the winter months.



These activities have excellent health, psychological and social benefits for Young People who have fled human rights abuses and been forced to leave their friends, communities, family, culture, language and environment behind. Often there is a feeling of what Renos Papadopoulos calls: **'Nostalgic Disorientation'**. Group activities provided bring young people together and offer private / safe spaces to rebuild confidence, to connect / interact with others, to share experiences and feelings and coping strategies. Many Young People refer to groups as family / community. Our Model of our Work at Baobab is a holistic and multidisciplinary approach where group workers work closely with Baobab individual psychotherapists, our clinicians, our caseworkers and can also link with any external professionals from a variety of disciplines, supporting our Young People.

This shared holistic approach where all workers understand that young people have various needs and each individual worker, can only meet part of the need, but needs to be informed and aware of all needs helps a lot to improve the general wellbeing of our participants.

Young people see and viscerally experience workers co-operating and sharing and this contributes to their 'holding' (Winnicott) and 'containment' (Bion). There is a strong relationship and co-operative approach at Baobab between group workers, case workers and individual therapists.

### **Benefits of Group Therapy**

Joining a group of strangers may sound and feel intimidating at first, but group therapy provides different and important benefits that are different from the depth of insight that comes from individual psychotherapy and casework relationships. Some clinicians report, in fact, that group members are almost always surprised by how rewarding the group experience can be. Groups can act as a support network and a sounding board. Other members of the group often help individual group members to come up with specific ideas for improving a difficult situation or life challenge. Regularly talking and listening to others also helps you put your own problems in perspective. Many people experience

mental health difficulties, but few speak openly about them to people they don't know well. Oftentimes, you may feel like you are the only one struggling — but you're not. It can be a relief to hear others discuss what they're going through and realize you're not alone. Learning to understand and to tolerate diversity is another important benefit of group therapy. People have different personalities and backgrounds, and they look at situations in different ways. We can observe that when young people in a group have the opportunity to see and to listen and to understand the ways in which other people tackle problems and make positive changes, they can discover a whole range of strategies for facing their own concerns and learn to handle conflict in ways that may be difficult and which provoke anxiety but not terror as all group members trust that no-one who has an alternative view will be threatened or killed. In groups we encourage kind challenges and tough love. Young people learn that if they are challenged the aim is not humiliation or diminishing but evidence that everything they say is taken very seriously by facilitators and group members.

## 10: Community Issues

Given that we aim to enable all young people attending the Baobab Centre to come to experience the support and survival potential of friends, especially young people who have lost parents and family members, our small and medium therapeutic and psychotherapeutic groups and our community meetings and events enable young people to slowly come to know and trust each other and to appreciate those (maybe few) people with whom they feel safe enough to share their challenges and vulnerabilities alongside their strengths, and be sure they will not be rejected or humiliated. We have now established a pattern where, in addition to weekly groups, we hold a monthly community meeting where we start with a shared meal at 5.30pm and hold a meeting round a table from 6.30pm to 8pm. All trustees are invited to join us.

Our encouragement for young people to participate gently and slowly in community life is reinforced by various weekly groups and special groups which take place during the holiday periods i.e. Christmas and Easter and Summertime. Young people are encouraged to suggest and to join the planning of holiday projects, as well as participation in both indoor (art, drama, music, cooking) and outdoor (seaside trips and sporting activities). We try to organize as many therapeutic retreats as is reasonably possible within our budget.

Slowly more and more young people have been attending our community meeting. We also plan annually an end of year winter party. This party is our annual complement to our summer party which can take place outside.



## 11: Education Sessions

We currently have six volunteers who teach English to individuals for about an hour each week, some working with one community member and some with two. We also have a new volunteer who specialises in life story work, and who is working with some of our young people who would like to write their autobiographies. We are thinking carefully together about how to keep these accounts confidential and how to distribute the stories. A possibility is printing a certain number of copies of each book.

All the educational sessions offered at Baobab act as a compliment to college education. We are looking for maths and science volunteers and artists and musicians/music therapists who might volunteer and offer sessions. It is our view that access to education and persisting studies in many areas of endeavour provides a huge source of resilience for our population, so it is our aim to enable as many young people as possible to access training, apprenticeships, and education.

## 12: Financial Issues

As described above we have been doing well financially over the past few months and as ever we are hugely appreciative of the careful and reliable work carried out by Mark Andrews, our Financial Administrator and Rob Bending our external Finance Manager and Accountant. I cannot emphasise enough how much we appreciate the steady and secure presence of Mark and Rob. We hold regular finance meetings where we look at the monthly accounts and discuss any spending plans that were not included in our actual or the aspirational budget as well as discussing our annual budget and our aspirations. These meetings are attended by our Head of Operations, Financial Administrator, Finance Manager and two Trustees, John Clarke and Claire Helman, as well as myself.

## 13: Fundraising Issues

Fundraising is certainly a challenge and though we have done well this year and have a surplus at the end of this year, we are concerned that in future years we may be in difficulties for two reasons. One reason is that many funders are limited to offering restricted one-year grants rather than unrestricted multi-year grants. Unrestricted multi-year grants help strengthen our capacity and sustain our operations and services provided immensely. The other reason is that several of our existing multi-year funders will be coming within the next couple of years.

We are hugely appreciative of the wide range of funders who donated to Baobab during this financial year and thank them here very much.

**Please see list below of our donors, including trusts and individuals. We would also like to thank many of our generous Individual Donors who wish to remain anonymous.**

*City Bridge Trust*

*London Churches Refugee Fund*

*Samworth Foundation*

*Human Rights Aid*

*David Kogan*

*Stanley Thomas Johnson Foundation*

*Children in Need*

*Tudor Trust*

*The Linbury Trust*

*The Mrs Smith & Mount Trust*

*Henry Smith Charity*

*The Reel Fund*

*The Aurum Charitable Trust*

*AB Charitable*

*AKO Foundation*

*Orange Tree Trust*

*The Blue Thread*

*Lloyds TSB*

*Comic Relief*

*Tudor Trust*

*Society of the Holy Child Jesus*

*Levy Rifkind Family Trust*

*Rayne Foundation*

*The Bromley Trust*

*The Roddick Foundation*

*Iguano Trust*

*HT and LB Cadbury Charitable Trust*

*London Community Fund*

## 14: Human Resources Issues

We have been thinking a great deal about our capacity and staff retention and recruitment. This includes issues of salaries for paid staff and for all staff the issues of support and wellbeing. We are working on this issue and development of a staff support policy. We discuss human resource issues formally with Trustees at the end of each finance meeting. To date our finance trustees Claire Helman and John Clarke have been in this governance role and it has been very helpful to discuss some sticky issues with two trustees who are more distant from the day-to-day relationships within Baobab. When Claire leaves her role at the end of the year John will continue to be part of our finance and HR meeting and our new trustees will be invited to attend, one having specific responsibilities for Human Resources Advice.

During this year we have thought a great deal, about how we might introduce into our staff team, both staff members with lived experience as asylum seekers and refugees during their childhood and adolescent years and staff members who were originally community members. During this period i.e. April 2022 and March 2023, one of our excellent volunteers who attended our community children's group as a child, asked us after her graduation from university if she could volunteer at our centre. She has been excellent in her role being reliable and efficient and an excellent and

attentive organiser. We agreed appoint her as a very part time administrator in our administrative team. We have also appointed as group worker one of our interpreters who is now studying to become a group analyst.

## 15: Safeguarding Issues

Each week our Head of Casework and our Director meet to discuss safeguarding issues and in our weekly Operations meeting held on Monday's at 3pm we record all our safeguarding concerns. There are usually four or five young people whose issues and names we record each week.

## 16: Monitoring and Evaluation

Each year we carry out a monitoring and evaluation exercise. Some years ago, we worked with Dr. Saul Hillman from the Anna Freud Centre to create an assessment tool that would reflect the complexity of the mental health, the developmental and the practical difficulties of our population. This assessment tool was composed of aspects of several well-established measures of specifically, five areas of difficulty, anxiety, depression, regulation of affect, resilience and behaviour. The development and testing out of this tool established a base line for our work. The original assessment tool also explored young people's relationship with our centre and their views about their involvement with the different aspects of Baobab's approach. Since the establishment of this original baseline, we have each year made small changes to our assessment tool.

Our monitoring has been carried out by master's students at the Anna Freud Centre and at University College London. This year as Dr Hillman has taken a sabbatical, we were able to transfer our academic and research relationship to East Anglia University Clinical Psychology Department. Led by Kenny Chiu, head of the clinical psychology training programme at East Anglia University and carried out by some students from that university and from the Anna Freud Centre we have made some small but significant changes to our assessment tool and plan now each year to focus on different specific aspects of the difficulties of our population for example: fluctuations in self-esteem; resilience; capacities to make and sustain friendships; management of strong feelings such as grief and anger etc. Dr Chiu and one of his colleagues Mazda Beigi oversaw the write up of our overview of the monitoring and evaluation process. We agreed to add for example measures of trauma and to change some of the measures of resilience and to explore attachment and loss. This year Rebecca Lane one of the doctoral students has prepared the overview of our monitoring and evaluation work. The survey has produced some fascinating results for example that a large proportion of our population improve quickly when participating in our holistic clinical model with marked reduction in symptoms anxiety, depression and difficulties in affect regulation and intrusive thinking and flashbacks. Many leave after about four years but there is another group whose symptoms rise after four years, often correlating with the grant of asylum. This second group tend to improve after seven or eight years. This confirms the needs for our long-term approach and young people having the possibilities of remaining with access to psychotherapy for as long as they feel is necessary in discussion with their individual and group psychotherapists.

Anyone who is interested in our monitoring and evaluation summary can access this by contacting our monitoring and evaluation lead Fabrice Lyczba on: [Fabrice@baobabsurvivors.org](mailto:Fabrice@baobabsurvivors.org) or [administrator@baobabsurvivors.org](mailto:administrator@baobabsurvivors.org).

## 17: Conclusion

Our work during this financial year has been aimed at both underpinning and refining our rehabilitation work with young survivors of human rights abuses, both clinically and practically focusing on their complex mental health, developmental and practical needs. We are clear that we wish to remain as a small charity in order to offer a therapeutic rehabilitation approach rooted in significant warm and involved relationships between staff and young people and between the young

people themselves. We have continued to work on evaluation of our approach and to carry out research in order to fortify our advocacy work on behalf of young asylum seekers and this reflective work with the aim of being a thinking organization will continue into our next year, looking at our initial assessment process and the nature of improvements in mental health after massive psychic trauma and a series of significant human rights abuses, and how these interact with early development and family life. We work with young people who seem to fall into three distinct groups in terms of early family care that pre-dated their experience of human rights abuses. These groups are:

1. **Young people raised in functional and loving families.**
2. **Young people who experienced domestic violence and life in a failed state.**
3. **Young people who were separated at a very young age from parental care**

We aim to work to improve our rehabilitation and our advocacy work over the coming years.

## 18: Final Word

A final word in this report is to acknowledge the significance of our loss from our trustee group of the Melanie McFadyean who died in March 2023. Melanie worked as an investigative journalist, and both wrote award winning articles and carried out award winning research on social issues about refugees and asylum seekers. She made a huge contribution to our work and her energy and critical vice, and eye are very much missed. She would up until very near the time of her death attend our Trustees meetings online and always challenge and question and enliven our discussions. She also made a significant contribution to our fund raising by organizing events in our local community with accomplished speakers. Her lively mind and sensitivity to the context in which we are working and her ever sceptical and critical stance and how we might challenge those in power, has been and continues to be an inspiration to us all.

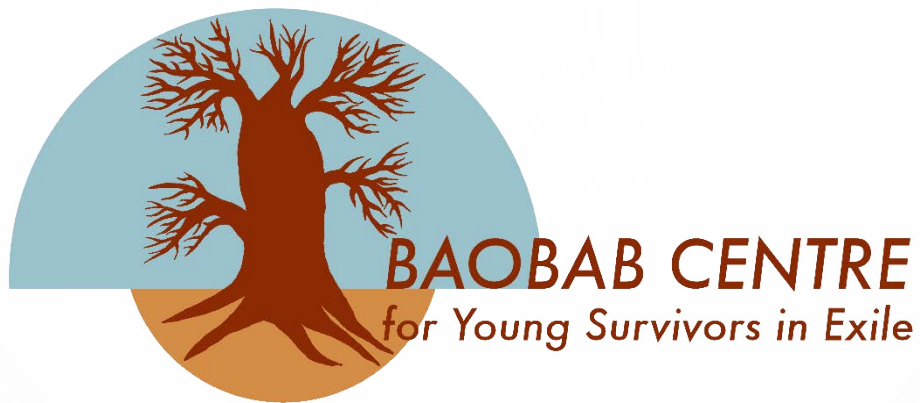


**Sheila Melzak**  
**Director Baobab Centre**  
**Consultant Child and Adolescent Psychotherapist**  
**January 6<sup>th</sup> 2024**

Registered number: 6816297  
Charity number: 1135407

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A company limited by guarantee)

**UNAUDITED**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**



**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Contents**

Legal and administrative Information	3
Trustees' Report	4
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Cash flow statement	14
Notes to the financial statements	15

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**LEGAL AND ADMINISTRATIVE DETAILS FOR YEAR ENDED 31 March 2023**

<b>Company Registration Number</b>	6816297
<b>Charity Number</b>	1135407
<b>Start of financial year</b>	01 April 2022
<b>End of financial year</b>	31 March 2023
<b>Trustees</b>	Claire Helman (Chair)  Dr John Clark Gill Martin Melanie McFadyean (resigned 25 Jan 2023) Herman Otto Felicity Dirmeik Holly Hemming Enla Fees Dr Elspeth Carruthers (appointed 21 Sept 2022) Souzette Mutombo (appointed 27 July 2022) Dr Eithne Nightingale (appointed 27 July 2022) Anthony Jaffa (appointed 7 July 2023)
<b>Company Secretary</b>	Sheila Melzak
<b>Director</b>	Sheila Melzak
<b>Registered address</b>	6 Manor Gardens London N7 6LA
<b>Bankers</b>	Co-operative Bank 1 Islington High Street London N1 9TR
<b>Independent Examiners</b>	Griffin Chartered Accountants Courtenay House Pynes Hill Exeter EX2 5AZ

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Trustees report for the year ended 31 March 2023**

The Trustees present their annual report together with the financial statements of the Baobab Centre for Young Survivors in Exile (Baobab) for the 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

### **Objectives and Activities**

The charitable objects of Baobab are:

- The relief of children and young people who have suffered violence and are asylum seekers and refugees in Europe, in particular by the provision of individual and group psychotherapy, counselling and practical support.
- To advance education and learning in the circumstances of children and young people who have suffered violence in their home countries and who are asylum seekers and refugees in Europe, in particular by undertaking research and publishing the useful results thereof.

Our long-term aims are;

- The rehabilitation and return to the path of progressive development for each young person in our community via membership of our community and involved participation in individual and group psychotherapeutic work, various activity-based groups, casework and social work and community activities and events and in decision making within the organization and advocacy in relation to the needs and rights of young asylum seekers.
- Working towards justice for our population by advocating both for our whole population and all the unaccompanied asylum-seeking minors who do not access our services directly but who have had similar experiences to our community members.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'

In order to achieve the first of these aims we undertake the following activities:

- Careful assessment of each referral
- Individual psychotherapeutic work;

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

- Group psychotherapeutic work;
- Arts and sports group based activities;
- Therapeutic retreats;
- The provision of community life (including participation in discussions about the community and decision making);
- Casework support, increasing access services including when necessary 'care', housing, benefits, education and health care; and
- Producing specialist clinical reports, working closely with legal representatives in order to support asylum applications and when young people have asylum, working closely with lawyers producing reports and to support housing, community care and public law challenges in the best interests of young asylum seekers and refugees.

To further our work towards justice we carry out;

- Research and advocacy; and
- Teaching and training.

Baobab's work is necessarily both direct support of the individuals in our community and advocacy around the issues our community members face. We provide intensive, unlimited holistic support, the key elements of which are individual psychotherapy, group psychotherapy and casework. The work done in individual psychotherapy is complemented by casework support, group psychotherapy, group activities, support through the asylum-seeking process and the provision of a transitional community. Young people are community members of our transitional community and slowly, sometimes sequentially band together in parallel. Young people aim to become part of the community of exile, initially with our ongoing support participating in studies and work.

Alongside this work, and in conversation with our community members, we advocate for their rights, and the rights of all those in their position. This includes running trainings, sharing our expertise on best practice, engaging with civil servants in the Home Office, speaking with MPs and Members of the House of Lords, and contributing to sector wide conversations with the aim of changing policy and practice. We work closely with other organizations with similar concerns.

In order to deliver against our aims, in addition to our superb staff team, we are also reliant on the support of volunteers. We currently have 17 volunteers who work across the organisation. These volunteers include:

- Clinicians: 6
- Caseworkers and Social Workers: 1
- Teachers: 7
- Administrators: 3

### **Achievements and Performance**

The young people in Baobab's community have experienced some of the worst things humans can do to each other. We refer to these as child and adolescent specific human rights abuses i.e. abuses perpetrated during the childhood and adolescent years by perpetrators both within and mostly outside the young person's family. They have all experienced and witnessed human rights abuses. Many have been trafficked, incarcerated, forcibly recruited into government and rebel armies, and experienced violence to their own bodies. Many have witnessed violence against their own families and all have experienced loss of key attachment figures and familiar environment. As a direct

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

consequence of these experiences i.e. of trauma and loss and unplanned change, all suffer complex mental health and developmental difficulties and symptoms.

In addition, as a result of their experiences, all of the young people Baobab supports arrived in the UK as unaccompanied asylum-seeking minors. The majority of the young people Baobab supports come from twenty-one different countries, -the largest numbers coming from, Afghanistan, DRC, Ethiopia, Eritrea, Sudan and Uganda. These are countries where the civilian populations have been subject to ongoing violence and where individuals, including children, are persecuted, conscripted into insurgent groups and attacked.

In total over the last financial year 2022/2023, Baobab has supported 62 young people. We have provided weekly individual therapy to 59 young people, group therapy to 31 young people, and supported 38 young people with casework. Each year we contract for an independent evaluation to be carried out, with the aims of understanding service user needs and experiences and assessing the perceived service impact. This is carried out through a questionnaire, answered during a structured interview process, with translators in attendance where appropriate. All findings are anonymised. The findings for 2022/23 show that participants experience significant and prolonged mental health and psychosocial difficulties, coupled with low levels of resilience. The report highlighted that Baobab's work is tailored to the individual, engagement levels are high and that our work is perceived as helpful to the young people. Additionally, our work was viewed as positively impacting young people across our range of provision. Young people's self-reporting during the Monitoring and Evaluation meetings (carried out by independent honorary researchers - MSc Students from the University of East Anglia and University College London) shows their sense of improvement of somatic symptoms such as sleep difficulties and body pain, depression, anxiety, relationships, self-care and regulation of affect. The summary Monitoring and Evaluation Report is available to anyone interested in reading this. It includes comments and suggestions for the future.

During the year, as part of our aim to work towards justice for refugees, we sought support from key partners against the Government's Illegal Migration Bill, which seeks to criminalise any individual who sought refugee status through any irregular route. Together with our sister organisations we met a significant number of Labour MPs and Lords, journalists and those in senior positions in various statutory and academic organizations. The House of Lords made changes to the draft bill and even mentioned Baobab's young people's comments (recorded in Hansard) but Parliament, with a significant Government majority did not accept them. The new bill significantly changes the political landscape and together with the Government's unscientific Age Assessment requirements represents an increasingly punitive and hostile environment towards the young people Baobab supports; all of whom have come through irregular routes.

More positively, in early 2023 we published a new multi-year strategy, that outlines our ambition to maintain and strengthen our work. Our three priority areas are:

- Young people: Increase the number of young people we support to between 80-90 attending weekly and have a greater proportion of referrals from organisations working with newly arrived young people.
- Young People: Establish decision-making roles at Baobab for young people from the community.
- Advocacy: Baobab will routinely share our expertise and our community members' (anonymised) experiences with other professionals and with the public with the objective of improving the experience for all young asylum seekers and refugees in the UK.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

During this year we also published a small book on the theme of coping and resilience which we aim to launch formally in the House of Commons later in 2023 in partnership with the Refugee Council. This book is composed totally of comments by our young community members about how they coped in many different challenging situations including dealing with loss and trauma and unplanned changes in their lives. The book is entitled ' Behind the Mask.'

### **Financial review**

#### **Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

#### **Reserves policy**

Our Reserves Policy is carefully considered and reviewed on a regular basis. Baobab receives no statutory funding and is reliant on the generosity of grant givers, and the public in order to provide its services. With limited exception, financial commitments to Baobab tend to be short term in duration, and as such income streams are variable across each year.

The Trustees have set a Reserves Policy which requires that reserves be maintained at, at least a level which ensures that the Baobab Centre's core activity can continue during a period of unforeseen difficulty. The Trustees are to hold the charity's reserves at a level which is at least equivalent to six months reduced operational expenditure, currently considered to be £298,892. We also have a commitment to ensuring that we maintain restricted funds at any given point during the year at the level necessary to fulfil the conditions of any grant and the expectations of any funder. Where funding has been received, we guarantee the use of the funds will be spread over the full period of the grant agreement and thereby fulfil any commitment we have made to the funder.

In line with best practice in the charity sector, Baobab seeks to hold a reserve that exceeds this minimum position in order to;

- Manage risk and buffer unexpected falls in income, allowing time to replace lost income or develop a response to the change;
- Allow the taking of opportunities which may arise; and
- Ensure that the charity can meet its legal obligations in the event of closing down.

The calculation of the required level of reserves is an integral part of Baobab's planning, budgeting and forecasting cycle. It takes into accounts the risks associated with each stream of income and expenditure varying from budget, planned activity level and future commitments.

When unrestricted reserves are low, we will manage income shortages by controlling expenditure and will retain in the reserve sufficient funds to meet our legal obligations in the event of closure. On 31st March 2023 the amount carried forward as unrestricted reserves was £432,851. The restricted level of funds carried forward was £176,790 and the level of free reserves held at the year end was £413,323. We have therefore exceeded our targeted free reserve level.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Principal risks and uncertainties**

The Trustees regularly review the major risks to which the charity is exposed and systems have been established to mitigate those risks. The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Our 2023/24 budget indicates that we have a funding gap of just over £251,500. The lack of recurrent funding for Baobab means that it is usual for Baobab to have a funding shortfall at the start of each year and, as always, we seek to reduce this funding gap during the course of the year. Whilst we are taking a prudent approach, we continue to remain positive that Baobab will successfully navigate the financial challenges, thanks to the generous support of all our funders and the great work of the staff team.

**Review of 2023**

The Statement of Financial Activities shows total income received for the year to 31 March 2023 of £671,174; (2022 £547,116) with total expenditure for the year of £527,838 (2022 - £501,298), to generate a surplus of £143,336 (2022 - £45,817). The charity began the year with reserves of £420,488 and ended the year with reserves of £609,641, of which £176,790 (2022 - £196,923) was restricted and £432,851 (2022 - £269,382) was unrestricted, including £19,528 of designated reserves (2022 £19,046).

With thanks for support from;

AB Charitable  
Children in Need  
City Bridge Trust  
London Churches Refugee Fund  
Human Rights Aid  
Orange Tree Trust  
The Aurum Charitable Trust  
The Samworth Foundation  
Stanley Thomas Johnson Foundation  
The Henry Smith Charity  
The Linbury Trust  
The Mrs Smith and Mount Trust  
The Rayne Foundation  
The Reel Fund  
The Roddick Foundation  
The Tudor Trust

As well as other generous funders who wish to remain anonymous.

**Risk Management**

The Directors have reviewed the risks to which the charity is exposed and have ensured appropriate controls are in place to provide reasonable assurance against fraud and error.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Plans for Future periods**

The focus for Baobab is to continue to support as many young people as possible for as long as we are able. In order to ensure continued financial stability during these challenging economic times we are focused on ensuring that we can obtain multi-year grants that support our core work, which will allow our management team to focus on delivery.

**Structure, Governance and Management**

Baobab is registered as Charitable Company Limited by Guarantee. The management of the Company is the responsibility of the Trustees. Trustees are appointed to Baobab following a review of existing skill sets to ensure that the Board has the requisite skills, experience and community knowledge to support the staff of the organization in their different roles. Prospective Trustees may be identified through personal contacts or events, such as The Big Alliance's Boardmatch. All Trustees are formally interviewed prior to appointment by senior staff and by at least three trustees. Once appointed, Trustees are inducted through meetings with senior staff and fellow Trustees. All Trustees are provided with two mentors, the Director and one Trustee, and encouraged to attend Baobab community meetings and other community events where they can meet with staff and young people and discuss their relevant areas of responsibility such as safeguarding, community development, human rights law or fund raising.

The Trustees are responsible for recruiting and appointing the senior staff within the Charity (and the professionally relevant Trustee will attend interviews with the Director and senior staff), and for setting the pay for each year. The Director is responsible for the day-to-day management of the Baobab Centre and its activities and the onus is on her to be aware of all staff and young people and engage with each directly and through delegation e.g. of assessments and supervision tasks.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:

*Claire Helman*

**C Helman**  
(Chair of Trustees)  
Date: 13/11/2023

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Independent Examiner's Report to the Trustees**

**Year ended 30 March 2023**

I report on the accounts of the company for the year ended 30 March 2023, which are set out on pages 10 to 27.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



14.11.2023

**Laura Waycott FCA**

Griffin Chartered Accountants Courtenay  
House  
Pynes Hill  
Exeter

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

		Restricted funds	Unrestricted funds	Total funds	Total funds
	Note	2023 £	2023 £	2023 £	2022 £
<b>Income from:</b>					
Donations & Legacies	4	319,431	348,223	<b>667,654</b>	543,603
Charitable Activities	5	-	2,797	<b>2,797</b>	2,513
Other trading activities	6	-	617	<b>617</b>	1,000
Investments	7	-	106	<b>106</b>	-
<b>Total Income</b>		<b>319,431</b>	<b>351,743</b>	<b>671,174</b>	<b>547,116</b>
<b>Expenditure on:</b>					
Raising Funds	8	23,687	10,617	<b>34,303</b>	43,999
Charitable activities	9	315,877	174,757	<b>490,634</b>	457,300
Other Expenditure	10	-	2,900	<b>2,900</b>	0
<b>Total Expenditure</b>		<b>339,564</b>	<b>188,274</b>	<b>527,838</b>	<b>501,299</b>
<b>NET INCOME/EXPENDITURE</b>		(20,133)	163,469	<b>143,336</b>	45,817
Total funds brought forward		196,923	269,382	<b>466,305</b>	420,488
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>176,790</b>	<b>432,851</b>	<b>609,641</b>	466,305

The notes on pages 15 to 28 form part of these financial statements

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**REGISTRATION NUMBER: 6816297**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED MARCH 31 2023**

	Notes	Total 31-Mar-23 £	Total 31-Mar-22 £
<b>CURRENT ASSETS</b>			
Debtors and prepayments	16	8,599	7,198
Cash at bank and in hand		616,092	474,638
Total Current Assets		624,691	481,836
CREDITORS: Amounts falling due within one year	17	15,050	15,531
<b>NET CURRENT ASSETS</b>		<b>609,641</b>	<b>466,305</b>
<b>NET ASSETS</b>		<b>609,641</b>	<b>466,305</b>
<b>REPRESENTED BY:</b>			
Unrestricted funds		413,323	250,336
Designated funds		19,528	19,046
Restricted Funds	18	176,790	196,923
		<b>609,641</b>	<b>466,305</b>

For the year ending 31 March 2023 the company is entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Directors' Responsibilities

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Directors on 13 September 2023.....and

Signed on their behalf by Claire Helman.....Claire Helman, Chair of Directors

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	<b>143,336</b>	<b>45,817</b>
<b>Working capital adjustments</b>		
(Increase)/ decrease in Dividends, interest and rents from investments	(106)	
(Increase)/ decrease in stocks	-	-
(Increase)/decrease in debtors	(1,401)	(154)
Increase/(decrease) in creditors	(482)	(3,910)
Net cash flows from operating activities	<b>141,347</b>	<b>41,753</b>
<b>Cash flows from investing activities</b>		
Dividends, interest and rents from investments	<b>106</b>	-
Purchase/sale of fixed assets	-	-
Purchase/sale of investments	-	-
Net cash flows from investing activities	<b>106</b>	<b>0</b>
<b>Cash flows from financing activities</b>		
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
Net cash flows from financing activities	<b>0</b>	<b>0</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>141,454</b>	<b>41,753</b>
Cash and cash equivalents at the beginning of the year	<b>474,638</b>	<b>432,885</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>616,092</b>	<b>474,638</b>
<b>Analysis of cash and cash equivalents</b>		
	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Cash at bank and in hand	<b>616,092</b>	<b>474,638</b>
<b>Total cash and cash equivalents</b>	<b>616,092</b>	<b>474,638</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

## **Notes to the Financial Statements**

### **1. General information**

Baobab Centre for Young Survivors in Exile is a charity, limited by guarantee, incorporated in England and Wales. It does not have share capital and each of the Trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation. The registered office address is 6 Manor Gardens, London, N7 6LA.

### **2. Accounting policies**

#### **2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Baobab Centre for Young Survivors in Exile meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

#### **2.2 Income**

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the Directors are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

#### *Incoming Resources with related expenditure*

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

#### *Grants and Donations*

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.
- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.
- When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds receivable.

#### *Tax reclaims on Donations and Gifts*

Incoming resources from tax reclaims are included in the SOFA in the same financial period as the gift to which they relate.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

*Contractual Income and Performance Related Grants*

This is only included in the SOFA once the related goods or services has been delivered.

*Grants*

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued. Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

*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.

*Investment Income*

This is included in the accounts when receivable.

*Investment gains and losses*

This included 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.

## **2.3 Expenditure and liabilities**

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

*Governance Costs*

Includes costs of the preparation and examination of statutory accounts, the costs of the Directors' meetings and cost of any legal advice to Directors on governance or constitutional matters.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

*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.

*Changes in Accounting policies and previous accounts*

There has been no change to the accounting policies (variation rules and methods of accounting) since last year. The prior year comparator figures have been restated to reflect an amendment to the categorisation of costs.

*Support Costs*

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the 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 the charity:

*These are* capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt. The Company has no individual assets costing more than £1,000.

All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

- Office equipment - 33% Straight-line

The Company has no individual assets costing more than £1,000.

## **2.4 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

## **2.5 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## **2.6 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

## **2.7 Financial instruments**

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## **2.8 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

## **2.9 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

## **3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There are no estimates and assumptions within these accounts that are considered to be material in nature.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**4. Income from donations and legacies**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Grants	312,581	326,915	639,496
Major Individual Donors	6,850	-	6,850
Donations	-	18,961	18,961
Gift Aid Tax Recoverable	-	2,347	2,347
	<u>319,431</u>	<u>348,223</u>	<u>667,654</u>

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>
Grants	238,247	190,000	428,247
Major Individual Donors	31,900	38,500	70,400
Donations	-	30,156	30,156
Gift Aid Tax Recoverable	-	14,800	14,800
	<u>270,147</u>	<u>273,456</u>	<u>543,603</u>

**5. Income from Charitable activities**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Individual support	<u>-</u>	<u>2,797</u>	<u>2,797</u>
	<u>-</u>	<u>2,797</u>	<u>2,797</u>

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>
Individual support	<u>-</u>	<u>2,513</u>	<u>2,513</u>
	<u>-</u>	<u>2,513</u>	<u>2,513</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**6. Income from other trading activities**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Training	-	360	360
Resilience book	-	257	257
	<u>-</u>	<u>617</u>	<u>617</u>

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>
Training	-	1,000	1,000
Resilience book	-	-	-
	<u>-</u>	<u>1,000</u>	<u>1,000</u>

**7. Investment Income**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Interest receivable on bank deposits	-	106	106
	<u>-</u>	<u>106</u>	<u>106</u>

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>
Interest receivable on bank deposits	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**8. Expenditure on raising funds**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Fundraising consultant	7,412	8,410	15,822
Events	4,165	50	4,215
Staff costs	12,110	2,157	14,267
	<u>23,687</u>	<u>10,617</u>	<u>34,304</u>

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total 2022 £</b>
Fundraising consultant	5,608	15,794	21,402
Events	-	900	900
Staff costs	8,114	13,583	21,697
	<u>13,722</u>	<u>30,277</u>	<u>43,999</u>

**9. Analysis of expenditure on charitable activities**

**Summary by fund**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Individual support	295,754	164,147	459,901
Wider advocacy	20,123	10,609	30,732
	<u>315,877</u>	<u>174,756</u>	<u>490,633</u>

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total 2022 £</b>
Individual support	200,380	235,992	436,372
Wider advocacy	13,423	7,504	20,927
	<u>213,803</u>	<u>243,496</u>	<u>457,299</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**10. Analysis of expenditure on other activities**

**Summary by activity**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Training	-	-	-
Resilience Book	-	2,900	2,900
	<u>-</u>	<u>2,900</u>	<u>2,900</u>

	<b>Restricted funds 2022 £</b>	<b>Unrestricted funds 2022 £</b>	<b>Total 2022 £</b>
Training	-	-	-
Resilience Book	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>

**11. Analysis of expenditure on charitable activities**

**Summary by expenditure type**

	<b>Staff costs 2023 £</b>	<b>Other costs 2023 £</b>	<b>Total 2023 £</b>
Individual support	276,596	183,307	459,903
Wider advocacy	26,146	4,587	30,733
	<u>302,742</u>	<u>187,894</u>	<u>490,636</u>

	<b>Staff costs 2022 £</b>	<b>Other costs 2022 £</b>	<b>Total 2022 £</b>
Individual support	220,890	215,482	436,372
Wider advocacy	15,842	5,085	20,927
	<u>236,732</u>	<u>220,567</u>	<u>457,299</u>

	<b>Direct costs 2023 £</b>	<b>Support costs 2023 £</b>	<b>Total funds 2023 £</b>
Individual support	362,430	97,472	459,902
Wider advocacy	25,602	5,131	30,733
	<u>388,032</u>	<u>102,603</u>	<u>490,635</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**11. Analysis of expenditure on charitable activities (continued)**

	<b>Direct costs</b>	<b>Support costs</b>	<b>Total funds</b>
	<b>2022</b>	<b>2022</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Individual support	348,869	87,503	436,372
Wider advocacy	16,322	4,606	20,927
	<u>365,191</u>	<u>92,109</u>	<u>457,300</u>

Analysis of direct costs	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2023</b>	<b>2023</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	222,694	23,309	246,003
Direct costs of activities	139,736	2,293	142,029
	<u>362,430</u>	<u>25,602</u>	<u>388,032</u>

	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2022</b>	<b>2022</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	178,657	13,620	192,277
Direct costs of activities	170,212	2,702	172,914
	<u>348,869</u>	<u>16,322</u>	<u>365,191</u>

**12. Analysis of expenditure by activities**

**Analysis of support costs**

	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2023</b>	<b>2023</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	53,902	2,837	56,739
Rent	9,854	519	10,373
ICT costs	7,563	398	7,961
Insurance	1,330	70	1,400
Legal and professional	3,772	199	3,971
Governance	14,694	773	15,467
Other costs	6,357	335	6,692
	<u>97,472</u>	<u>5,131</u>	<u>102,603</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**12. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Individual support 2022 £</b>	<b>Wider advocacy 2022 £</b>	<b>Total funds 2022 £</b>
Staff costs	42,233	2,223	<b>44,456</b>
Rent	10,085	531	<b>10,616</b>
ICT costs	5,997	316	<b>6,313</b>
Insurance	3,538	186	<b>3,724</b>
Legal and professional	5,219	275	<b>5,494</b>
Governance	11,761	619	<b>12,380</b>
Other costs	8,670	456	<b>9,126</b>
	<u>87,503</u>	<u>4,606</u>	<u><b>92,109</b></u>

**13. Independent Examiner's fee**

The fee for the independent examination of the accounts was £1,560 (2022 - £960)

**14. Staff costs**

	<b>2023 £</b>	<b>2022 £</b>
Wages and salaries	293,789	240,917
Social security costs	21,417	15,982
Pension costs - defined contribution scheme	14,446	11,761
	<u>329,652</u>	<u>268,660</u>

The average full time equivalent of persons employed by the Company during the year was as follows:

	<b>2023 No.</b>	<b>2022 No.</b>
Raising funds	0.7	0.7
Charitable activities	6.8	6.1
Governance	0.3	0.2
	<u>7.8</u>	<u>7.0</u>

There was no employee whose employee benefits exceeded £60,000 (2022- nil)

The key management personnel of the charity consists of the Trustees and the Director.

The total employee benefits of the key management personnel is £53,722 (2022-£51,987)

**15. Trustees remuneration and expenses**

No remuneration or expenses were paid to any Trustee during 2023 (2022-nil)

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**16. Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Due within one year</b>		
Trade debtors	-	-
Other debtors	-	-
Prepayments and accrued income	8,599	7,198
	<u>8,599</u>	<u>7,198</u>

**17. Creditors: Amounts falling due within one year**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade creditors	3,221	4,283
Other taxation and social security	8,399	7,992
Other creditors	1,560	960
Accruals and deferred income	<u>1,870</u>	<u>2,296</u>
	<u>15,050</u>	<u>15,531</u>

Baobab is grateful to receive restricted funding, some of which enables support to our community members which otherwise would not be possible, some of which supports development in specific areas of our work such as advocacy, and others contributes to our core work.

- Peter Stebbings Charity and the Ashworth Charitable Trust contribute to the cost of our interpreters which are essential to all aspects of our frontline work.
- Children in Need contribute to the salaries of our Director, Psychotherapist, interpreters as well as volunteer and project costs.
- The Samworth Foundation supports Fundraising costs, enabling us to maintain financial and operational stability.
- Garfield Weston Foundation supports psychosocial activities and residential retreats for our community members.
- The Network for Social Change contributed towards operations staff salaries.
- The Evan Cornish Foundation and Unbound Philanthropy supported our Advocacy Work
- City Bridge Trust, The Henry Smith Charity and Linbury Trust all provide restricted funding towards our core activities.
- The Tudor Trust provided support towards Staff Wellbeing alongside their core unrestricted grant. Stanley Thomas Johnson Foundation support with contributions towards staff salaries predominantly in our psychotherapy team but also funding our clinical administrator post and other central posts.
- The Lloyds Bank Foundation contributed towards the Directors salary, Senior Manager salary, Psychotherapist salary and project costs.
- The support from David Kogan has enabled us to continue our fund supporting our community members who are destitute or in extreme financial hardship.
- The National Lottery Awards for All grant supports our essential running costs.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**18. Statement of funds - current year**

<b>Unrestricted funds</b>	<b>Balance at 1st April 2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General funds	250,336	351,743	188,274	(482)	413,323
Designated funds	19,046	-	-	482	19,528
	<b>269,382</b>	<b>351,743</b>	<b>188,274</b>	<b>-</b>	<b>432,851</b>
<b>Restricted funds</b>	<b>Balance at 1st April 2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Ashworth Charitable Trust	2,000	-	2,000	-	-
The National Lottery Community Fund					
Awards For All	8,315	-	8,315	-	-
Children in Need	259	30,658	30,509	-	408
Children in Need Small Grant	10,000	10,000	10,265	-	9,735
City Bridge Trust	11,239	45,000	45,000	-	11,239
David Kogan	8,183	6,000	11,966	-	2,217
Evan Cornish Foundation	3,333	-	3,333	-	-
Garfield Weston Foundation	14,271	-	14,271	-	-
The Henry Smith Charity	0	25,000	16,667	-	8,333
Lloyds Bank Foundation	11,745	-	10,554	-	1,191
Linbury Trust	0	70,000	35,000	-	35,000
Network for Social Change Charitable Trust	6,426	-	6,426	-	-
Peter Stebbings Memorial Charity	1,667	-	1,667	-	-
Samworth Foundation	51,198	40,000	40,301	-	50,897
Stanley Thomas Johnson Foundation	29,964	68,923	73,935	-	24,952
The Mrs Smith & Mount Trust	0	15,000	5,000	-	10,000
The Tudor Trust	0	2,000	-	-	2,000
Unbound Philanthropy	8,333	-	8,333	-	-
MAJOR DONORS	29,990	6,850	16,022	-	20,818
<b>Total restricted funds</b>	<b>196,923</b>	<b>319,431</b>	<b>339,564</b>	<b>-</b>	<b>176,790</b>
<b>Total of funds</b>	<b>466,305</b>	<b>671,174</b>	<b>527,838</b>	<b>-</b>	<b>609,641</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**19. Statement of funds - prior year**

<b>Unrestricted funds</b>	<b>Balance at 1st April 2021</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2022</b>
	£	£	£	£	£
General funds	253,316	276,969	279,948	-	250,336
Designated funds	19,046	-	-	-	19,046
	<b>272,362</b>	<b>276,969</b>	<b>279,948</b>	<b>-</b>	<b>269,382</b>

<b>Restricted funds</b>	<b>Balance at 1st April 2021</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2022</b>
	£	£	£	£	£
Ashworth Charitable Trust	-	3,000	1,000	-	2,000
The National Lottery Community Fund					
Awards For All	-	10,000	1,685	-	8,315
Children in Need	326	30,064	30,131	-	259
Children in Need - Small Grant	0	10,000	0	-	10,000
City Bridge Trust	10,366	33,750	32,877	-	11,239
David Kogan	-	12,000	3,817	-	8,183
Evan Cornish Foundation	-	5,000	1,667	-	3,333
Garfield Weston Foundation	-	15,000	729	-	14,271
The Henry Smith Charity	20,500	-	20,500	-	-
Lloyds Bank Foundation	9,032	23,890	21,177	-	11,745
Network for Social Change Charitable Trust	-	7,712	1,286	-	6,426
Peter Stebbings Memorial Charity	-	5,000	3,333	-	1,667
Samworth Foundation	38,391	40,000	27,193	-	51,198
Stanley Thomas Johnson Foundation	53,321	31,331	54,688	-	29,964
The Tudor Trust	900	-	900	-	-
Unbound Philanthropy	-	10,000	1,667	-	8,333
Various Grants below £1,001	870	1,500	2,370	-	-
MAJOR DONORS	14,420	31,900	16,331	-	29,990
<b>Total restricted funds</b>	<b>148,126</b>	<b>270,147</b>	<b>221,351</b>	<b>-</b>	<b>196,923</b>
<b>Total of funds</b>	<b>420,488</b>	<b>547,116</b>	<b>501,299</b>	<b>-</b>	<b>466,305</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**20. Summary of funds - current year**

	Balance at 1st April 2022	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2023
	£	£	£	£	£
General Funds	250,336	351,743	188,274	(482)	413,323
Designated Funds	19,046	-	-	482	19,528
Restricted funds	196,923	319,431	339,564	-	176,790
	<b>466,305</b>	<b>671,174</b>	<b>527,838</b>	<b>-</b>	<b>609,641</b>

**Summary of funds - prior year**

	Balance at 1st April 2021	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2022
	£	£	£	£	£
General funds	253,316	276,969	279,948	-	250,336
Designated funds	19,046	-	-	-	19,046
Restricted funds	148,126	270,147	221,351	-	196,923
	<b>420,488</b>	<b>547,116</b>	<b>501,299</b>	<b>-</b>	<b>466,305</b>

**21. Analysis of net assets between funds**

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Analysis of net assets between funds - current year			
Current assets	184,571	440,120	624,691
Creditors due within one year	(7,781)	(7,269)	(15,050)
Total	<b>176,790</b>	<b>432,851</b>	<b>609,641</b>

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	£	£	£
Analysis of net assets between funds			
Analysis of net assets between funds - prior year			
Current assets	199,077	282,759	481,836
Creditors due within one year	(2,154)	(13,377)	(15,531)
Total	<b>196,923</b>	<b>269,382</b>	<b>466,305</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**

England & Wales - Charity number 1135407

---

# Accounts

---

# THE BAOBAB CENTRE

## For Young Survivors in Exile



### Annual Report and Accounts for April 2021 to March 2022

Charity Number: 1135407

Company Number: 6816297

6-9 Manor Gardens London, N7 6LA

Phone: 0207 263 1301 E-Mail: [info@baobabsurvivors.org](mailto:info@baobabsurvivors.org)

Website: <https://www.baobabsurvivors.org>





# The Baobab Centre for Young Survivors in Exile: Annual Report and Accounts

## The Annual Report for April 2021- March 2022

<i>The Baobab Centre for Young Survivors in Exile: Annual Report and Accounts</i> .....	2
<i>It Takes a Village To Raise a Child</i> .....	3
<i>Our Approach</i> .....	4
<i>Statistics on asylum seeking minors, at Baobab and beyond</i> .....	5
<i>Individual Psychotherapy</i> .....	6
<i>Group Work</i> .....	7
<i>Casework</i> .....	9
<i>Advocacy Work</i> .....	12
<i>Monitoring and Evaluation</i> .....	14
<i>Additional Activities</i> .....	14
<i>Operations, Fundraising, HR and Financial Management</i> .....	15
<i>Our External Context</i> .....	17
<i>Conclusion</i> .....	17

## The Annual Accounts for April 2021 – March 2022

<i>Legal and Administrative Information</i> .....	2
<i>Directors Report</i> .....	3
<i>Statement of Directors Responsibilities</i> .....	7
<i>Independent Examiners Report on the Accounts</i> .....	8
<i>Statement of Financial Activities</i> .....	9
<i>Balance Sheet</i> .....	10
<i>Statement of Cash Flows</i> .....	11
<i>Notes to the Financial Statements</i> .....	12

## It Takes a Village To Raise a Child

This report aims to reflect the different aspects of our work at the Baobab Centre over the past year, that is from April 2021 to the end March 2022. In order to understand our model of work, which is complicated, it is helpful to share some statistical information which comes from our regular collection of attendance statistics and from our referral and assessment process as well as from our, annual monitoring and evaluation process, these can be found on page 5 of this report.

At Baobab we aim to be a reflective organization and we are getting better and better at consulting and communicating with everyone in the organisation, our staff, our community members and external stakeholders. We aim to ensure that our work, our aims, our philosophy and our unique models of practice can be understood by all members of our community and by those outside our community who might be interested in our work and wish to collaborate with us or support what we do. This includes, internally, our young community members, volunteer and paid staff and externally all those in the networks around each young person, those making use of our services and our generous donors whose support makes our work possible.

Over this year, despite the interference of the pandemic restrictions on our work, we have been able to set up structures and create posts in order to meet our long term aims. These aims are:

1. The rehabilitation and return to the path of progressive development for each young person in our community via individual and group psychotherapeutic work, casework and social work and community activities and events.
2. Working towards justice for our population by advocating both for our whole population and all the unaccompanied asylum seeking minors who do not access our services directly but who have had similar experiences to our community members.

There is an African saying originating historically from many African communities. The saying is: **‘It takes a village to raise a child.’**

The idea of the whole village involved in a child’s upbringing highlights that children need individual, family, cultural and community relationships in order to flourish and to learn about the context and culture in which they find themselves. The young people who attend the Baobab Centre have all had to make huge transitions from one community to another. Most have lost their close attachment figures from their families and communities and all have been separated from a familiar and often nourishing world. These experiences lead to a sense of disorientation, confusion and often profound uncertainty.

The African saying heading this report is particularly relevant for anyone working holistically with children, adolescents and young people and who are concerned about their wellbeing. This includes their development, their education, their mental, emotional and physical health, their social life and for each young person, their rehabilitation after a series of several painful and overwhelming experiences. It is particularly relevant for the model of work we have at the Baobab Centre where we run as a non-residential therapeutic community and hold a holistic and integrated model of work.

During this year our staff team and in particular the newly formed leadership team have worked together in order to ensure that all the elements of our model work effectively. Each part of our model interacts with the others and none are sufficient in their own right. We aim to think in a holistic and integrated way and to apply this thinking to our initial and ongoing assessments of the practical and the developmental and mental health needs of all our community members. It is essential that staff are familiar with all

aspects of our work, at some level, and are able to understand the essential interweaving of all our different activities and their consequences for each community member. Coming to understand our approach takes some while (up to a year) and we hope that each member of staff stays in post for at least thirty months and ideally more as our population need time to build trusting relationships and a therapeutic alliance and to explore the dimensions of 'normal' separation and loss in addition to traumatic separation and loss.

## Our Approach

At Baobab our community members are offered different opportunities for involvement and for addressing their different mental health, emotional, practical and psychosocial needs. Our community members are offered opportunities and the physical and emotional space to develop insight into their problems and difficulties and to understand themselves. They are given opportunities to develop their sense of responsibility, to find their own voices and to develop trust in adults and peers. Baobab supports the young people in our community to eventually to engage in studies, find work and to become free be themselves. Our ultimate aim is for them to find a place in the community of exile where they can hold responsibilities, participate in community life and thrive.

Two members of staff from one of our funders came recently to meet and speak with us. They sat in my office and commented initially that unlike many of the organizations that they fund coming into Baobab felt like coming into someone's home. This is our intention. We could not do the work we do if we did not engage with the young people in a warm and involved and proximal way. This includes allocating lots of time to individual and group conversations and the slow development of involvements. It also includes warm physical contact, not simply through football or dancing but through touch and hugs. For a population of young people who have been separated from intimate relationships and close attachments this prioritising of warm involvement including touch is central to our approach. As has often been said: **'We are not a clinic.'** For us the issue of shared physical space is very important. Baobab does not have separate areas and facilities for staff and for young people in our main rooms and offices. The intention to make our centre homely is serious and acts as an antidote to bureaucratic officialdom and over defensive professionals in many contexts where our young people have to engage for example the Universal Credit offices, some Social Services Departments.

### **Our planned therapeutic environment includes the following essential elements:**

- Assessment over time, initially, on referral three sessions and then ongoing assessment and regular reviews during their time at Baobab.
- Individual psychotherapy where the individual psychotherapist is allocated key worker.
- Psychotherapy groups
- Psychosocial groups: These are activity based groups for example for learning, English, Maths, about health issues, and about mentoring or for social activities.
- Various arts and sports based group activities (e.g. music, visual arts, philosophy, cycling, walking, climbing, kayaking)
- Casework sessions and support in accessing Social Services care, benefits, education and health care.
- Monthly community meetings
- Young people's involvement in our mentoring project, governance, and decision-making.
- Preparation of specialist clinical reports to support asylum claims, for housing and for enhanced benefits (PIP) for especially vulnerable young people with serious mental health and developmental difficulties.
- Residential retreats where close shared and examined living are possible.
- Celebrations for social and cultural events and individual successes
- Ongoing Advocacy on behalf of our young community members and events impacting on their lives and on the lives of young asylum seekers in general.

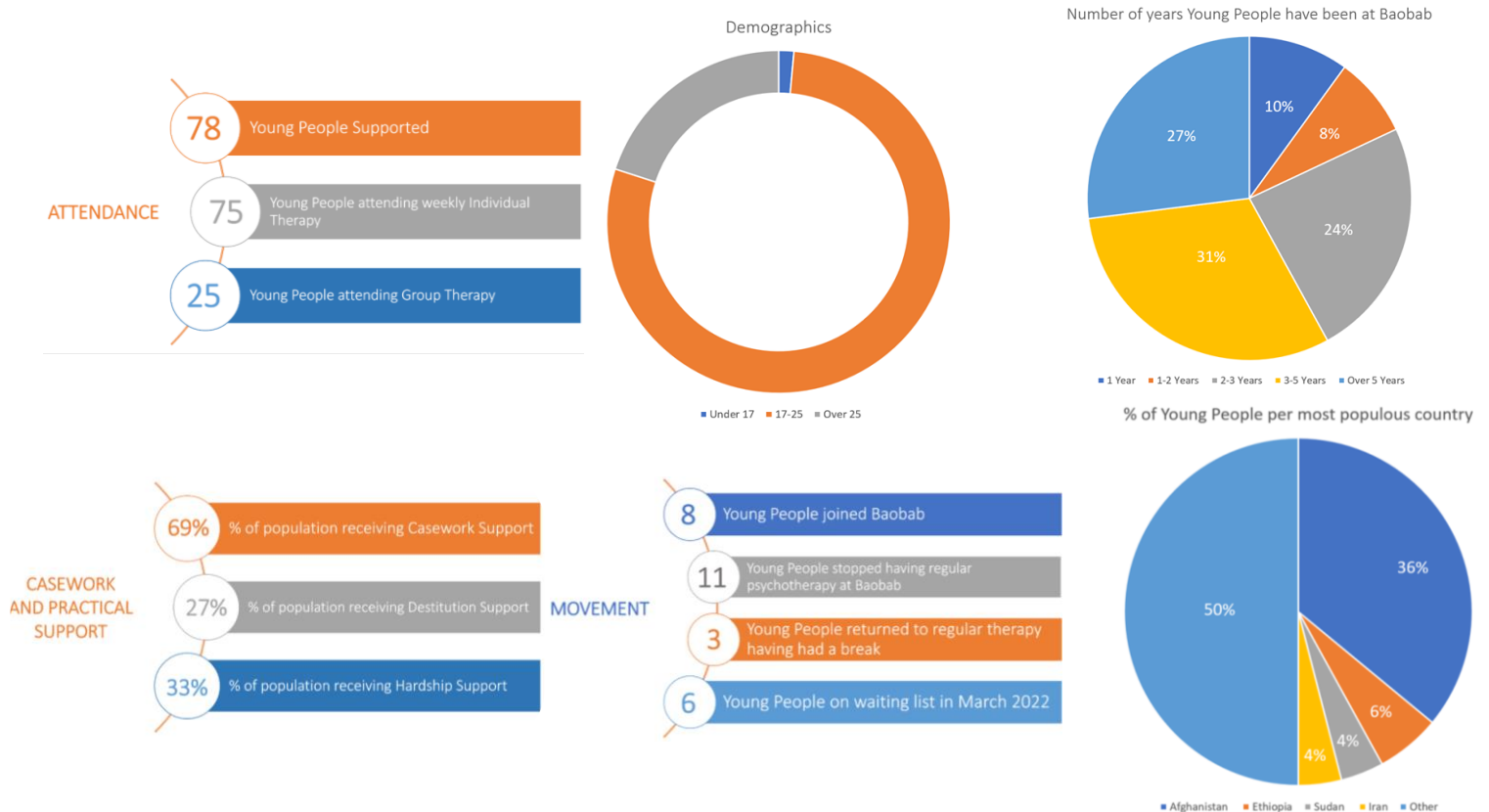
## Statistics on asylum seeking minors, at Baobab and beyond

Below are some information and statistics on the demographics of young asylum seekers, and specifically unaccompanied children in the UK taken from a report from the Refugee Council<sup>1</sup>.

**'In 2020, worldwide, 21,000 children applied for asylum having arrived in the country of refuge alone, with no parent or guardian, according to the most recent global figures published by UNHCR. In the year ending June 2022, the UK received 4,896 applications for asylum from unaccompanied children.**

**Many of them come from Sudan, a country facing political instability following years of civil war, children, in particular, are at risk. As well as Sudan, they come from countries including Iran, Eritrea, Afghanistan, Vietnam, Iraq, Albania, Ethiopia, and Syria. The majority are aged between 14 and 17 years of age when they begin their journey and when they arrive in the UK, but we do work with younger children who often, but not always, travel with close or distant relatives. Children are also regularly trafficked into the UK to be forced into domestic servitude, sexual exploitation and other forms of forced labour including cannabis cultivation. These children statistically join the huge numbers of UK children who are trafficked for labour, sexual exploitation, and crime.'**

Below are statistics on the number of young people Baobab have supported in 2021-2022 and the type of support they have received at Baobab.



<sup>1</sup> <https://www.refugeecouncil.org.uk/information/refugee-asylum-facts/separated-children-facts/>

## Individual Psychotherapy

The material emerging in individual sessions with Baobab community members is coloured by shades of trauma and loss and unplanned changes and the consequent experiences of disorientation and bereavement. Some young people share their flooding feelings and intrusive memories while others are highly defended and find talking about their feelings and memories difficult and sometimes impossible, expressing their wish to 'forget' their past. Though many of our young people suffer significant symptoms of post-traumatic stress disorder, being alert to imminent danger by night and by day and suffering intrusive thinking, bad dreams and nightmares where they are haunted by memories of their past experiences and where they sometimes feel that they are back in situations where they felt helpless, the central organiser of their experiences is the sense of profound loss. All also experience high anxiety and depression and show unstable functioning in particular with difficulties in regulating their feelings.

Key themes presented include each individual's struggle with aspects of the process of adolescent development including finding a stable adult identity in the absence of key attachment figures. We observe all the time young people who wish to become mature adults but who feel lost in exile in the light of the differences in culture that trouble and amuse and astonish them. They experience adolescent conflicts and struggles about which direction to take in terms of relationships, studies and work. They all welcome a time to explore issues of ethics and morality about potential actions and in terms of adult roles alongside their memories and feelings and defensive strategies. Increasingly our clinical staff bring to supervision sessions issues related to psycho-somatic symptoms that is body and health symptoms that are clearly rooted in stress and anxiety and psychological barriers that prevent the feelings being acknowledged and discussed and which can be described as unconscious defences or coping strategies.

In general our population takes a long time to develop a relationship with their psychotherapist, a therapeutic alliance. Many of our clinical team find it very helpful to think with young people and with each other about different aspects of each young person's identity and how in moving towards mature adulthood each young person has a developmental task to acknowledge and to take responsibility for all aspects of their identity. An example of this that is common in young refugees is the persistence of childhood and adolescent aspects of their personality alongside more mature aspects. We might call some of these aspects, these the infant self, the teenage self, the aggressive self, the helpless self, the hopeless self etc. Psychotherapeutic work engages with young people's feelings and memories over time with the aim of facilitating grief and bereavement processes, finding individually appropriate ways to deal with symptoms of trauma and in processing developmental themes in an ongoing way exploring stuck aspects of development and extreme feelings that are hard to manage and to regulate.

### Developmentally and Psychoanalytically Informed Therapeutic Work

Clinicians at Baobab need to have experience of psychoanalytically informed work with troubled and abused individuals, and an understanding of the vicissitudes of child and adolescent and young adult development and in particular be able to think about the various factors that enable progressive development and which cause development to stop or which trigger development moving backwards. We aim that the various elements of our holistic, integrated and community based model facilitate forward development.

## Group Work

Our groupwork has continued through this year with the huge improvement of our group work brought about by appointing our most experienced group worker, Bitenge Makuka to the position of Head of Group Work. In this role Bitenge has taken on his role of both managing individually and bringing together all those who facilitate groups at the Baobab Centre at a monthly meeting. At Baobab we run both psychotherapeutic groups and activity groups (arts and sports based) both one off, time limited and open ended groups. From the responses of the young people groups are seen to be both useful and enjoyable and they provide a space for young people to meet others who have similar experiences to theirs and thus they do not feel so alone and isolated.

Over the course of this year we have run three psychotherapeutic groups, two weekly and one fortnightly. We have also run an ongoing weekly music group, a fortnightly philosophy group and for several months ran a film making group. These activity based groups are a space for young people to develop relationships in the community, build trust, learn new skills and develop creativity and essentially to and have fun! We hope in the near future to run a group specifically for the young women and girls in our community.



*Community member and member of staff on a kayaking trip in Camden*

## Addressing Cultural Diversity within Individual and Group Psychotherapeutic Work

Our population is diverse. As you see from our statistics young people are referred to us from 23 different countries including a very small number from each of a number of African countries (Algeria, DRC, Eritrea, Ethiopia, Ghana, Guinea, Nigeria, Morocco, Sierra Leone, Somalia and Uganda), Though there are fewer young women than young men we are referred and that we take on, but the diversity within the genders

is in many ways as great as the diversity within each gender. The young people come from many different cultures and while most have experienced organized violence in their communities and most have also experienced interpersonal violence to their bodies from corrupt and exploitative individuals, gangs and traffickers they also present to us a wide range of coping and defensive strategies and a huge variety of resiliencies.

In a recent group psychotherapy meeting of our young adult group six young men started to talk about their experience of community life in the UK. One young man from Sudan mused that he would never make sense of English society. “ I watch out of the windows of my flat or I walk in the street, No-one smiles and if I approach anyone to ask the way or to make contact they look afraid and withdraw. Then you won’t believe what I see in my neighbourhood, people having long time kisses in the street where all can see them. You would never see this in Sudan.” Another young man also from Sudan challenged the first speaker: “ Sudan has a mixture of Christians and Muslims. The Muslim girls cover their heads and wear long dresses but the Christian girls wear mini-skirts and openly have boyfriends and kiss in the street”. Though the hilarity of the examples and much laughter the group moved to a discussion of Muslim versus Christian societies, religious tensions, ethnic tensions and political tensions and finally the different relationships between adults and children in the UK and in their home countries. “ In my country in a village in the Sudan countryside no-one would ever eat alone. A meal would be prepared and people would gather. The young people would bring water so the adults could first wash their hands and only then the children could wash their hands”.

Our group members agreed on the absence of respect between adults and children in the UK. A well-established group member from Sierra Leone (who had been a member of our Baobab Community for ten years) pronounced:

“You lot have to understand, you are in the UK and you have to accept the ways things happen in the UK, like males and females can have long kisses in the streets. You have to understand though that, like in my country, children are prepared for adulthood from the age of five...this is how African children are raised in their communities. All adults in the close community, not just family members can restrain or chastise children. In the UK it looks like children remain as children until they are eighteen and then they are suddenly expected to become adults. Most seem to have no respect for adults.”

In this group the issue of cultural transition emerged, what you hold on to from your culture and what to adapt to in UK society. Some need to cling hard onto the mores and ethics of their home cultures while others can identify with the behaviour and ideas of UK young people. Some and certainly not all young people can criticise their home cultures. It seems much easier to be critical of UK society. The dissonance between their values and beliefs and behaviour and what they observe in peers of their age in the UK highlights their huge sense of loss and the pain of grief and their huge resiliencies and capacities to be flexible and to change. Many young people are religious and hold on to both the cultural, the spiritual and the emotional aspects of their religions.

**Spending Time Together in Small Groups Engaged in Various Activities Outside the Baobab Centre. *Borrowing from the ideas of Equal Justice Lawyer Bryan Stevenson, with whom we share the importance of, over time considering and valuing of Proximity, Transformation of Narratives, and Sustaining Hope.***

Part of our therapeutic approach is to encourage all of our young people to take part in group activities and to learn to express their views and to agree and disagree with confidence alongside learning to trust each other. We organize many small activity- based groups that run throughout the year, and these have included, during this year, music, philosophy, film making, and English/creative writing. During the holidays we run open art studios, drama and music sessions and various sports activities including

climbing, running, cycling, kayaking, swimming, and horse riding. We plan to review and increase these groups throughout the coming year including setting up a film club and an open art studio.

When we meet outside Baobab for social or educational or sports or arts events or when we go away for day or week long holiday retreats the possibilities for conversations and building of relationships is increased. There is always time for talking about a variety of subjects relevant to our psychotherapeutic processes and to issues that interfere with self-esteem, self-confidence, managing emotions and feelings and engaging in meaningful relationships. This work can take place in groups consisting of peers and adults and in individual conversations between peers and between young people and adults. For some a group in the open air is more relaxed situation for sharing deep feelings than in a psychotherapy session in a room where this is the only focus. We are aiming to raise funds to increase the numbers of retreats we are able to organise.



*Horse Riding in the countryside on a Summer Retreat*

## Casework

Jodie Bourke is our Senior Social Worker and Senior Manager. Jodie is also our senior safeguarding officer and has the responsibility to review with our Director all the safeguarding issues that emerge at our centre each week. She also facilitates with an external teacher (an experienced senior social worker) safeguarding training for all our staff and volunteers including our trustees.

During this year the need for social work and casework has significantly increased and we have been able to raise funds for two further posts in the team, a casework coordinator and a caseworker each for three

days each week. Given the political context in which we are working and the increasingly complex needs of our community members, we will need over future years, to raise more funds for our social/case work team. The current economic and political context in the UK has made the processes by which young asylum seekers and refugees, access housing, benefits and care increasingly difficult. Our whole team of clinicians, social workers and case workers support young people through the asylum-seeking process. After young people are granted asylum that they have a further struggle, especially those with significant developmental and mental health difficulties in accessing the self-contained accommodation that they need for their personal sense of privacy, control, agency, protection and safeguarding and in parallel accessing appropriate and realistic support (including benefits) for them to work part time and to have time to work through and integrate their difficulties. Jodie has spent increasing amounts of time during this year in finding housing, public law and community care solicitors and supporting young people through these, sometimes intimidating, legal processes which sometimes lead to judicial review and court hearings.

Below our Senior Social Worker and Senior Manager describes her role and the challenges faced over the last year.

*'My role as Senior Social Worker at Baobab was challenging in the post covid, 'hostile environment' where the demand for casework support for young people rose sharply. As homelessness and benefit cuts became the accepted norm again when the short-lived government 'generosity' of covid inspired financial support for those in need, soon diminished; placing added pressure on young people's day to day living and their capacity to manage. These difficulties included both managing day by day having sufficient funds to live and do more than survive, and the difficulties of managing to understand the bureaucracies that need to be negotiated in order to sustain benefits and housing and relationships with social services. Throughout 2021 Baobab's destitution and hardship grants for young people saw an increase and our capacity to offer support.*

*As the Government Care Review got under way throughout 2021 and the Nationality and Borders Bill was introduced into the political landscape, the realities of how young people seeking asylum or those with refugee status in the UK, seemed once again to be on the agenda across the sector. Baobab contributed to various consultations, submitted evidenced reports and arranged meetings with MP's and authorities in the hope to influence legal amendments and some real change in care policy and practice for young people. The Baobab community were actively participating and there was a real collective buzz as there seemed to be a possibility for change. We were making banners for protests, collaborating with networks and building community relationships. The Baobab advocacy team was formalised and there was a real sense that together we could make a difference.'*

We began during the time period of this report to reflect on the data that needs to be recorded in order that we might adequately document both the internal struggles of each young person who attends our centre and the external issues about which we need to keep abreast. Young people, and especially those who are under the scrutiny of certain Social Services Departments or who have poor assessments by the Home Office, where their credibility is challenged are likely to have to deal with many changes in terms of

practical support offered, housing and education and subsistence payments. In this context it is important that we as an organization record the details of the support, or absence of support, they are receiving.

The ten key areas we need to document, in order to accurately understand the proportion of time in terms of the practical support offered to each young person are:

- **Benefits/Sources of Subsistence Support:** Social Services Support., Universal Credit, PIP, Asylum Support (from Home Office)
- **Housing Issues:** Homelessness, Disrepair, Utilities, Temporary Housing, Private Housing, Council Housing
- **Education:** School, College, University, NGO provided classes, Education from tutors at Baobab or elsewhere
- **Employment:** Volunteer Work, Apprenticeships and Training, Employed Work
- **Asylum Status and Process:** Seeking Asylum, Asylum Application Refused, Appeal to Tribunal or Higher Court, Fresh Claim, BRP, Asylum Support, Family Reunion Application
- **Health and Well Being:** GP, Baobab Individual Psychotherapist/Key worker, Specialist consultant (Psychiatric or Physical), Ability to Care for Self (cooking and cleaning self and environment), Activities and Exercise.
- **Social Services Departments (SSD) Involvement:** In SSD care as a child in need, Care Plans, Leaving Care Support, Professionals Meetings
- **Legal Issues:** Community Care, Housing, Public Law (challenging SSD/Home Office re credibility errors), Criminal Law
- **Financial Support:** Debt, Budgeting, Grant Applications
- **Network of Support:** Friendships, Family members in UK, Engaging in group activities inside and outside Baobab, Adult Befrienders (formal through an organization or *informal*)

It is our aim over the next couple of years to find optimum ways of recording this data and what are for many of our young people numerous changes of accommodation, benefits, care and relationships over time. The majority of young people who attend our centre arrived as unaccompanied asylum-seeking minors, separated from their cultures and communities and families before they reached the age of eighteen. All the young people attending our centre have been repeatedly overwhelmed by traumatic and often violent experiences in their home countries and on their journeys into exile where they will have experienced annihilation and abandonment anxieties, fear that they would be killed or abandoned.

Often in the UK the systems for making asylum decisions and for assessing young people's need for care and involvement from adults, are prolonged and bureaucratic and young people both feel neglected and unable to manage the level of uncertainty about their futures that they are forced to bear. All the young people attending our centre show both significant vulnerabilities, developmental, and mental health symptoms that indicate how experiences of state and interpersonal violence have interfered with their wellbeing and their capacity to regulate emotions, to assess accurately the environment in which they find themselves, to move forward in their development, and to care for themselves among other symptoms. They also in parallel all show huge resiliencies and strengths.



*A Community Member at a Demonstration outside the Houses of Parliament against the Nationality and Borders Bill*

## Advocacy Work

We have now established an advocacy team which has enabled us to focus on the area of policy and practice challenges where government policy and practice does not function in the best interests of our population. Our advocacy team consists of six members, Rosanna O’Keeffe our Head of Operations, Fabrice Lyczba our Advocacy Administrator, Jodie Bourke, Senior Social Worker/Senior Manager, Mina Radev Social Worker, Tonny Oketta Community member, and Sheila Melzak Consultant Child and Adolescent Psychotherapist/Director.

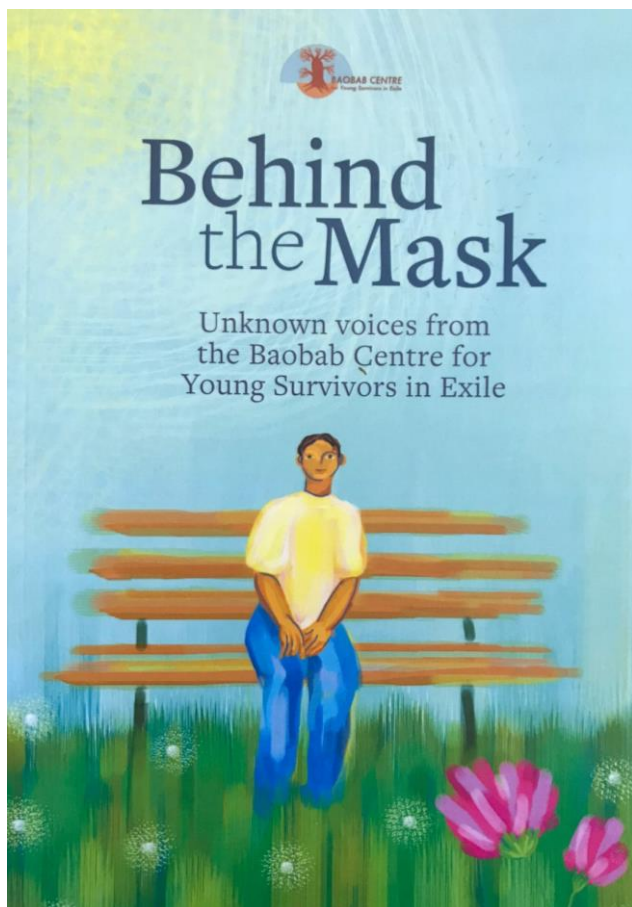
We have continued to maintain a working relationship with Home Office Directors in order to keep open channels of communication both about the situation of individual young people in Baobab’s community who have waited for an excessive amount of time for the resolution of their asylum claims, and about the asylum resolution processes for young asylum seekers in general i.e. not simply those attended our centre.

Key issues that our advocacy team worked on in the 21-22 financial year include the Nationality and Borders Bill (now Act) which divides those who arrive into the UK through routes approved by the government from those who arrive to the UK ‘illegally’. From the perspective of our population this policy shows no understanding of the realities of asylum seekers in a world where the UK government has created few practically available safe routes. The government is preoccupied with individuals (adults and

children) who arrive with people traffickers in flimsy dinghies. The UK press quotes parliamentarians views on trafficking but rarely addresses the helplessness of refugees in terms of finding safe routes when, as in the words of the 1951 Refugee Legislation, individuals and groups have a 'well-founded fear' of further persecution or of remaining alive in their home countries. It is our experience that young people NEVER arrive by legitimate routes and that they are rarely included in government approved refugee programmes.

The Bill also proposes a return to age assessment of young asylum seekers and the setting up of a National Age Assessment Board peopled by medical, forensic and anthropology specialists. These proposals are strongly against the best interests of young people.

Our advocacy work will aim to continue our focus on policies and practices that set up barriers to young people accessing services that are, developmentally in their best interests. This will include addressing problems in the asylum -seeking processes; the asylum support processes (including housing and subsistence); the issue of age assessment, and the issues involved with family reunion. Currently it is clear that the services offered to young refugees are fragmented and inadequate and that they set up barriers to young asylum seekers moving forward in their development and integrating into UK society. Currently both the Home Office and many Social Services Departments outsource the services they offer to young people. These services are paid for from the budgets of statutory services but they seem to have little scrutiny, so many young people experience that their needs are not met and in fact that the services they are offered are neglectful and sometimes abusive, for example placing developing adolescents in accommodation with troubled adults or frequent moves of accommodation which, for vulnerable young people, are unsettling and disorientating.



### Belonging to the Baobab community

**Growing up I never belonged anywhere so I'm still not 100% here. I still fear what could happen? Confidence comes slowly.**

**In the past, I would always tell any news to my mum and dad. So whether the news is good or bad now I come here first. People care about me here, giving me help, making me stronger, giving me the ability to speak up for myself.**

*Baobab gives me foundations to start building my life.*

*Community is a group of people fighting for the same cause. People with similar histories have a special connection and can make a community.*

*It's good to get to know new faces. Baobab has many countries with different cultures, ideas and history. There are people from places I never heard of before.*

*Community is a group with similar ideas and ideals. Yet we are also individuals.*

#### QUESTION

*What does community mean to you? What helps you to feel you belong?*

#### INSPIRATION

*Sometimes you want to give up. But when you see people who understand and are on your side, you begin to have hope. It's like when you're fighting a battle and lose everyone. Then suddenly reinforcements come and you feel that you can win.*

On a creative positive note we were asked to present at a conference during this year, organized by a new project, Equal Justice for Migrant Children which was led by Catriona Jervis and Syd Bolton from the organization Methoria. They are leading on work with their colleagues (judges, solicitors, barristers, social workers and clinicians), on the idea of setting up a separate court for young asylum seekers that addresses both the asylum and the welfare needs of children and young people. We made a film for this conference of young people talking about their current experiences of the care and asylum systems in the UK and Sheila Melzak talked about the challenging processes of the Home Office and Social Services Departments and what changes we would like to happen. This conference is designed to take place annually while they build their organization and fundraise for a pilot project.

## **Monitoring and Evaluation**

Over six years our monitoring and evaluation has been carried out by students from the Anna Freud Centre and led by Saul Hillman from the Anna Freud Centre. Saul and some of his master's students, initially developed a baseline measure looking at anxiety, depression, regulation of affect, behaviour and resilience. Since that year they have annually carried out the evaluation using their baseline measure developed specifically for our population. Over the six years many young people have been involved in the evaluation process.

Saul Hillman told us he is taking a sabbatical later this year. Co-incidentally we were approached by two clinical psychologists who had set up a small organization (BC Psychology) to work with the mental health needs of minority groups in the UK, including working with issues of cultural and ethnic diversity and their impact on mental health. Kenny Chiu and Mazda Beigi have developed a slightly different monitoring and evaluation model. Unlike Saul Hillman's model which compared general results of our work across the years, Kenny and Mazda are looking, in a more specific way, only at young people who repeatedly participated in the monitoring and evaluation process rather than looking at the cohort who only participated occasionally even though they attended Baobab over several years. This is thus a smaller number but will yield a deeper and more nuanced results. Our 2021 report is due to be published in early 2022 and the analysis of our 2022 results are ongoing.

## **Additional Activities**

### **Community Meetings**

Our monthly community meeting now is preceded by a warm meal sometimes prepared with our community members with a 90 minute community meeting after the hour set aside for the meal. A variety of subjects are explored in the community meeting including, during this time period, confidentiality, fund raising material, our external context in the UK, the political context of the main countries where our young people originate and preparing a cabaret for our Christmas party. The aim of our Community Meetings is to enable young people to find their own voice, to be able to tolerate disagreements and eventually to disagree.

### **Mentoring Training and Support**

We decided to begin our mentoring training on our summer residential retreat at MB3 in Gloucestershire. We covered several issues such as well -being and taking care of yourself, listening, boundaries and the role of a mentor. We plan more training sessions and then to run an ongoing support group for the mentors once they have been allocated mentees.

## Health Issues

We now have a volunteer GP coming once a month to meet with young people to discuss general access to a GP and to GP appointments, sexual health and individual health difficulties and how to access specialist assessment. These discussions give young people the opportunity to talk openly about their fears about health difficulties, treatments and medication. Our volunteer GP is able to pitch the discussion in a clear and informative way that all the participants can understand.

## Developments in the area of Increased Involvement of Young People in Our Operations and Governance Processes.

We have for some time now been thinking how we can ensure that those with lived experience of coming to the UK to seek asylum as a child, or adolescent are offered suitable roles as members of the staff of Baobab. Alongside this, we have been thinking about ways of bringing community members into our staff body, in ways which would be mutually beneficial. We have been thinking, about what might be suitable roles, in terms of their capacities and their wishes to learn.

We already include young people on interview panels for new staff and on working groups for project decisions within our community e.g. strategic planning or planning for one off events. We also have a former community member as a member of our trustee board. We are hoping to create some posts for community mentors for a small number of our young community members who will have the opportunity to develop their skills in areas of work such as financial management, office management or some aspects of casework.

## Operations, Fundraising, HR and Financial Management

Our Operations Team meets weekly to discuss our young people's practical needs and in particular, individual needs for destitution and hardship support. At this meeting we also review young people who are a safeguarding concern. At any one time we tend to need to talk about a few members of our community i.e. five to eight and not more. Through our Operations Meetings we have been able to recognise the need for a Destitution and Hardship fund and we have been generously supported in this task by one of our generous individual donors David Kogan. We very much appreciate his ongoing involvement and active interest in our work and his annual meetings with some of our staff and young people.

Our Operations and Admin Team also oversee our programme of additional activities. We aim to run one outing a month except for in the college holidays where we hold several activities each week. In the summer 2021 programme this included kayaking, a beach trip, cycling, picnicking on Hampstead Heath as well as our week long residential retreat.

## Fundraising and Finance

It has been a challenging year for us financially with most of our grants coming in, in the last quarter and several of our multi-year funders ending their funding at the same time. Thanks to a concerted effort from our fundraising team, the extra support of some of our generous donors, and the successful grants which came in in the last quarter of the year we were able to avoid ending the year in deficit.

Our finance team of administrator Mark, Accountant Rob under the leadership of Rosanna Head of Operations, have raised the quality and clarity of our accounts. Their contribution to Baobab is both fundamental, and like gold dust, precious and without this team we would not survive as an organization. We hold a regular finance meeting of our finance committee and monthly accounts are produced. In

what has been a challenging and difficult year for the young people we support, and for us in raising money in order to provide that support we would like to thank our funders – small and large. As a small charity every contribution makes a significant difference, we would particularly like to thank all those individuals and trusts who came together to ensure we ended the year in a stable position.

Please see below a list of our donors including trusts and individual donors. We would also like to thank many of our generous Individual Donors who wish to remain anonymous.

- A B Charitable Trust
- Ashworth Charitable Trust
- The Alan and Babette Sainsbury Charitable Fund
- The National Lottery Community Fund – Awards for All
- Bleu Blanc Rouge Foundation
- The Bromley Trust
- Children in Need
- The David Cock Foundation
- David Kogan
- Evan Cornish Foundation
- Garfield Weston Foundation
- Lloyds Bank Foundation
- Lucille Foundation
- Network for Social Change Charitable Trust
- Peter Stebbings Memorial Charity
- The Rayne Foundation
- The Reel Fund – David Kogan and Leah Schmidt
- The Roddick Foundation
- Samworth Foundation
- Stanley Thomas Johnson Foundation
- The Souter Charitable Trust
- The Tudor Trust
- Unbound Philanthropy

### **Employed Staff and Volunteer Clinicians**

Over the period of time covered by this Annual Report a large group of young people have attended weekly for individual psychotherapy. We always have concerns about our capacity to offer unlimited psychotherapeutic help to a large number of young people and at the same time to attend to the well-being of our staff who listen to the young people's experiences of human rights abuses and their consequences, and who work within a hostile and troubling political context where a great deal of fake news about refugees is spoken, published and reported. We offer all clinical staff individual and group supervision including an all staff monthly reflective meeting which is facilitated by an experienced group analyst but we have begun to reflect further on the process of how better to support our valued staff and volunteers. We are thinking about keeping issues of staff well-being in mind and introducing ways to address well-being issues in the best ways possible. To this end, with support of our funders, we are developing a small wellbeing fund in the aspiration to support all members of staff to find ways within

their professional frames of reference to manage the various stressors in their lives and find ways to understand links between body and mind as well as finding ways to relax.

We currently have six part time employed clinicians, including part of the hours of our director and two interpreters who wish to learn to become group workers; three part time employed social work/case work practitioners, and one volunteer case worker, and five part time volunteer clinicians. We have four part time volunteer teachers and three very part time employed teachers, two for music and one for our philosophy group and one volunteer administrator. We have one full time employed Head of Operations and fundraising and four part time employed administrators.

We are hugely appreciative of our volunteer staff most of whom have been with us for some years and who provide us with the possibilities of enhanced capacity to offer individual psychotherapy and case work and to flesh out the details of our holistic model of working. We thank them all formally here. We also keep in mind our very generous, group of trustees, in terms of their time, and their relationship with our organization as critical friends.

## **Our External Context**

We continue to be troubled by the dysfunctional processes of the Home Office and the impact of the Home Secretary's policies on the young people with whom we work, and on their families. The family reunion processes, even from Afghanistan after all the promises from Priti Patel, are slow to the point of being non- functional. Families and young and unaccompanied minors are housed in hotels and have remained there for months.

The thinking in the Home Office as it is operationalised and put into practice still obfuscates and muddles immigrants and asylum seekers. Troubled and vulnerable minors, overwhelmed by a series of traumatic events in their home countries, and on their journeys to the UK are met by workers many of whom have internalised the hostile environment. Young people in mourning and suffering from complex post-traumatic stress disorder are age assessed in a clumsy and unscientific way and placed in below standard accommodation. Their accounts of their experiences are often met by suspicion and challenges to their credibility by workers who cannot imagine or reflect on the detail of their histories.

It is in the light of these facts that we are thinking about how we might work to try to ensure that we take on new community members soon after their arrival in the UK as well as continuing to maintain a constructive dialogue with the Home Office. We aim in our future plans to develop our Advocacy work in an effort to tackle specific challenges to the wellbeing of our population including on one hand inadequate assessments of young people's narrative and age and the serious avoidance of the serious impacts on functioning and thinking of young people's state of mind and mental health and developmental difficulties and on the other hand the provision of poor accommodation where protection and safeguarding concerns have frequently to be raised. These often receive a very slow response. We plan to refine the areas of policy and practice of the Home Office and Social Services departments and to use our documented evidence and research in order to advocate on behalf of our population.

## **Conclusion**

Our work during this year has been aimed at fortifying our centre and making it more resilient in the face of the political and economic context in which we find ourselves. We are very clear about our aims and our goals and our resources. We aim to find ways to retain committed staff for as long as is realistically possible as continuity of relationships between adults and young people at Baobab is very important for

wellbeing. It is especially hard to be a child refugee in Europe at this time. In order to safeguard young people and address their developmental needs and their rehabilitation in the context of their human rights as children and adolescents we aim over the next year to develop a five year strategic plan to underpin Baobab and to continue to develop and to integrate both our rehabilitation work and our advocacy.

Finally I would like to share with you a poem a quiet young man who is a member of our community sent on our young people chatroom. This poem echoes our aims and objectives and through this poem we would like to pass on thanks to all those, staff, volunteers, funders and supporters who make our work possible.

*At the Baobab Centre, young survivors find a home  
A place of safety and support, where they can heal and grow  
A place where they can learn and play, and make new friends  
Where they can find a sense of belonging and a sense of hope*

*The Baobab Centre is a lifeline for young refugees  
Who have fled war, persecution, and violence  
And who have lost so much along the way  
Their homes, their families, and their childhoods*

*At the Baobab Centre, they are not alone  
They are surrounded by others who have shared their pain  
And who understand the trauma that they have endured  
They are given the care and attention that they need*

*The Baobab Centre is a beacon of light  
In a world that can be dark and cruel  
It is a place of compassion and kindness  
Where young survivors can find a new beginning*

*The Baobab Centre is a shining example  
Of what can be done to help those in need  
And to give hope to those who have lost everything  
It is a symbol of the human spirit  
And of the resilience and strength of young survivors in exile.*

Sheila Melzak  
Director Baobab Centre  
Consultant Child and Adolescent Psychotherapist  
January 6th 2023



**BAOBAB CENTRE  
FOR YOUNG SURVIVORS IN EXILE  
(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND  
FINANCIAL STATEMENTS  
FOR  
YEAR ENDED  
31ST MARCH 2022**

**COMPANY REGISTRATION No: 6816297**

**CHARITY REGISTRATION No: 1135407**

Pages 2 to 7 Report of the Directors  
Page 9 Statement of Financial Activities  
Page 9 Balance Sheet  
Pages 10 to 15 Notes to the Financial Statements  
Page 16 Independent Examiners Report to the Directors

Independent Examiners Ltd  
2 Broadbridge Business Centre  
Delling Lane  
Bosham  
West Sussex

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)

**LEGAL AND ADMINISTRATIVE INFORMATION**

<b>COMPANY REGISTRATION NUMBER</b>	6816297
<b>CHARITY NUMBER</b>	1135407 (registered 8-Apr-10)
<b>START OF FINANCIAL YEAR</b>	01-Apr-21
<b>END OF FINANCIAL YEAR</b>	31-Mar-22
<b>DIRECTORS AT 31ST MARCH 2022</b>	Claire Helman - Chair John Clark Gill Martin Melanie McFadyean James Welsh Herman Otto Felicity Dirmeik Holly Hemming Enla Fees
<b>COMPANY SECRETARY</b>	Sheila Melzak
<b>REGISTERED ADDRESS</b>	6 Manor Gardens LONDON N7 6LA
<b>WEBSITE</b>	<a href="http://www.baobabsurvivors.org">www.baobabsurvivors.org</a>
<b>DATE OF INCORPORATION</b>	11-Feb-09
<b>COMPANY STATUS</b>	Company Limited by Guarantee
<b>GOVERNING DOCUMENT</b>	Memorandum and Articles of Association incorporated 11 February 2009 as amended by special resolution 24 February 2010.
<b>BANKERS</b>	Co-operative Bank 1 Islington High Street London N1 9TR
<b>INDEPENDENT EXAMINER</b>	Independent Examiners Ltd 2 Broadbridge Business Centre Delling Lane Basham West Sussex PO18 8NF

# **BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **Objects**

1. The relief of children and young people who have suffered violence and are asylum seekers and refugees in Europe, in particular by the provision of psychotherapy, counselling and support.
2. To advance education in the circumstances of children and young people who have suffered violence in their home countries and who are asylum seekers and refugees in Europe, in particular by undertaking research and publishing the useful results thereof.

### **Public Benefit**

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

### **Objects and Activities**

Fuller information about our work can be found in our **Annual Report** available on application. Our areas of work include:

- Individual Psychotherapeutic Work
- Group Work
- Arts Based work
- Increasing Access to Support and Services
- Reports and General Support
- Research
- Teaching and Training
- Therapeutic Retreats and Community Life

Over the last year 75 young people attended the Baobab Centre for regular psychotherapy, with 25 also attending group psychotherapy. Over the year we re-opened our referral process, and 11 new young people joined our community. The young people in our community come from 21 different countries, predominantly Afghanistan (36%), but also Ethiopia, DRC, Nigeria, Bangladesh, China, Iran, and others. 80% of those we supported are young men and boys while 20% are young women and girls. Alongside psychotherapy we provided holistic care to the young people in our community, including practical support, casework support, support through the asylum seeking process and community activities. During the summer we ran a programme of additional activities and a week-long residential retreat which was attended by nine young people and two mentors. At the end of the year we grew our casework team to meet the increased need from our community.

In addition to this direct work with young people in our community, Baobab's Advocacy has had significant successes over the last year. Baobab submitted a response to the Nationality and Borders Bill and met with our community members and members of the House of Lords and House of Commons about the Bill as well as the situation in Afghanistan and the lack of safe passage for refugees from Afghanistan to the UK. A member of Baobab's community was quoted by Baroness Lister in the House of Lords in a discussion of the Bill in February 2022 and several articles were published in the Byline Times as well as a feature on ITV news about Baobab's work and the situations the young people we support face.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)

The Baobab Centre acknowledges with appreciation the financial support during the year of:

- AB Charitable Trust
- Ashworth Charitable Trust
- Alan & Babette Sainsbury Charitable Fund
- The National Lottery Community Fund Awards For All
- Bleu Blanc Rouge Foundation
- The Bromley Trust
- Children in Need
- City Bridge Trust
- The David Cock Foundation
- David Kogan
- Evan Cornish Foundation
- Garfield Weston Foundation
- The Henry Smith Charity
- Lloyds Bank Foundation
- Lucille Foundation
- Network for Social Change Charitable Trust
- Peter Stebbings Memorial Charity
- The Rayne Foundation
- The Reel Fund - David Kogan and Leah Schmidt
- The Roddick Foundation
- Samworth Foundation
- Stanley Thomas Johnson Foundation
- The Souter Charitable Trust
- The Tudor Trust
- Unbound Philanthropy
- And those funders who wish to remain anonymous

# **BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **Financial Review**

The Directors report an excess of income over expenditure for the year of £45,817 (2021, £151,461). Total income for the year was £547,116 (2021, £657,189) of which £276,969 was unrestricted income (2021, 183,981) and £270,147 was restricted income (2021, £473,208). Total expenditure for the year was £501,299 (2021, £505,728).

Total income for the year significantly reduced from the prior year, largely as a result of prior year income being buoyed by grants that aimed to help with the impact of Covid on the young people supported by the Baobab Centre. However, despite this, overall income for this year compares favourably with income received between 2017 and 2020, a result of improved fundraising and the support of a range of fantastic grant givers.

### **Reserves**

The Trustees have set a reserves policy which requires that reserves be maintained at, at least a level which ensures that the Baobab Centre's core activity can continue during a period of unforeseen difficulty. The Trustees are to hold the charity's reserves at a level which is at least equivalent to six months reduced operational expenditure, currently considered to be £253,751. We also have a commitment to ensuring that we maintain restricted funds at any given point during the year at the level necessary to fulfil the conditions of any grant and the expectations of any funder. Where funding has been received, we guarantee the use of the funds will be spread over the full period of the grant agreement and thereby fulfil any commitment we have made to the funder.

In line with best practice in the charity sector, the Baobab Centre seeks to hold a reserve that exceeds this minimum position in order;

- To manage risk and buffer unexpected falls in income, allowing time to replace lost income or develop a response to the change;
- To allow the taking of opportunities which may arise; and
- To ensure that the charity can meet its legal obligations in the event of closing down.

The calculation of the required level of reserves is an integral part of the Baobab Centre's planning, budgeting and forecasting cycle. It takes into accounts the risks associated with each stream of income and expenditure varying from budget, planned activity level and future commitments.

When unrestricted reserves are low we will manage income shortages by controlling expenditure and will retain in the reserve sufficient funds to meet our legal obligations in the event of closure. On 31st March 2022 the amount carried forward as unrestricted reserves was £269,382. The restricted level of funds carried forward was £196,923 and the level of free reserves held at the year end was £249,854.

We have therefore maintained a free reserve level that represents close to 6-months reduced operational expenditure. Reserves will only be expended in pursuit of the above aims and as a result of a decision by the Board.

### **Going concern**

At the time of budget setting for the 2022/23 financial year, Baobab Centre had secured income of £293,441, a shortfall of £299,990 against budgeted expenditure. The lack of recurrent and multi-year funding that matches expenditure needs, remains a challenge for Baobab Centre each year. Trustees monitor the situation through regular meetings of the Finance Committee through which they receive

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)

updates on fundraising, and through a regular review of the current, and forecast reserve position. Trustees are confident, given the reserve position and additional funds secured through the 2022/23 year that Baobab Centre has adequate resources to continue in operational existence for the foreseeable future. For this reason Trustees continue to adopt the going concern basis in preparing the financial statements.

**Risk Management**

The Directors have reviewed the risks to which the charity is exposed and have ensured appropriate controls are in place to provide reasonable assurance against fraud and error.

**Plans for Future periods**

The focus for the Baobab Centre is to continue to support as many young people as possible for as long as we are able to. In order to ensure continued financial stability during these challenging economic times we are focused on ensuring that we can obtain multi year grants that support our core work, which will allow our management team to focus on delivery.

**Structure, Governance and Management**

The Baobab Centre is registered as Charitable Company Limited by Guarantee. The management of the Company is the responsibility of the Trustees who are appointed according to the process outlined in the Memorandum of Association. The Trustees are responsible for recruiting and appointing the senior staff within the Company, and for setting the pay for each year. The Director is responsible for the day to day management of the Baobab Centre and its activities.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)

**Statement of Director's Responsibilities:**

Company law requires the directors to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the company and of the profit or loss of the company during that period. In preparing those financial statements the directors are required to:

- (i) select suitable accounting policies and then apply them consistently,
- (ii) make judgements and estimates that are reasonable and prudent,
- (iii) prepare financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In preparing this report the directors have taken advantage of special provisions of the Companies Act 2006 relating to small companies.

We approve the attached statement of financial activities and balance sheet for the year ended 31st March 2022, and confirm that we have made available all information necessary for its preparation.

Approved by the Directors on 23<sup>rd</sup> November 2022 and

Signed on their behalf by Director,



, Claire Helman

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)

**INDEPENDENT EXAMINER'S REPORT**  
**TO THE TRUSTEES OF BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2022 which are set out on pages 9 to 18.

**Respective responsibilities of Trustees and examiner**

As the charity's Trustees of Baobab Centre for Young Survivors in Exile (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of Baobab Centre for Young Survivors in Exile are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since Baobab Centre for Young Survivors in Exile's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Management Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Baobab Centre for Young Survivors in Exile as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



G W Schulz ACMA  
Independent Examiners Ltd  
Unit 2 Broadbridge Business Centre  
Delling Lane  
Bosham  
Chichester  
PO18 8NF

23 November 2022

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)

**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	£	2022 £	£	2021
<b>INCOME &amp; ENDOWMENTS FROM:</b>		<b>Unrestricted</b>	<b>Restricted</b>	<b>TOTAL</b>	<b>TOTAL</b>
<b>Donations &amp; Legacies</b>					
<b>Voluntary Income</b>	2				
Grants		190,000	238,247	<b>428,247</b>	537,586
Major Individual Donors		38,500	31,900	<b>70,400</b>	89,584
Donations		30,156	0	<b>30,156</b>	25,668
Gift Aid Tax Recoverable		14,800	0	<b>14,800</b>	694
<b>Trading Activities</b>					
Report Income		3,513	-	<b>3,513</b>	3,657
<b>Investment</b>		-	-	-	-
<b>Total Income</b>		<u>276,969</u>	<u>270,147</u>	<u><b>547,116</b></u>	<u>657,189</u>
<b>EXPENDITURE ON:</b>					
<b>Raising Funds</b>	3a	15,794	5,608	<b>21,402</b>	27,501
<b>Charitable activities</b>	3b	264,154	215,743	<b>479,897</b>	478,227
<b>TOTAL EXPENDITURE</b>		<u>279,948</u>	<u>221,351</u>	<u><b>501,299</b></u>	<u>505,728</u>
<b>NET INCOME/EXPENDITURE</b>		-2,979	48,796	<b>45,817</b>	151,461
Total funds brought forward		272,362	148,126	<b>420,488</b>	269,027
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>269,382</u></u>	<u><u>196,923</u></u>	<u><u><b>466,305</b></u></u>	<u><u>420,488</u></u>

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

The notes on pages 12 to 18 form part of these financial statements.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)

**REGISTRATION NUMBER: 6816297**  
**BALANCE SHEET**  
**AS AT MARCH 31 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 31-Mar-22 £	Total 31-Mar-21 £
<b>FIXED ASSETS</b>					
Tangible Assets	1	-	-	-	-
<b>CURRENT ASSETS</b>					
Debtors and prepayments	5	7,134	64	<b>7,198</b>	7,044
Cash at bank and in hand		275,625	199,013	<b>474,638</b>	432,885
Total Current Assets		<u>282,759</u>	<u>199,077</u>	<b>481,836</b>	<u>439,929</u>
CREDITORS: Amounts falling due within one year	6	13,377	2,154	<b>15,531</b>	19,441
<b>NET CURRENT ASSETS</b>		<u>269,382</u>	<u>196,923</u>	<b>466,305</b>	<u>420,488</u>
<b>NET ASSETS</b>		<u><b>269,382</b></u>	<u><b>196,923</b></u>	<u><b>466,305</b></u>	<u><b>420,488</b></u>
<b>REPRESENTED BY:</b>					
Unrestricted		249,854		<b>249,854</b>	253,316
Designated funds		19,528		<b>19,528</b>	19,046
Restricted Funds	4		196,923	<b>196,923</b>	148,126
		<u><b>269,382</b></u>	<u><b>196,923</b></u>	<u><b>466,305</b></u>	<u><b>420,488</b></u>

For the year ending 31st March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

**Directors' Responsibilities**

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the Directors on 23<sup>rd</sup> November 2022 and

Signed on their behalf by

 , Claire Helman, Chair of Directors

The notes on pages 12 to 18 form part of these financial statements.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	<b>2022</b>	2021
	£	£
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	<b>45,817</b>	151,461
<b>Working capital adjustments</b>		
(Increase)/ decrease in stocks	-	-
(Increase)/decrease in debtors	<b>-154</b>	14,105
Increase/(decrease) in creditors	<b>-3,910</b>	8,143
Net cash flows from operating activities	<b>41,753</b>	173,709
<b>Cash flows from investing activities</b>		
Dividends, interest and rents from investments	-	-
Purchase/sale of fixed assets	-	-
Purchase/sale of investments	-	-
Net cash flows from investing activities	<b>0</b>	0
<b>Cash flows from financing activities</b>		
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
Net cash flows from financing activities	<b>0</b>	0
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>41,753</b>	173,709
Cash and cash equivalents at the beginning of the year	<b>432,885</b>	259,176
<b>Cash and cash equivalents at the end of the year</b>	<b><u>474,638</u></b>	<u>432,885</u>
<b>Analysis of cash and cash equivalents</b>		
	<b>2022</b>	2021
	£	£
Cash at bank and in hand	<b>474,638</b>	432,885
<b>Total cash and cash equivalents</b>	<b><u>474,638</u></b>	<u>432,885</u>

The notes on pages 12 to 18 form part of these financial statements.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
NOTES TO FINANCIAL STATEMENTS FOR YEAR ENDED 31 MARCH 2022

**1. ACCOUNTING POLICIES**

**Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

**Basis of preparation**

Boabab meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Incoming Resources**

*Recognition of Incoming Resources*

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the Directors are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

*Incoming Resources with related expenditure*

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

*Grants and Donations*

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.
- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds receivable.

*Tax reclaims on Donations and Gifts*

Incoming resources from tax reclaims are included in the SOFA in the same financial period 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 has been delivered.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
NOTES TO FINANCIAL STATEMENTS FOR YEAR ENDED 31 MARCH 2022

*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.

**Incoming Resources Continued**

*Investment Income*

This is included in the accounts when receivable.

*Investment gains and losses*

This included 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*

Includes costs of the preparation and examination of statutory accounts, the costs of the Directors' meetings and cost of any legal advice to Directors 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.

*Changes in Accounting policies and previous accounts*

There has been no change to the accounting policies (variation rules and methods of accounting) since last year, and no changes to the previous accounts.

*Support Costs*

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the 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 the charity:

These are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt. The Company has no individual assets costing more than £1,000.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
NOTES TO FINANCIAL STATEMENTS FOR YEAR ENDED 31 MARCH 2022

*Investments*

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at Directors' best estimate of market value.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
NOTES TO FINANCIAL STATEMENTS FOR YEAR ENDED 31 MARCH 2022

**2. Grants Receivable**

	<u>Unrestricted</u> <u>Funds</u>	<u>2022</u> <u>Restricted</u> <u>Funds</u>	<u>TOTAL</u> <u>Funds</u>	<u>2021</u> <u>TOTAL</u> <u>Funds</u>
	£	£	£	
GRANTS RECEIVABLE			-	
A B Charitable Trust	10,000		<b>10,000</b>	10,000
Ashworth Charitable Trust		3,000	<b>3,000</b>	
The Alan & Babette Sainsbury Charitable Fund	10,000		<b>10,000</b>	10,000
The National Lottery Community Fund Awards For All		10,000	<b>10,000</b>	
Bleu Blanc Rouge Foundation	5,000		<b>5,000</b>	
The Bromley Trust	20,000		<b>20,000</b>	15,000
Children in Need		40,064	<b>40,064</b>	29,475
City Bridge Trust		33,750	<b>33,750</b>	51,250
Comic Relief			-	51,143
The David Cock Foundation	5,000		<b>5,000</b>	
David Kogan		12,000	<b>12,000</b>	
Evan Cornish Foundation		5,000	<b>5,000</b>	
Garfield Weston Foundation		15,000	<b>15,000</b>	
The Henry Smith Charity		-	-	41,000
Lloyds Bank Foundation		23,890	<b>23,890</b>	33,900
London Catalyst			-	1,250
Lucille Foundation	5,000		<b>5,000</b>	
Network for Social Change Charitable Trust		7,712	<b>7,712</b>	
Peter Stebbings Memorial Charity		5,000	<b>5,000</b>	5,000
The Rayne Foundation	20,000		<b>20,000</b>	15,000
The Reel Fund - David Kogan and Leah Schmidt	10,000		<b>10,000</b>	
The Roddick Foundation	30,000		<b>30,000</b>	30,000
Samworth Foundation		40,000	<b>40,000</b>	90,105
Stanley Thomas Johnson Foundation		31,331	<b>31,331</b>	110,893
The Souter Charitable Trust	5,000		<b>5,000</b>	
The Tudor Trust	70,000		<b>70,000</b>	42,000
Unbound Philanthropy		10,000	<b>10,000</b>	
Various Grants below £1,001		1,500	<b>1,500</b>	1,570
	<b>190,000</b>	<b>238,247</b>	<b>428,247</b>	537,586
MAJOR INDIVIDUAL DONORS	38,500	31,900	<b>70,400</b>	89,584
DONATIONS	30,156		<b>30,156</b>	25,668
LEGACIES & BEQUESTS			-	-
GIFT AID TAX RECOVERABLE	14,800		<b>14,800</b>	694
<b>TOTAL VOLUNTARY INCOME</b>	<b>273,456</b>	<b>270,147</b>	<b>543,603</b>	653,532

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
NOTES TO FINANCIAL STATEMENTS FOR YEAR ENDED 31 MARCH 2022

**3. EXPENDITURE ON:**

	<u>Unrestricted</u> <u>Funds</u> £	<u>2022</u> <u>Restricted</u> <u>Funds</u> £	<u>TOTAL</u> <u>Funds</u> £	<u>2021</u> <u>TOTAL</u> <u>Funds</u>
<b>a) Raising Funds</b>				
Fundraising database and tools	412	146	<b>558</b>	96
External Fundraising services	15,382	5,462	<b>20,844</b>	27,405
	<u>15,794</u>	<u>5,608</u>	<u><b>21,402</b></u>	<u>27,501</u>
<b>b) Charitable Activities</b>				
Staff Salaries	127,297	138,476	<b>265,773</b>	223,200
Sessional Fees	5,335	4,976	<b>10,311</b>	17,289
Interpreters	36,188	11,882	<b>48,070</b>	32,866
Supervision	2,284	900	<b>3,184</b>	2,385
Holiday Projects	8,799	0	<b>8,799</b>	5,188
Beneficiary Expenses	31,004	8,012	<b>39,016</b>	6,350
Staff Training & Volunteer Costs	554	1,244	<b>1,798</b>	4,005
Education	553	2,163	<b>2,716</b>	25,081
Hardship payments	1,478	2,934	<b>4,412</b>	4,538
Beneficiary Legal Fees	800	0	<b>800</b>	1,519
Premises costs	25,692	39,947	<b>65,639</b>	52,344
Training, Lecturers & Conferences				1,404
Monitoring and Evaluation	26	1,738	<b>1,764</b>	2,306
Board Costs	512	0	<b>512</b>	35
Bank Charges and Filing Fee	162	0	<b>162</b>	221
Management Accountancy Fees and Software	3,181	0	<b>3,181</b>	3,327
Independent Examination	0	960	<b>960</b>	960
HR Costs	5,248	776	<b>6,024</b>	0
Covid 19 Emergency Response	15,042	1,735	<b>16,776</b>	95,209
	<u>264,154</u>	<u>215,743</u>	<u><b>479,897</b></u>	<u>478,227</u>

In addition to the staff salaries lines, payments are made to casual staff who support Baobab's work, and whose costs are included within the Monitoring and Evaluation, Holiday Projects and Interpreters lines. The total cost of all staff for 2021/22 is £268,660. A detailed breakdown of these costs can be found in note 7.

## BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO FINANCIAL STATEMENTS FOR YEAR ENDED 31 MARCH 2022

### 4. RESTRICTED FUNDS

	Balance at 1st April 2021	Income	Expenditure	Balance at 31 Mar 2022
	£	£	£	£
Ashworth Charitable Trust	-	3,000	1,000	2,000
The National Lottery Community Fund Awards For All	-	10,000	1,685	8,315
Children in Need	326	40,064	30,131	10,259
City Bridge Trust	10,366	33,750	32,877	11,239
David Kogan	-	12,000	3,817	8,183
Evan Cornish Foundation	-	5,000	1,667	3,333
Garfield Weston Foundation	-	15,000	729	14,271
The Henry Smith Charity	20,500	-	20,500	0
Lloyds Bank Foundation	9,032	23,890	21,177	11,745
Network for Social Change Charitable Trust	-	7,712	1,286	6,426
Peter Stebbings Memorial Charity	-	5,000	3,333	1,667
Samworth Foundation	38,391	40,000	27,193	51,198
Stanley Thomas Johnson Foundation	53,321	31,331	54,688	29,964
The Tudor Trust	900	-	900	-
Unbound Philanthropy	-	10,000	1,667	8,333
Various Grants below £1,001	870	1,500	2,370	-
MAJOR DONORS	14,421	31,900	16,331	29,990
<b>Total restricted funds</b>	<b>148,127</b>	<b>270,147</b>	<b>221,351</b>	<b>196,923</b>

### 5. DEBTORS AND PREPAYMENTS

	Unrestricted Funds	Restricted Funds	Total 31-Mar-22	Total 31-Mar-21
	£	£	£	£
Accrued Revenue	-	-	-	-
Tax Recoverable	-	-	-	-
Debtors & Prepayments	7,134	64	7,198	7,044
	<b>7,134</b>	<b>64</b>	<b>7,198</b>	<b>7,044</b>

### 6. CREDITORS AND DEFERRED INCOME: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Funds	Restricted Funds	Total 31-Mar-22	Total 31-Mar-21
	£	£	£	£
Creditors	3,489	794	4,283	5,202
Accruals	1,896	400	2,296	6,780
Independent Examiner fees	-	960	960	960
Payroll Liabilities	7,992	-	7,992	6,499
	<b>13,377</b>	<b>2,154</b>	<b>15,531</b>	<b>19,441</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
NOTES TO FINANCIAL STATEMENTS FOR YEAR ENDED 31 MARCH 2022

**7. STAFF COST, NUMBERS & VOLUNTEERS**

	<b>Total 31-Mar-22 £</b>	Total 31-Mar-21 £
Gross Wages & Salaries	<b>240,917</b>	200,659
Employer's National Insurance Costs	<b>15,982</b>	12,590
Pension Contributions	<b>11,761</b>	9,951
	<b><u>268,660</u></b>	<u>223,200</u>

Full Time Equivalent Staff who were engaged in each of the following activities:

	<b>Total 31-Mar-22</b>	Total 31-Mar-21
Activities in furtherance of Organisations Objects	<b>7</b>	6
	<b><u>7</u></b>	<u>6</u>

No employee received emoluments in excess of £60,000. Staff are paid through the PAYE scheme. During the financial year the company benefitted from unpaid work performed by volunteers.

**8. DIRECTORS & OTHER RELATED PARTIES**

No payments were made to directors or any persons connected with them during the financial period. No material transaction took place between the organisation and a trustee or any person connected with them.

**9. COMPANY STATUS**

The company is limited by guarantee and therefore has no share capital. The member's liability under the guarantee is restricted to a maximum of £10.

**10. CONTINGENT LIABILITIES**

The charity had no material contingent liabilities at 31 March 2022 (2021 none)

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**

England & Wales - Charity number 1135407

---

# Accounts

---

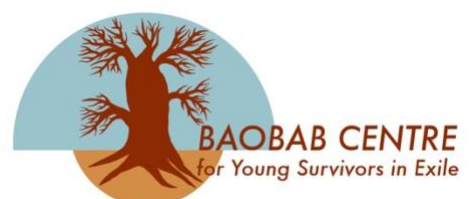
# THE BAOBAB CENTRE

## For Young Survivors in Exile



### Annual Report and Accounts for April 2020 to March 2021

Charity Number: 1135407  
Company Number: 6816297  
6-9 Manor Gardens London, N7 6LA  
Phone: 0207 263 1301 E-Mail: [info@baobabsurvivors.org](mailto:info@baobabsurvivors.org)  
Website: <https://www.baobabsurvivors.org>



# The Baobab Centre for Young Survivors in Exile: Annual Report and Accounts

## The Annual Report for April 2020 – March 2021

<i>The Covid-19 Pandemic and its impact on Baobab Community Members and Staff</i> .....	2
<i>Examples of Resilience in Contrast to Vulnerabilities</i> .....	5
<i>Some quotes from young people from our 2020 monitoring and evaluation report</i> .....	5
<i>Systemic Issues and Reflections</i> .....	7
<i>Underpinning and Stabilisation in order to Sustain our Holistic Model of Work and our Planned Therapeutic Environment (Real and Virtual)</i> .....	7
<i>Funding</i> .....	9
<i>Belonging and Community, Racism and Xenophobia</i> .....	10
<i>Our aims towards social change and influence as a human rights organization</i> .....	11
<i>Influence and Sharing our holistic and integrated ways of working with young people</i> .....	11
<i>Integration and Working Through of our Rehabilitation and Advocacy Aims and Objectives</i>	14

## The Annual Accounts for April 2020 – March 2021

<i>Report of the Directors</i> .....	2
<i>Statement of Financial Activities</i> .....	6
<i>Balance Sheet</i> .....	7
<i>Notes to the Financial Statements</i> .....	8
<i>Independent Examiners Report on the Accounts</i> .....	14

# The Baobab Centre for Young Survivors in Exile: Annual Report

## The Covid-19 Pandemic and its impact on Baobab Community Members and Staff

This annual report covers the period of time during which the UK was following government restrictions linked to the coronavirus pandemic. At Baobab we aim to be a thinking and reflective organization and in this period we have had to step back and reflect on how we might achieve the two major aims of our non-residential therapeutic community: **rehabilitation** and **justice**. **This mixture of the challenge of having a different context for our work and of having more time to reflect on our practice has characterised this period of time.**

At Baobab our rehabilitation work takes place in a ‘planned environment’ which includes both individual and group psychotherapy as well as casework support and community events. At the centre of all our work is the idea that comes from therapeutic communities of ‘examined living.’ This means that whatever we do in our community we aim to reflect on relationships, (including ability to care for yourself, reasons for low confidence and ways to build confidence) conflicts, muddles and mistaken assumptions. We do this in activity based groups, community meetings and in individual sessions. Thus, a key part of our planned therapeutic environment is that it also includes a variety of arts and sports based groups including music, visual arts, drama and philosophical discussions where young people have opportunities to explore their identity and build their self-confidence and to meet others who share their experiences and thus learn about themselves in relation to others and to listen to others. Sporting activities include swimming, running, cycling, canoeing and climbing. Our aim in these activities is multi-fold but key is the building of trust in others and trust in community and the reduction of isolation. Young people gain confidence in co-operation and sharing, and in both their capacity to work and working together.

Our justice work is twofold. Firstly, we do advocacy and legal work for individual young people, based on their specific needs in relation to their asylum, housing and community care as well as their needs for accessing education and physical health care. Secondly, we advocate for changes to the wider political and social structures which currently create barriers to rehabilitation and justice for all young, unaccompanied asylum seekers and refugees.

At the start of the of the coronavirus pandemic we had to think quickly about how we might prioritise the central aims of Baobab that is, to meet the developmental and mental health needs of our community members and continue our holistic and integrated approach during periods of ‘**lockdown**.’ As a consequence of the restrictions on their movement and their anxieties about becoming ill many of the young members of Baobab’s Community felt increasingly anxious, depressed, unsettled, frightened, marginalised, isolated and invisible. At the same time most held on to their own personal strengths and resiliencies. This is a central characteristic of our population which is their clear vulnerabilities and resiliencies which exist alongside each other.

It was a challenge for all members of our community to be confined to their rooms and to have to access their education online only. The uncertainties they already have to live with, as asylum seekers in the UK, were compounded and multiplied. Generally young asylum seekers are expected to deal with more uncertainty than a young person can cope with. This is especially so if that young person has experienced a series of overwhelming and traumatic events when they were younger, including a sequence of violent events (usually traumatic), massive loss (often traumatic) and unplanned changes.



We anticipated that the isolation and fear of illness and death triggered by the pandemic and the government restrictions would be hugely stressful for many of our community members but that others would say something like one young man who remarked:

*“After what we experienced in the war in our home country this is not a very serious cause of stress. Yes, I am stressed but not like the time when the soldiers came to our home in uniforms with guns and killed my mother when she tried to stop me being taken to be a child soldier.”*

As a staff team, consisting of administrators and caseworkers and clinicians, we together decided to prioritise sustaining our connections and involvement with our community members by ensuring that all had sufficient data and were able to access internet via laptops and smart phones. This ensured that all young people were able to maintain regular contact with their individual psychotherapist, group facilitators and with our casework team online though a few psychotherapists and caseworkers met with young people occasionally face to face in the open air, for example in parks.

Psychotherapy groups were all moved online. We found that groups that were well-established in person maintained regular attendance on line. Even though group members complained about zoom they all also recognised that it was more important to maintain contact via the internet than have no contact. Group members were able to regularly reflect on how much they missed being in the same room as each other and talking and eating together and how irritated we all were by the vicissitudes of internet connection. However, our newest psychotherapy group that was not well established at the time of the first lockdown (March 2020), did not develop well on zoom and there were many missed appointments from most of the group members.

We were also concerned with building and sustaining the physical health of Baobab’s young people and ensured that all who wanted were sent food boxes containing vegetables, fruit, bread and milk. This led to many young people learning to cook a few dishes including British food as well as their getting on top of significant and memorable dishes from their own countries.

To better understand the impact of the pandemic on individuals we added a Covid-19 section to our annual monitoring and evaluation survey. This covered how each young person felt they had coped with the pandemic, the lockdown restrictions and social distancing. The survey found that a significant majority of those of our community members who participated in the monitoring and evaluation process acknowledged increased depression and anxiety, difficulties in regulation of affect, difficulties in sleeping, and increased intrusive thoughts and flashbacks about their own personal sequence of overwhelming experiences. Sleep in particular was negatively impacted. At the same time, many young people were, in parallel, trying hard to survive and engage as much as possible with community life, linking with their friends and including helping others.

The monitoring and evaluation team chose nine different aspects of our community members’ experiences to explore with the young people who participated. These nine aspects of their experiences were:

Anxiety	Mood	Anger
Habits	Motivation	Sleep
Relaxation	Relationships	Sense of Hope

The researchers asked which aspects of their lives since March 2020 during the pandemic lock down were made:

- Much Worse
- Worse
- Remained the same
- Became better

The picture they built from the answers to their questions were interesting and not straight forward. A significant (over 70%) proportion of Baobab community members described a worsening in their anxiety, their moods, their habits and their motivation. The majority (63%) described that sleep difficulties and their sense of hope in their future also significantly worsened. Many (90%) described that their capacity to relax was significantly lessened.

## Examples of Resilience in Contrast to Vulnerabilities

The young people were also able to describe aspects of their experiences during the pandemic lockdowns that had not deteriorated significantly. A significant number of young people (a little less than half) described no deterioration in their links with close friends, their capacity to manage their anger, and, in their experiences of being bullied, some of this group described improvements.

In contrast to the negative experiences, the researchers also found that significant numbers of our community members described that their feelings of anger were much reduced during the lockdowns and many described that their relationships either remained the same or became better. Many of our young people have one or a few close friends. For many, although not all, their personal relationships with their peers and their relationships with Baobab staff and other community members sustained them during the lockdowns. In addition, due to the lockdowns most of our community members exposure to potentially conflictual situations was reduced. The enforced solitude also made many realise that they were powerless to address the usual internal and external, past and present triggers for their anger for example the inadequate responses from the Social Services Departments and the Home Office. The pandemic, seems to have led many young people to an increased acceptance of the difficult realities of their lives and the capacity to differentiate between what could and what could not be done to challenge these big bureaucracies. This went alongside their acceptance of the reality of their past experiences of violence and loss and unplanned change and their increased capacity to face both the past and the present realities.

Baobab operated online between March and August 2020 and between January and April 2021 and as our work is frontline work with troubled young people, we returned to face to face work under safe socially distanced conditions (with open windows, masks and many bottles of anti-bacterial hand wash) between August 2020 and December 2020 and then since April 2021.

## Some quotes from young people from our 2020 monitoring and evaluation report

*"I felt very bored and a little bit of sadness. I was scared to go out in case I got infected".*

- Young woman, from Vietnam)

One young man from Afghanistan lived with flatmates at the time and reported feeling 'stressed', 'gloomy' and being 'stuck at home'. He complained about how routines had been 'messed up' especially with sleeping and had felt his mental health was much worse, feeling 'moody' and 'getting upset quickly'. This was in contrast to how he said he normally was prior to the pandemic, which was 'happy' and 'optimistic'.

*"Coronavirus has been a very difficult time for me. So boring, sad, and I'm stressed a lot all the time. I was alone the whole time and it's been a really bad time for me. I was not happy, I was very sad. So many struggles. I already had so many problems and the Corona make me more bad".*

- Young man, from Afghanistan

*"The lockdown affected me in two ways. First, I am feeling a little bit lost. I don't know where it came from and when they are going to find a vaccine and all these questions. Secondly, I am being lonely, I can't go and visit my friends, I am only meeting for example friends from Baobab online and everything we are doing is at zoom, that's how it has affected me".*

- Young man, from DRC

*"I am feeling very stressed - at the moment I am doing my studying, you can't concentrate with an empty belly. My main concern is lockdown again. I am scared about being stuck without food and getting angry - I spoke to Baobab and to the social worker that the situation is so bad, the only option is going back to selling drugs. Baobab helped me to get out of that lifestyle. I started selling drugs in 2014 and then I was then in school for 6 to 8 months and then went to college where I got into a fight and then I got banned for two years. Then I began selling. Now Baobab is helping me to get back to college and with planning for my future".*

- Young man, from Afghanistan

*"I was always worried about getting the virus or what was going to happen. The pandemic left me really hopeless because the Home Office was closed".*

Young man, Kurdish from Iran

*"I have had a difficult experiences like when the bus broke down and we all had to get off the bus I walked and waited for another one and then the bus driver drove the wrong way back to his house and refused to take me back home so I had to walk. Also, a cashier refused to take my money at the beginning of the pandemic because I was Asian. They were avoiding me and I think it's because the West blame the East for the pandemic. Also, I was attacked by a group of children for my race. I didn't know what to do, I didn't know if I could fight back because they are children so I ran. The police were very good, but it made be very scared".*

-Young man, from China

*"It has affected everyone... I have been isolated with no external contact and being driven 'crazy'. I had to stop going to university, and I didn't have much work to do".*

- Young man, from Guinea)

## Systemic Issues and Reflections

It has been interesting that during the pandemic the Home Office policy officers decided to move substantive interviews online and they agreed that interviews could take place in situations where the young people felt comfortable. While some were interviewed in Social Services Departments it was agreed that all young people who are members of the Baobab community could be interviewed at our centre if they agreed that they would prefer this, with both their legal representatives and their psychotherapist/key worker present. This has been a huge improvement and had the consequence that young people were less stressed during and after their substantive interviews.

Despite the challenges presented by the Coronavirus Pandemic and the government restrictions our work has continued to develop as we continue to reflect on what the young people need and adapt and develop our service in order to best support them resolve their difficulties and move forward in their development. One of the developing areas is small activity based groups, both throughout the year and in the school holidays. In 2020-2021 we managed to maintain regular, online, music, drama and philosophy sessions. In the Summer of 2020 while the restrictions were eased we organised group trips to the beach, outdoor art days, an outing to a pick-your-own fruit farm and bike rides. Even with restrictions our attendance remained steady with the young people using Baobab as a source of community support during this period of isolation.

### In April 2020 – March 2021 Baobab Supported

- 80 young people with individual psychotherapy
- 91 young people with one-to-one casework support with a total of 2,537 casework interventions
- 24 young people with group psychotherapy sessions
- 35 young people who attended psychosocial activities such as drama, music and art
- 2 young people with successful asylum applications

## Underpinning and Stabilisation in order to Sustain our Holistic Model of Work and our Planned Therapeutic Environment (Real and Virtual)

Though the pandemic brought many challenges the lockdown gave us all more time to think and reflect. We continued to hold our weekly multi-disciplinary, staff meetings online including: a monthly strategy and systems meeting, two clinical discussion meetings, one on group work and one on individual psychotherapeutic work, and a monthly reflective group enabling staff to share their feelings and experiences about the difficult work of listening to the trauma and loss narratives of our community members. All staff continued to have regular individual or small group clinical supervision at least once each fortnight. Clinicians also met online to discuss specific cases and our Director and Senior Social Worker met several times each week in order to discuss needs of individual young people in our community and always reviewing our whole population and making time to discuss our safeguarding and protection concerns. Our weekly operations meeting and six weekly community meetings were also able to continue online. Our operations team were able to hold daily meetings in

different combinations, in addition to meeting as a group. These meetings provided an essential space for making decisions that were often urgent when young people were feeling isolated and distressed, and often cold or hungry and needed practical support quickly as they were without data for their phones or money for basics such as food and payment of bills. These regular and frequent meetings were not only about emergency situations but also gave us all opportunities to talk together in a more reflective way and to begin strategic plans for the coming five years and for the future of Baobab. While all staff continued to have access to individual and small group supervision online, for many, working online was initially difficult. We all adapted to this form of communication without ever thinking, at any time, that this might replace face-to-face work. Two of our staff developed Covid and still have been unable to return to face to face work and two were clear that they did not want to return to face to face work with young people in these challenging times. This was a loss for us.



*A Young Person Painting during a socially distanced Arts Session*

The thinking time and space given to us by the vicissitudes of the various lockdowns was, however, a gift. During this time we were able to think about various ways of underpinning Baobab's rehabilitation and advocacy practice. It became very clear, during this time, that to improve the stability and sustainability of our model of work we need to ensure that all future staff can commit at least 14 hours per week and ideally more. This will ensure all staff come to have a holistic understanding of our work and can participate as a member of the community and not simply meeting young people for individual psychotherapy sessions or for small groups. We also realized that it was essential that all staff have built in time to engage in spending time with some young people and get to know them in some depth individually and in small groups, this is in addition to our expectation that all staff become generally familiar with all young people and are able to engage with them and acknowledge them. Moreover, in order to offer therapeutic or casework support to young people, staff need to attend weekly staff meetings and regular supervision sessions and ensure that they are familiar with the changing internal and external contexts of our work. This includes, in particular, the specific character of the general waning of resources in the statutory sector and in

particular in many Social Services Departments and in the Home Office. It is also essential that all staff are updated on any changes in policy and practice in Social Service Departments and the Home Office.

In late 2020 and early 2021 we recruited two new positions within our Operations Team, a part time Clinical Administrator and a part time Fundraising Officer. This much needed increase in capacity has strengthened our ability to respond to the needs of the young people in our community and to develop the professional networks around each young person. Later in 2021 we will be advertising for a new Senior Manager post, as well for more hours in individual child and adolescent counselling and psychotherapy and for group psychotherapeutic work. We will also be advertising for a legal post in early 2022, if the Coronavirus context makes this possible. This legal post will be a significant development for Baobab and the post holder will support our clinicians and caseworkers in liaising with solicitors, guiding young people through the asylum process and advising on specialist clinical reports.

## Funding

We are hugely appreciative of our funders, both the trusts and foundations and individual donors who enable our work and help us to sustain our specialised community for young and unaccompanied asylum seekers and refugees who have experienced a sequence of human rights abuses.

We were both pleased and very appreciative to be given extra financial support during the pandemic by many of our funders and also to be the recipient of new emergency funding made available during the crisis. These funders included:

- Aviva Crowdfunder support
- City Bridge Trust
- Comic Relief
- Jonathan Levy and Gabrielle Rifkind
- Lloyds Bank Foundation
- London Community Response Fund
- London Catalyst
- The Rayne Foundation
- The Samworth Foundation
- Stanley Thomas Johnson
- Swan Mountain Trust
- The Tudor Trust
- Other generous, anonymous individuals

Thank you very much to all who made donations. It made a significant difference to our ability to adapt and respond to the needs of the young people Baobab supports. This additional funding during the pandemic enabled us to help young people experiencing destitution and hardship as well as provide specific therapeutic and psychosocial support necessary to cope with the negative impacts of isolation and social distancing requirements in addition to the ongoing and regular themes of our psychotherapeutic and therapeutic work.

It was essential for our population that we were able to provide this support and it also made us realize that we need funds for destitution and financial hardship to continue after the pandemic

context passes. We are working to think how we might continue to support young people who are destitute. We also have an education fund to support the education of those young people who, owing to their asylum status, have no access to public funds including no access to educational grants. It is our aim during the coming year to boost both of these funds to ensure that none of our community members are destitute and that all have access to education and opportunities to learn and develop. It is very clear that opportunities to have 'adequate' funds and to be involved in learning and education has a direct positive impact on mental health. During the pandemic through generous individual donations to our education fund we were able to support the university education of two young people whose asylum claim was not yet resolved. In addition, we were able to give funding for short courses other individuals embarked upon during the year.

We are also appreciative of the various funders who have given ongoing support and unrestricted funding, enabling us to continue building Baobab's capacity and stabilising the support we provide to the young people detailed in the section above.

Despite the support felt and received during the peak of the pandemic the situation for the 2021-2022 financial year looks rather different. Having come to the end of a number of multi-year grants, several of which we are not eligible to reapply for, we have a challenging year of fundraising ahead. We will be diversifying where we apply for funding including applying to new Trusts and Foundations as well as strengthening our existing relationships with our major donors.

## Belonging and Community, Racism and Xenophobia

There have been many conversations in our community about the Black Lives Matter and the "Me Too" movements. These discussions have been ongoing and taken place in individual sessions, group and community meetings and have covered how we feel when others treat us with contempt, and how we can treat others with respect, dignity and kindness both within and beyond Baobab. We have also discussed institutional racism with reinforcement of expectations of how people should treat each other within our community. This work is ongoing. One of our community members, an adolescent from Sudan, shared the following feelings and thoughts in the monitoring and evaluation survey.

### ***What helps you to feel that you belong?***

*"When other people treat me with kindness".*

### ***What are your three hopes / wishes for your life and your future?***

- 1. "To live a peaceful life*
- 2. A decent life*
- 3. to receive respect from other people around me".*

*"Racism makes me feel sad. (...) Injustice makes me feel angry. When I am angry, I stay at home or go for a long walk outside".*

*"The Baobab Centre helped me psychologically, mentally and financially".*

## **Our aims towards social change and influence as a human rights organization**

During this year we have aimed to bring together different aspects of our justice work under the umbrella of our new advocacy group. Currently we are working on challenging three key and interconnected issues. These are: the draft Nationality and Borders Bill, the UK government's response to the situation in Afghanistan and the inadequate provision of the essential involved care for young people who have experienced human rights abuses, in particular with regard to being housed in unregulated and unsuitable accommodation.

The Nationality and Borders Bill aims to prevent anyone who arrives in the UK by an irregular (illegal) route from accessing settled status in the UK. Most asylum seekers leave their home countries after experiences of human rights abuses and most have no way of accessing legal and safe routes to protection and settled status. This is especially so for unaccompanied young people. The 1951 Refugee Convention recognises this situation (in Article 31) and states that even those arriving by irregular routes should have the right to apply for settled status if they have a 'well-founded fear of persecution'. Through the proposed bill, the current British Home Office is choosing to ignore the 1951 UN convention on the rights of refugees. We are also concerned that the bill aims to process all asylum seeker's claims very quickly. It is our experience that young people who have experienced violence, (both witnessed and directly to their bodies) separation, loss and many unplanned changes, experience both mental health and developmental difficulties which impact on their ability to care for themselves, to make and sustain trusting relationships and to think, to remember, to forget and to concentrate. Young people often say that they feel their mind is not working properly or that they used to be able to study easily, and that they need help with making their mind work again. The aims of the Home Office in processing asylum claims do not fit with the mental health and developmental realities of our young community members.

This issue is linked with the current situation in Afghanistan and with the care offered to unaccompanied young people in the UK. Young people's vulnerabilities are often not properly assessed and recognized and their credibility is often challenged. This situation in the press is often called: 'The Climate of Disbelief' and 'The Hostile Environment', the latter a term coined by conservative party politicians. Currently young people over the age of sixteen are placed in unregulated accommodation run by companies whose staff have no knowledge of mental health or developmental vulnerabilities and no training in improving their practice.

We are aiming to campaign on all three of these issues. In particular, we are working to amplify the voices and experiences of the young people in our community sharing the real impact of policy decisions on individuals lives.

## **Influence and Sharing our holistic and integrated ways of working with young people**

As a result of the pandemic we have been unable to carry out any teaching or run our regular Baobab Talks. However, we were asked to present at a conference organized by a group of lawyers, led by the former judge Catriona Jervis. This group are planning to set up an alternative holistic system and court for assessments and decision making in relation to the general needs and asylum claims of unaccompanied asylum seeking children, adolescents and young people. We decided that it would be too hard for our community members to talk on zoom to 100 lawyers so as an alternative we made a

film documenting their experiences which our director introduced and shared at the conference. Two of our young people did attend the conference. This film has since been circulated to MP's, Members of the House of Lords, civil servants, other professionals and academics as part of our campaign to improve the context for young asylum seekers in the UK. The film can be viewed on our website and through this link: [Baobab Film](#).

As can be seen from our monitoring and evaluation work it is clear that we work with a population of young people who are both unusually vulnerable and unusually resilient. It is essential in the interests of their human rights, their mental health and developmental needs and in terms of the policy and practice changes necessary to ensure justice for them that we share our expertise with others. This



*A young person on Baobab's summer outing to a fruit farm*

includes sharing the complexities of their needs and their experiences. In our ongoing work we need share with others the need to focus on both strengths and the vulnerabilities of our community members and our holistic models of rehabilitation in terms of a planned therapeutic environment which contains different therapeutic elements including casework. It is also essential that the young people experience our support in terms of our persistence in challenging any barriers to their gaining their rights and justice in terms of their asylum and their practical needs. It is a key part of our model of rehabilitation and advocacy that, over time, our community members participate in discussions and challenges against inadequate policy and practice by meeting with those who hold power, and sharing their experiences and their narratives. Our population have complex needs and it is part of our psychotherapeutic process that we give all young people opportunities to build their resiliencies. This enables them to be fortified to participate in education, work and community life in the future with self-respect and dignity and with the capacity to both listen and be kind to others at the same time as being able to disagree and hold their own in difficult discussions.

Over the years we have slowly built relationships with some of the Home Office Directors who we have previously invited to Baobab to talk with our staff and young people. This has developed into sustained communication and meetings where we can understand what changes the Home Office officials think are needed in the asylum system and where we can raise our issues and criticisms of the system. Our meetings have resulted recently in our being able to hold substantive interviews with the Home Office decision makers online. In these very important interviews the young person can be at Baobab, where they feel comfortable, and with their clinician and legal representative in the room to supporting them. We have also been able to directly raise specific cases where young people at



*'The Baobab Tree' – a gift from one of the young people after his visit to Mali on a study placement*

Baobab have had to wait for a very long time to hear the results of their claims. Sometimes this can prompt a positive response. These working relationships with Home Office staff who often have very different views to our own have been built over years. This part of our work is very important and we are thinking hard about best to evaluate the impact of our advocacy work.

## Integration and Working Through of our Rehabilitation and Advocacy Aims and Objectives

Young people who deal each day with their own internal vulnerability and resiliencies in a difficult and sometimes hostile, racist and xenophobic environment often need a long period of therapeutic help and support. Brief treatments are insufficient to deal with complex and chronic mental health and developmental difficulties. Our aim is that the Baobab Centre provides a transitional space and place from which, either in parallel or sequentially young people can slowly begin to take part in the life of the wider community, taking responsibilities within the community and feeling free to be themselves. Our aim is to build resiliencies and this comes from the development of belonging, reflection, agency, creativity and connections with peers and adults in the community.

Between April 2020 and March 2021 we were unable to run some of our most important communal activities face to face. For example, in the past our annual Therapeutic Retreats have had a significant integrative function for young people to work through developmental and mental health insights they have been able to make during a year. On the Retreats where we live together one central concept of therapeutic community life, 'Examined Living', is highlighted. At the same time as us all having the opportunities to work through insights gained during the year we also have the opportunity to see and to generate individual and community issues and ideas that we need to work on during the coming year.

We have found that our different and diverse levels of integrated involvement with each young person hugely benefits from intensive work and living together for at least a few days each year where young people can focus and elaborate and process their experiences and get to know themselves and each other in greater depth.

We realize that our Retreats, where we live and work and have fun together in a rural environment, for a few days at a time, come to build our community relationships and strengthen the therapeutic work. Our therapeutic retreats provide a significant learning experience for us all. Our last Retreat took place in January 2020 and we plan for the next one to take place in August 2021. At Baobab our therapeutic retreats are a significant aspect of our work. The retreats provide an excellent opportunity for integration and the working through of insights and challenges and significant learning experiences both at an individual and at a community level. For these reasons we would like to build our resources in such a way that we could run retreats three or four times each year. When the pandemic passes hopefully our full programme of face to face work can resume so that every member of our community will have the possibility of participating initially in a small group and thus increasingly in community life.

Sheila Melzak  
Consultant Child and Adolescent Psychotherapist  
Director Baobab Centre for Young Survivors in Exile  
December 2021



**BAOBAB CENTRE  
FOR YOUNG SURVIVORS IN EXILE  
(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND  
FINANCIAL STATEMENTS  
FOR  
YEAR ENDED  
31ST MARCH 2021**

**COMPANY REGISTRATION No: 6816297**

**CHARITY REGISTRATION No: 1135407**

Pages 2 to 5 Report of the Directors  
Page 6 Statement of Financial Activities  
Page 7 Balance Sheet  
Pages 8 to 13 Notes to the Financial Statements  
Page 14 Independent Examiners Report to the Directors

Independent Examiners Ltd  
2 Broadbridge Business Centre  
Delling Lane  
Bosham  
West Sussex  
PO18 8NF

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REPORT OF THE DIRECTORS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**LEGAL AND ADMINISTRATIVE INFORMATION**

<b>COMPANY REGISTRATION NUMBER</b>	6816297
<b>CHARITY NUMBER</b>	1135407 (registered 8-Apr-10)
<b>START OF FINANCIAL YEAR</b>	01-Apr-20
<b>END OF FINANCIAL YEAR</b>	31-Mar-21
<b>DIRECTORS AT 31ST MARCH 2021</b>	Claire Helman - Chair John Clark Claudia Phillips Gill Martin Melanie McFadyean James Welsh Herman Otto Felicity Dirmeik Holly Hemming Enla Fees
<b>COMPANY SECRETARY</b>	Sheila Melzak
<b>REGISTERED ADDRESS</b>	6 Manor Gardens LONDON N7 6LA
<b>WEBSITE</b>	<a href="http://www.baobabsurvivors.org">www.baobabsurvivors.org</a>
<b>DATE OF INCORPORATION</b>	11-Feb-09
<b>COMPANY STATUS</b>	Company Limited by Guarantee
<b>GOVERNING DOCUMENT</b>	Memorandum and Articles of Association incorporated 11 February 2009 as amended by special resolution 24 February 2010.
<b>BANKERS</b>	Co-operative Bank 1 Islington High Street London N1 9TR
<b>ACCOUNTANT</b>	S Steven
<b>INDEPENDENT EXAMINER</b>	P B Robinson MAAT FCIE Independent Examiners Ltd 2 Broadbridge Business Centre Delling Lane Bosham West Sussex PO18 8NF

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
**REPORT OF THE DIRECTORS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**Objects**

- 1 The relief of children and young people who have suffered violence and are asylum seekers and refugees in Europe, in particular by the provision of psychotherapy, counselling and support.
- 2 To advance education in the circumstances of children and young people who have suffered violence in their home countries and who are asylum seekers and refugees in Europe, in particular by undertaking research and publishing the useful results thereof.

**Public Benefit**

The Directors confirm that, in engaging in the activities described above, they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'charities and public benefit'.

**Objects and Activities**

Fuller information about our work can be found in our **Annual Report** available on application. Our areas of work include:

- Individual Psychotherapeutic Work
- Group Work
- Arts Based work
- Increasing Access to Support and Services
- Reports and General Support
- Research
- Teaching and Training
- Therapeutic Retreats and Community Life

The Baobab Centre acknowledges with appreciation the financial support during the year of:

- AB Charitable Trust
- Alan & Babette Sainsbury Charitable Fund
- Bromley Trust
- Children in Need
- City Bridge Trust
- Comic Relief
- Greenboard Trust
- The Henry Smith Charity
- Human Rights Aid
- Lloyds Bank Foundation
- London Catalyst
- Peter Stebbings
- The Rayne Foundation
- The Roddick Foundation
- Samworth Foundation
- Stanley Thomas Johnson Foundation
- Tudor Trust
- And those funders who wish to remain anonymous

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REPORT OF THE DIRECTORS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**Financial Review**

The Directors report an excess of income over expenditure of £151,461 which has come from funds held at the start of the year.

**Reserves**

The Trustees have set a reserves policy which requires that reserves be maintained at a level which ensures that the Baobab Centre's core activity can continue during a period of unforeseen difficulty. The Trustees are to hold the charity's reserves at a level which is at least equivalent to six months operational expenditure which is covered by a combination of unrestricted and restricted funds, as restricted funds are received by the Baobab Centre to cover core expenditure and not just for specific projects. The ratio currently being 25% unrestricted funds & 75% restricted funds. We have a commitment to ensuring that we maintain restricted funds at any given point during the year at the level necessary to fulfil the conditions of any grant and the expectations of any funder. Where funding has been received, we guarantee the use of the funds will be spread over the full period of the grant agreement and thereby fulfil any commitment we have made to the funder.

The calculation of the required level of reserves is an integral part of the Baobab Centre's planning, budgeting and forecasting cycle. It takes into accounts the risks associated with each stream of income and expenditure varying from budget, planned activity level and future commitments.

In line with best practice in the charity sector, the Baobab Centre will also build up an unrestricted reserve. The Baobab Centre's unrestricted reserves are for the following purposes:

- To manage risk and buffer unexpected falls in income, allowing time to replace lost income or develop a response to the change
- To allow the taking of opportunities which may arise
- To ensure that the charity can meet its legal obligations in the event of closing down

When unrestricted reserves are low we will manage income shortages by controlling expenditure and will retain in the reserve sufficient funds to meet our legal obligations in the event of closure. On 31st March 2021 the amount carried forward as unrestricted reserves was £272,362. The restricted level of funds carried forward was £148,126. We have therefore reached a reserve level target of 6-month operational expenditure and will be reviewing the reserve policy in 2021. Reserves will only be expended in pursuit of the above aims and as a result of a decision by the Board.

**Risk Management**

The Directors have reviewed the risks to which the charity is exposed and have ensured appropriate controls are in place to provide reasonable assurance against fraud and error.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REPORT OF THE DIRECTORS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**Statement of Director's Responsibilities:**

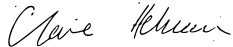
Company law requires the directors to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the company and of the profit or loss of the company during that period. In preparing those financial statements the directors are required to:

- (i) select suitable accounting policies and then apply them consistently,
- (ii) make judgements and estimates that are reasonable and prudent,
- (iii) prepare financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In preparing this report the directors have taken advantage of special provisions of the Companies Act 2006 relating to small companies.

We approve the attached statement of financial activities and balance sheet for the year ended 31st March 2021, and confirm that we have made available all information necessary for its preparation.

Approved by the Directors on ..... 16th December 2021 ..... and



Signed on their behalf by Director ....., Claire Helman

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 MARCH 2021**

Incorporating income and expenditure account

Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2020/21 £	TOTAL 2019/20 £
<b>INCOME AND ENDOWMENTS FROM:</b>				
<b>Donations and Legacies</b>				
Voluntary Income				
Grants	120,700	416,886	537,586	303,389
Major Individual Donors (13)	41,584	48,000	89,584	87,565
Donations	17,346	8,322	25,668	8,981
Legacies & Bequests	-	-	-	-
Gift Aid Tax Recoverable	694	-	694	4,710
<b>Trading Activities</b>				
Report Income	3,657	-	3,657	4,792
Events	-	-	-	-
<b>Investments</b>				
	-	-	-	-
<b>TOTAL INCOME</b>	<b>183,981</b>	<b>473,208</b>	<b>657,189</b>	<b>409,437</b>
<b>EXPENDITURE ON:</b>				
<b>Raising Funds</b>	3a	27,501	0	27,501
<b>Charitable Activities</b>	3b	100,498	377,729	478,227
<b>TOTAL EXPENDITURE</b>		<b>127,999</b>	<b>377,729</b>	<b>505,728</b>
<b>NET INCOME/ OUTGOING</b>		<b>55,982</b>	<b>95,479</b>	<b>151,461</b>
Total Funds Brought Forward		216,380	52,647	269,027
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>272,362</b>	<b>148,126</b>	<b>420,488</b>

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

The notes on pages 8 to 13 form part of these financial statements.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
**BALANCE SHEET**  
**AS AT 31 MARCH 2021**

	Note	Unrestricted Funds £	Restricted Funds £	Total 31-Mar 2021 £	Total 31-Mar 2020 £
<b>Fixed Assets</b>					
Tangible assets	1	-	-	-	-
<b>Current Assets</b>					
Debtors and Prepayments	5	7,044	0	7,044	21,149
Cash at bank and in hand		279,603	153,282	432,885	259,176
<b>Total Current Assets</b>		<b>286,647</b>	<b>153,282</b>	<b>439,929</b>	<b>280,325</b>
<b>Creditors:</b> amounts falling due within one year	6	14,285	5,156	19,441	11,298
<b>NET CURRENT ASSETS</b>		272,362	148,126	420,488	269,027
<b>TOTAL ASSETS</b> less current liabilities		<b>272,362</b>	<b>148,126</b>	<b>420,488</b>	<b>269,027</b>
<b>NET ASSETS</b>		<b>272,362</b>	<b>148,126</b>	<b>420,488</b>	<b>269,027</b>
<b>Funds of the Charity</b>					
Unrestricted Funds		253,316	-	253,316	208,376
Designated Funds	4	19,046	-	19,046	8,004
Restricted Funds	4	-	148,126	148,126	52,647
<b>Total Funds</b>		<b>272,362</b>	<b>148,126</b>	<b>420,488</b>	<b>269,027</b>

For the year ending 31st March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

**Directors' Responsibilities**

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the Directors on ..... 16th December 2021 ..... and

Signed on their behalf by .....  ....., Claire Helman, Chair of Directors

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**1. ACCOUNTING POLICIES**

**Incoming Resources**

*Recognition of Incoming Resources*

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the Directors are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

*Incoming Resources with related expenditure*

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

*Grants and Donations*

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.
- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds receivable.

*Tax reclaims on Donations and Gifts*

Incoming resources from tax reclaims are included in the SOFA in the same financial period 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 has 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 Directors' annual report.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**Incoming Resources Continued**

*Investment Income*

This is included in the accounts when receivable.

*Investment gains and losses*

This included 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 the Directors' meetings and cost of any legal advice to Directors 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.

*Changes in Accounting policies and previous accounts*

There has been no change to the accounting policies (variation rules and methods of accounting) since last year, and no changes to the previous accounts.

*Support Costs*

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the 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 the charity:

These are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt. The Company has no individual assets costing more than £1,000.

*Investments*

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at Directors' best estimate of market value.

**Basis of preparation:**

The financial statements have been prepared on the historical cost convention (as modified to include the revaluation of investments) in accordance with the Charities Act 2011, Statement of Recommended Practice - "Accounting and Reporting by Charities" (SORP 2015), applicable accounting standards. The accounts have been prepared on a going concern basis. The charity meets the definition of a public benefit entity under FRS 102, and being a small charity has claimed exemption under Section 1a not to prepare a cash flow statement.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**2. GRANTS RECEIVABLE**

	Unrestricted Funds £	Restricted Funds £	TOTAL 2020/21 £	TOTAL 2019/20 £
AB Charitable Trust	10,000	-	10,000	15,000
Alan & Babette Sainsbury Charitable Fund	10,000	-	10,000	-
Bromley Trust	15,000	-	15,000	15,000
Children in Need	-	29,475	29,475	22,352
City Bridge Trust	-	51,250	51,250	41,000
Comic Relief	-	51,143	51,143	52,500
Greenboard Trust	-	-	-	-
The Henry Smith Charity	-	41,000	41,000	41,000
Human Rights Aid	-	-	-	-
Lloyds Bank Foundation	-	33,900	33,900	23,094
London Catalyst	-	1,250	1,250	-
Peter Stebbings	-	5,000	5,000	-
The Rayne Foundation	15,000	-	15,000	15,000
The Roddick Foundation	30,000	-	30,000	-
Samworth Foundation	-	90,105	90,105	-
Stanley Thomas Johnson Foundation	-	110,893	110,893	35,000
Tudor Trust	40,000	2,000	42,000	40,000
Various grants below £1,000	700	870	1,570	3,443
	<u>120,700</u>	<u>416,886</u>	<u>537,586</u>	<u>303,389</u>

**3. EXPENDITURE ON:**

	Unrestricted Funds £	Restricted Funds £	TOTAL 2020/21 £	TOTAL 2019/20 £
<b>a) Raising Funds</b>	<u>27,501</u>	<u>-</u>	<u>27,501</u>	<u>27,160</u>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

<b>3. EXPENDITURE ON (Continued):</b>		Unrestricted	Restricted	TOTAL	TOTAL
	Notes	Funds	Funds	2020/21	2019/20
<b>b) Charitable Activities</b>		£	£	£	£
Staff Salaries	7	51,459	171,741	223,200	178,590
Holiday Projects Salaries		-	-	-	6,017
Sessional Fees		10,103	7,186	17,289	14,964
Interpreters		11,785	21,081	32,866	29,735
Supervision		1,285	1,100	2,385	1,861
Holiday Projects		5,188	-	5,188	6,886
Beneficiary Expenses		3,776	2,574	6,350	22,397
Staff Training & Vounteer Costs		3,570	435	4,005	5,952
Education		-	25,081	25,081	31,512
Hardship Payments		2,138	2,400	4,538	9,474
Beneficiary Legal Fees		1,519	-	1,519	9,878
Premises Costs		5,448	46,896	52,344	42,533
Training, Lecturers & Conferences		1,404	-	1,404	6,232
Monitoring & Evaluation		-	2,306	2,306	3,946
Board Costs		35	-	35	2,254
Bank Charges & Filing Fee		171	50	221	439
Management Accountancy Fee & Software		2,307	1,020	3,327	4,224
Independent Examination		310	650	960	780
COVID-19 Emergency Response		-	95,209	95,209	-
		100,498	377,729	478,227	377,674

<b>4. RESTRICTED FUNDS</b>	Balance		Expend-	Balance
	01-Apr	Income	ture	31-Mar
	2020	£	£	2021
	£	£	£	£
Children in Need	-	29,475	29,149	326
City Bridge Trust	-	51,250	40,884	10,366
Comic Relief	17,500	51,143	68,643	-
Henry Smith Charity	20,500	41,000	41,000	20,500
Lloyds Bank Foundation	9,082	33,900	33,950	9,032
London Catalyst	-	1,250	1,250	-
Samworth Foundation	-	90,105	51,714	38,391
Stanley Thomas Johnson Foundation	-	110,893	57,572	53,321
Tudor Trust	-	2,000	1,100	900
Various Grants below £1,001	-	870	-	870
Major Donors	5,565	48,000	39,144	14,421
Others	-	8,322	8,322	-
	52,647	468,208	372,728	148,127

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**5. DEBTORS AND PREPAYMENTS**

	Unrestricted Funds	Restricted Funds	<b>Total 31-Mar 2021</b>	<b>Total 31-Mar 2020</b>
	£	£	£	£
Accrued Revenue	-	-	-	10,000
Tax Recoverable	-	-	-	3,988
Debtors and Prepayments	7,044	-	7,044	7,161
	<b>7,044</b>	<b>0</b>	<b>7,044</b>	<b>21,149</b>

**6. CREDITORS AND DEFERRED INCOME: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Unrestricted Funds	Restricted Funds	<b>Total 31-Mar 2021</b>	<b>Total 31-Mar 2020</b>
	£	£	£	£
Creditors	696	4,506	5,202	2,545
Accruals	6,780	0	6,780	2,764
Independent Examiners Fees	310	650	960	780
Payroll Liabilities	6,499	0	6,499	5,209
	<b>14,285</b>	<b>5,156</b>	<b>19,441</b>	<b>11,298</b>

**7. STAFF COSTS AND NUMBERS, VOLUNTEERS**

	<b>Total 31-Mar 2021</b>	<b>Total 31-Mar 2020</b>
	£	£
Gross Wages and Salaries	200,659	166,694
Employer's National Insurance Costs	12,590	9,650
Pension Provision	9,951	8,263
	<b>223,200</b>	<b>184,607</b>

Full time equivalent staff who were engaged in each of the following activities:

	<b>Total</b>	<b>Total</b>
Activities in furtherance of organisation's objects	6	4
	<b>6</b>	<b>4</b>

No employee received emoluments in excess of £60,000. Staff are paid through the PAYE scheme. During the financial year the company benefitted from unpaid work performed by volunteers.

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A COMPANY LIMITED BY GUARANTEE)  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

**8. DIRECTORS AND OTHER RELATED PARTIES**

No payments were made to directors or any persons connected with them during this financial period. No material transaction took place between the organisation and a trustee or any person connected with them.

**9. COMPANY STATUS**

The Company is limited by guarantee and therefore has no share capital. The member's liability under the guarantee is restricted to a maximum of £10.

**10. CONTINGENT LIABILITIES**

The Company had no material contingent liabilities at 31 March 2021 (none-2020).

## INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the directors of Baobab Centre for Young Survivors in Exile on the accounts for the year ended 31st March 2021 set out on pages 6 to 13.

### Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 2011 (the Act), as amended by s.28 of the Charities Act 2006) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for an independent examination, It is my responsibility to:

- examine the accounts (under section 43 of the Act, as amended),
- to follow the procedures laid down in the General Directions given by the Charity Commission (under section 43(7)(b) of the Act, as amended), and
- to state whether particular matters have come to my attention.

### Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the organisation 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 the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

### Independent examiner's statement

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

1. which gives me reasonable cause to believe that in, any material respect, the trustees have not met the requirements to ensure that:
  - proper accounting records are kept (in accordance with section 41 of the Act); and
  - accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

P B Robinson MAAT FCIE  
Independent Examiners Ltd  
Broadbridge Business Centre  
Delling Lane  
Bosham  
W. Sussex  
PO18 8NF



Date: 20th December 2021