

# THE BAOBAB CENTRE

## For Young Survivors in Exile



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

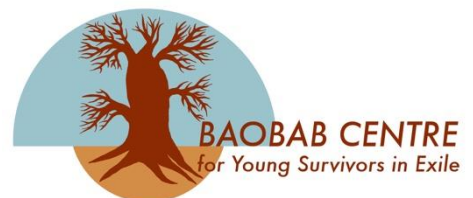
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# The Baobab Centre for Young Survivors in Exile: Annual Report and Accounts

## The Annual Report for April 2022- March 2023

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## [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 years' 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.

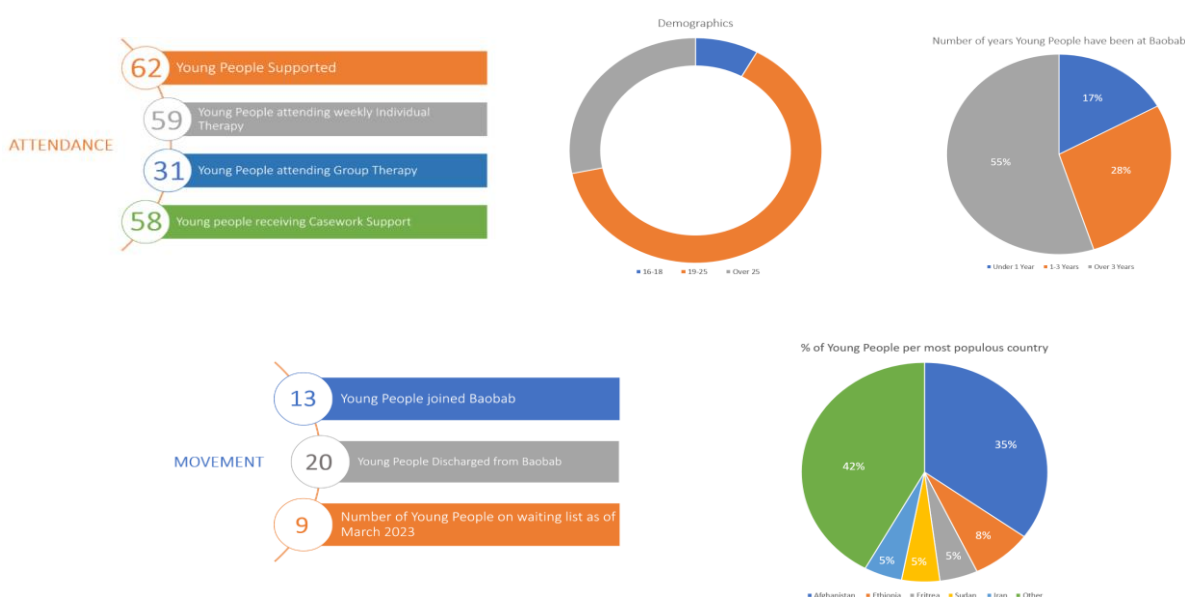
Over the last year our aim has been to refine and clarify our work processes. This has been articulated through developing a clear care pathway for young people through Baobab, as well as in an induction document about our clinical model which we share with staff when they join Baobab and through our 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.

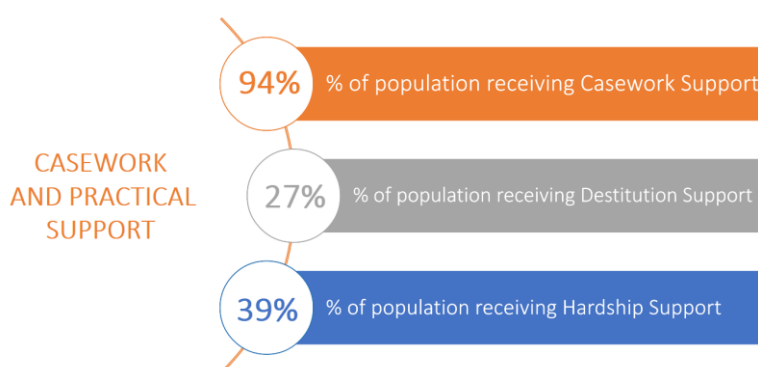


Clinicians also prepare reports for asylum, housing and occasionally criminal hearings in court and part of our work is to discuss the best way to prepare reports and to behave in court. When we have our lawyer in post, we will be having regular meetings about these subjects. At present this work is 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.



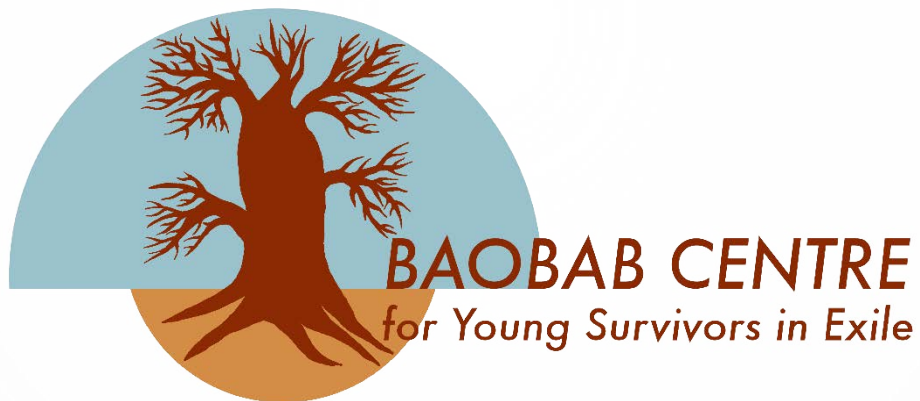
**Sheila Melzak**  
**Director Baobab Centre**  
**Consultant Child and Adolescent Psychotherapist**  
**January 6<sup>th</sup> 2024**



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**

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**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;



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- 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

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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.

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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.

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**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.

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**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.

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**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



## **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

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		Restricted funds	Unrestricted funds	Total funds	Total funds
		2023	2023	2023	2022
	Note	£	£	£	£
<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>		<b>(20,133)</b>	<b>163,469</b>	<b>143,336</b>	<b>45,817</b>
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>	<b>466,305</b>

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

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**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		<u>616,092</u>	<u>474,638</u>
Total Current Assets		<b>624,691</b>	481,836
 CREDITORS: Amounts falling due within one year	17	<b>15,050</b>	15,531
 <b>NET CURRENT ASSETS</b>		<u><b>609,641</b></u>	<u>466,305</u>
 <b>NET ASSETS</b>		<u><b>609,641</b></u>	<u><b>466,305</b></u>
 <b>REPRESENTED BY:</b>			
Unrestricted funds		<b>413,323</b>	250,336
Designated funds		<b>19,528</b>	19,046
Restricted Funds	18	<u><b>176,790</b></u>	<u>196,923</u>
		<u><b>609,641</b></u>	<u><b>466,305</b></u>

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

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

	2023	2022
	£	£
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	143,336	45,817
<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	106	-
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>		
	2023	2022
	£	£
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>

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## **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.

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*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.



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*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

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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. They are no estimates and assumptions within these accounts that are considered to be material in nature.

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**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>

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**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>

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**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>

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**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>



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**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>

	<b>Individual</b>	<b>Wider</b>	<b>Total funds</b>
	<b>support</b>	<b>advocacy</b>	<b>2023</b>
	<b>2023</b>	<b>2023</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Analysis of direct costs			
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</b>	<b>Wider</b>	<b>Total funds</b>
	<b>support</b>	<b>advocacy</b>	<b>2022</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</b>	<b>Wider</b>	<b>Total funds</b>
	<b>support</b>	<b>advocacy</b>	<b>2023</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>

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**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)

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**16. Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Due within one year		
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.

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**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>

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**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>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</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>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</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>

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**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)	<b>413,323</b>
Designated Funds	19,046	-	-	482	<b>19,528</b>
Restricted funds	196,923	319,431	339,564	-	<b>176,790</b>
	<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	-	<b>250,336</b>
Designated funds	19,046	-	-	-	<b>19,046</b>
Restricted funds	148,126	270,147	221,351	-	<b>196,923</b>
	<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	Unrestricted funds	Total funds
Analysis of net assets between funds - current year	2023	2023	2023
	£	£	£
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	Unrestricted funds	Total funds
Analysis of net assets between funds - prior year	2022	2022	2022
	£	£	£
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>