

Company number: 07282497
Charity Number: 1144447

IMO Charity

Report and financial statements

For the year ended 31 March 2024

IMO Charity

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IMO CHARITY

ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2024



Foreword

The Trustees of IMO Charity (IMO) present the Annual Report and Financial Statements for the year ended 31 March 2024. They have been prepared in accordance with the Statement of Recommended Accounting Practice: Accounting and Reporting by Charities (FRS 102).

Reference and Administrative Details

IMO Charity is a registered charity (number 1144447) and a company limited by guarantee (number 07282497).

Trustees

Chairperson & Director (T)	Dr Qamar Khan	
Treasurer & Director (T)	Shahid Vali Patel	
Secretary & Director (T)	Afshan Akhtar	(resigned 4 June 2024)
Trustee & Director (T)	Michael Wedgeworth	(appointed 5 June 2024)
Trustee & Director (T)	Ashley McCaul	(appointed 15 July 2024)
Non-Executive Director	Christine Seddon	
Non-Executive Director	Michael Wedgeworth	
Non-Executive Director	Stephen Jones	

For the purposes of company law the named officers are Trustees (T) and are also Directors as indicated. All of the Trustees were in post for the 12-month period to 31st March 2024 except where indicated.

Chief Executive Officer:

Mohammed T Sidat MBE

Registered Office:

Unit 11 Business Development Centre
Eanam Wharf
Blackburn
Lancashire
BB1 5BL

Primary Banker:

HSBC
60 Church Street
Blackburn
Lancashire
BB1 5AS

Accountants:

H&A Consultancy Services Ltd
Ground Floor Front
185 Audley Range
Blackburn
Lancashire
BB1 1TH

IMO CHARITY

ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2024



About IMO Charity

At IMO Charity, we believe that everyone deserves the opportunity to thrive, regardless of their background. We work diligently to address the complex needs and structural inequalities faced by ethnic minority communities across Lancashire, specifically, Blackburn with Darwen, one of the most deprived areas in England.

Our approach is unique. As a 100% ethnic minority led, grassroots organisation, we provide holistic, end-to-end support journeys that recognise the intersectionality of disadvantage. Our core activities span Community Development & Resilience, Criminal Justice, Education & Employability and Health & Well-Being.

What sets us apart is our family-centred approach. We understand that supporting an individual means supporting their entire family unit. Our interoperable services allow us to address multiple needs simultaneously, creating a comprehensive support network that extends beyond the individual to encompass the whole family.

We're proud of our deep community roots and the trust we've built. This allows us to reach typically hard-to-engage individuals through multi-lingual and culturally-sensitive services delivered in settings such as faith centres, community spaces and educational establishments. Our model focuses on building resilience, equipping people with essential skills and fostering community cohesion through person-centred, strengths-based methods.

By partnering with local organisations and leveraging our extensive network, we offer interconnected support addressing challenges such as poverty, unemployment and social isolation. Our programmes encompass education, employment assistance, mental health and well-being support and community integration initiatives.

We are committed to continuous improvement and impact measurement. We work closely with our beneficiaries to define clear outcomes, monitor progress and refine our approaches to ensure we deliver the most effective support possible. This dedication to impact management allows us to strengthen and scale our services, reaching more individuals in need.

Our goal is not just to support individuals, but to contribute to a more equitable society for all in Blackburn with Darwen and Lancashire.

Our Values

Our values guide every aspect of our work, from our daily interactions to our long-term strategic decisions. These values drive us to enhance services, build resilience, develop skills and promote community unity, creating a stronger, more inclusive Lancashire.

Passion for What We Do

At IMO, we approach our work with genuine enthusiasm and dedication. This passion drives us to go above and beyond in our efforts to support and empower individuals from all backgrounds, particularly within ethnic minority communities.

Respect for the People We Serve and Work With

We hold deep respect for every individual we encounter, whether they're beneficiaries, colleagues or partners. This value underpins our culturally sensitive approach, ensuring we honour the dignity and diverse experiences of those we serve.

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Accountability

We take responsibility for our actions and outcomes. Through transparent practices and rigorous self-assessment, we ensure that we're delivering the best possible support to our community and making efficient use of our resources.

Team Work

We believe in the power of collaboration. By working together within our organisation and with external partners, we create a strong network of support that can address the complex challenges faced by our community.

Knowledge

We value continuous learning and the application of expertise. By staying informed about our community's needs and best practices in our field, we ensure our services remain effective, relevant and impactful.

Action

We are proactive in our approach to creating change. Rather than simply discussing issues, we take concrete steps to implement solutions and make a tangible difference in people's lives.

Equality & Diversity

We champion inclusivity and equal opportunities for all. Our commitment to equality and diversity is reflected in our multi-lingual services, culturally sensitive approaches and our efforts to reach typically hard-to-engage individuals.

Our Blueprint

Our Aim

We work hand-in-hand with communities in Blackburn with Darwen and Lancashire to enhance their quality of life and build resilience. Our aim is to empower individuals, particularly those from ethnic minority backgrounds, to overcome challenges and thrive in all aspects of their lives.

Strategic Objectives

To achieve our aim, we focus on five key areas:

1. Raising Aspirations and Broadening Horizons

We inspire individuals to dream big and explore new possibilities, encouraging personal growth and ambition within our diverse communities.

2. Improving Community Health and Wellbeing

Our holistic approach addresses both physical and mental health, promoting overall well-being and creating a healthier, happier Lancashire.

3. Enhancing Education and Employability

We provide tailored support to improve educational outcomes and increase employment opportunities, creating a skilled and capable workforce.

4. Developing Skills, Abilities, and Knowledge

Through our various programmes, we equip individuals with essential life skills and knowledge, empowering them to face life's challenges with confidence.

5. Improving Access to Services

We break down barriers and create pathways to vital services, ensuring that support is accessible to all members of our communities, regardless of their background.

Our Approach

Our approach is rooted in understanding and meeting the unique needs of our communities. By offering tailored, accessible services, we bridge gaps and build trust with those who may have previously felt overlooked. This strategy enables us to create meaningful, long-lasting impact across Blackburn with Darwen and Lancashire.

Looking ahead, we remain committed to our core objectives while embracing innovation. We continually adapt our methods to address emerging challenges, always striving to amplify our positive influence. Our vision is of a Lancashire where diversity is celebrated, opportunities are abundant and every resident feels empowered to contribute to the community's prosperity.

Trustees Report

Structure, Governance and Management

The Charity was established in 2006 as a community organisation and registered with the Charity Commission and Companies House on 14th June 2010. Its memorandum and articles were last amended by special resolution on 13th April 2021. The company members liability is limited to £10 and the governing document is the Memorandum and Articles of Association.

The Board of Trustees remain responsible for the overall governance, management and control of the charity. Day to day management is delegated to the Chief Executive Officer who reports to the Board, both at Board meetings and regularly through line management meetings.

Recruitment and Appointment of the Board of Trustees

In order to comply with the current Memorandum and Articles of Association a minimum of three Trustees must be appointed. There is no maximum stated. Prospective Trustees may approach the Board personally or may be recommended by a current member.

Further details of the recruitment process and responsibilities are available in the Memorandum and Articles of Association. The Board demonstrates a variety of skills and experience in keeping with the objectives of the charity and the need for expert governance. Skill requirements are monitored, and additional Trustees proactively sought if and when required.

Risk Management

The major risks to which the Charity is exposed have been identified and considered through a risk register. They have been reviewed and systems established to mitigate those risks. The Trustees continue to review and identify risk and to respond accordingly using a managed approach.

Reserves Policy

It is the opinion of the Board of Directors at the IMO; it should hold financial reserves because:

- I. I. It requires protection against the ability to continue operating despite a significant delay in income streams;
- II. II. It requires protection should the IMO lose significant income/funding or have to cease its operations and fulfil contracted obligations;
- III. It requires protection against general business risks, fluctuations in income streams and unforeseen costs;
- IV. It may require funds to restructure or finance future growth and development.

The definition of financial reserve for this purpose is the amount of unrestricted reserves not invested in fixed assets.

The Board of Directors at IMO believe that an appropriate level of reserve for IMO Charity is £263,000 which is equivalent to 4 months' salary cost. This is reviewed annually.

An annual review of reserves will be carried out in order to:

- Current reserves held with current policy level
 - Ensure the reserves level requirement continues to be appropriate after consideration of all financial risks and current/future plans
 - Ensure current budgets and future financial plans remain consistent with the reserves policy
-

Statement of Trustees Responsibilities

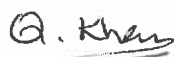
The Board of Trustees is charged under charity and corporate law to prepare the Trustee's Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards, including FRS102.

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the Charity's financial activities during the year and its financial position at the end of the year. Best practice includes:

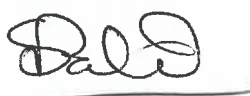
- Selecting suitable accounting policies and applying them consistently
- Making judgements that are reasonable and prudent
- Stating whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures from those being disclosed and practice have been followed
- Preparing the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation
- Keeping proper accounting records which disclose with proper accuracy, at any time, the financial position of the Charity. They must also enable the Trustees to ensure that the financial statements comply with the requirements of the Charities Act 2011, the applicable Charities (accounts and reports) regulations and the provisions of the Memorandum and Articles of Association
- Safeguarding the assets of the Charity by taking reasonable steps in the prevention.

The Board of Trustees confirms that it has met the responsibilities accorded to it and complied with the requirements for preparing the accounts. The financial statements included in this report have been compiled from, and are in accordance with, the financial records maintained by IMO Charity.

Signed on behalf of the Board by:



Dr Qamar Khan
Chairperson & Director (T)



Shahid Vali Patel
Treasurer & Director (T)

Date: 11 October 2024

Chair's message

As we present our Annual Report for 2023-2024, I'm filled with pride at the resilience, adaptability and unwavering commitment demonstrated by the IMO family. This year has been one of significant growth and transformation, set against a backdrop of evolving community needs and global challenges.

The past year saw IMO expanding its reach in unprecedented ways. We launched new initiatives to bridge the technological divide, recognising its crucial role in today's world. Our well-being support services saw a marked increase in uptake, reflecting both the growing need and the trust our community places in us.

This year marked a turning point in our approach to youth engagement. New programmes developed in partnership with local organisations have opened fresh pathways for young people, offering valuable experience and mentorship opportunities. These initiatives exemplify our commitment to not just addressing immediate needs, but also investing in long-term community resilience.

Collaboration remained at the heart of our strategy. Our new partnerships have brought together various professionals to offer capacity building. This approach has already made a significant impact, showcasing the power of integrated services.

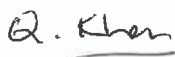
Financially, this year presented its challenges. The ongoing cost-of-living crisis not only increased demand for our services but also impacted our funding streams. However, through the generosity of our funders, we were able to not only maintain but expand our services.

Our volunteers, as always, were the backbone of our operations. Our Volunteering Academy has led to increased retention and a more skilled, empowered team ready to face community challenges.

Looking ahead, we recognise that the landscape of community support is changing rapidly. In response, we've initiated a comprehensive strategic review to ensure our services remain relevant and impactful. The coming year will see us exploring new areas we believe are crucial for the long-term well-being of our community.

As we reflect on a year of growth, challenges and achievements, we're reminded of the true impact of our work – empowering individuals to become agents of positive change in their own lives and communities.

To our dedicated staff, passionate volunteers, committed trustees and generous supporters – your efforts have transformed countless lives this year. As we look to the future, we do so with optimism, knowing that together, we can continue to make a lasting difference in our community.



Dr Qamar Khan
Chair of IMO Charity

REVIEW OF CHARITABLE ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024



CEO's message

I am honoured to present IMO Charity's Annual Report for 2023/24.

This year has brought both challenges and achievements. As our communities continue to feel the impact of the pandemic's aftermath and the persistent cost-of-living crisis, the demand for our services has intensified. These circumstances have affected not only those we serve but also placed additional strain on our dedicated staff and volunteers.

Despite these hurdles, IMO Charity has not only endured but flourished. Our steadfast commitment to our mission has been the foundation of our resilience, reflecting the extraordinary dedication of our trustees, staff and volunteers.

This report showcases our accomplishments over the past year. We've broadened our reach across our core strands, amplifying both the scale and depth of our impact. Crucially, we've also elevated the quality of our services, as evidenced by the esteemed awards bestowed upon IMO Charity this year.

As we've expanded, we've remained true to our values, constantly seeking innovative approaches to meet our community's evolving needs. The narratives and data within these pages illustrate not just our actions, but the profound reasons behind them—each individual we assist reinforces the critical nature of our work.

I extend my sincere thanks to our trustees, staff, volunteers and partners. Your unwavering dedication propels us forward, enabling us to extend our reach and impact.

Reflecting on my first year as CEO, I am immensely proud of IMO Charity's achievements and enthusiastic about our future prospects. I hope this report instils in you a shared sense of accomplishment and possibility.

Thank you for your ongoing support.

A handwritten signature in black ink, appearing to read 'Mohammed T Sidat', with a stylized flourish at the end.

Mohammed T Sidat MBE
IMO Charity CEO

Review of Charitable Activities

Community Development & Resilience

Our Community Development & Resilience strand offers enriching activities for children and young adults, particularly those from vulnerable areas. We aim to positively shape the future generation through engaging programmes and weekly sessions open to all. This past year, our youth-focused initiatives have reached over 11,145 participants, playing a vital role in supporting children and teens whilst developing their skills and resilience. Our commitment to nurturing young people remains steadfast, as we continue to invest in their growth and well-being. Through these efforts, we strive to build a stronger, more resilient community for tomorrow.

The following are some of the programmes included in the Community Development & Resilience strand:

1. AAGAH
2. Community Detached
3. Cyber Ark
4. HAF
5. Ignite
6. NCS
7. PASTA
8. Safer Streets
9. Supergirl Science
10. Tumaround
11. Young Minds
12. Young People ARAP
13. Youth Connect
14. Youth Offer
15. Youth Social Action

Ignite

Ignite is our Special Educational Needs & Disabilities (SEND) Programme and successfully engaged 200 young people, offering a diverse range of activities tailored to their unique needs. The programme incorporated themes such as Children's Mental Health Week, Safer Internet Day and various cultural celebrations, ensuring relevance and engagement.

Activities spanned recreational, educational and cultural categories, including Lego building, scrapbooking, physical activities and cultural celebrations. Collaborations, like the Cook Up project, enriched the programme's scope.

Participants developed new skills, built friendships and gained confidence. The programme fostered personal growth, cultural awareness and physical well-being among young people with SEND who might otherwise lack such opportunities.

Challenges included balancing individualised support with group dynamics, managing varied abilities and addressing sensory sensitivities. Despite these, the programme achieved its objectives, evidenced by increased participation and improved social interaction.

The initiative had wider impacts, promoting inclusivity, promoting community spirit and contributing to positive social change. It created a supportive environment where young people could express themselves and celebrate their achievements.

REVIEW OF CHARITABLE ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024



NCS

We successfully delivered the National Citizen Service programme, engaging 77 young people. The programme focused on fostering personal development and social engagement through tailored activities and workshops.

Key outcomes included:

1. Developing effective communication skills
2. Enhancing teamwork and collaboration abilities
3. Understanding good leadership principles
4. Building employability skills (CV writing, personal statements, interview techniques)

Throughout the programme, staff facilitated individual growth assessments, creating a bespoke programme for each participant. Robust communication was a primary focus, with engaging activities supporting this goal whilst also encouraging teamwork, problem-solving and leadership skills.

The transformative impact of the NCS programme became evident as participants showcased newfound confidence. Through hands-on experiences and reflective discussions, they gained invaluable insights into their potential and the importance of social cohesion. Weekly celebrations of achievements reflected the young people's commendable engagement and positive attitudes.

Reflective sessions allowed participants to articulate their personal growth journeys, fostering a sense of accomplishment and empowerment. The NCS programme has proven to be a catalyst for youth development, equipping participants with essential life skills for their future endeavours.

HAF

This past year, our organisation provided engaging, growth-oriented programming for young people during school holidays. This year, we were able to provide our HAF provision for young people with SEND too. Our initiatives aimed to support participants' development through nutrition, activities, and an encouraging environment.

The main objectives of HAF were to ensure young people:

1. Eat healthily over the school holidays
2. Be active during the school holidays
3. Participate in engaging and enriching activities that support the development of resilience, character and well-being
4. Are safe and not socially isolated

Each day, youth received healthy, balanced meals and snacks to fuel their participation. Physical activities like sports and dance kept them active and modelled life-long fitness habits. Our trained staff facilitated sessions focused on building key life skills and self-reflection to foster a growth mindset.

By incorporating diverse hands-on experiences and group conversations, programming exposed youth to new perspectives. Our staff cultivated an inclusive, welcoming environment so all participants felt comfortable joining activities.

In total, we served over 900 youth last year through our holiday initiatives. Feedback showed parents and youth appreciated the opportunity to stay constructively engaged over the holidays. Participants formed new friendships and grew their confidence trying new activities.

Moving forward, we look forward to expanding our enriching holiday programming to support more youth in developing life skills, resilience, and healthy lifestyles. Our team remains committed to nurturing our young people all year-round.

Criminal Justice

Our Criminal Justice strand is dedicated to supporting individuals who have been involved with the criminal justice system, particularly those leaving prison. We recognise the unique challenges faced by ex-offenders and strive to provide comprehensive support for their reintegration into society. By offering personalised guidance, skill-building workshops and access to vital resources, we aim to reduce reoffending rates and empower individuals to rebuild their lives. We have supported over 732 people this year.

1. Finance, Benefit & Debt
2. Reach – Ethnic Minority Probation

Reach

The 'Reach' Programme supports Lancashire residents from ethnic minority backgrounds in reintegrating into society after prison. Our team of experienced faith Pastors employ a trauma-informed approach, engaging with prisoners in their final twelve weeks of sentence and throughout their transition back into the community.

Key services include:

- Spiritual care and pastoral support
- Post-release transitional assistance
- Substance abuse support and referrals
- Mental health support and counselling
- Family and relationship support
- Financial advice and debt management
- Learning and employment support

Our approach utilises a trauma-informed assessment triage model called 'My Journey', capturing eight key aspects of successful reintegration. We encourage clients to take ownership of their development, supporting them through faith and family to reach their full potential.

While still in its early stages, the programme has already shown promise. Effective collaboration with probation officers and PDUs has boosted the programme's reach.

The 'Reach' Programme aims to create lasting social change by supporting individuals, families and communities, create a more inclusive environment for all.

Education & Employability

Our Education & Employability strand offers diverse courses and activities for adults aged 18 and over, aiming to support marginalised communities by addressing their unique challenges. This year, we've delivered programmes to equip participants with job-ready skills, including our Volunteering Academy and Multiply initiatives. We've also raised awareness and provided support for gambling addictions and the cost-of-living crisis. Across 9 different programmes, we've assisted over 2,800 participants, empowering adults and paving the way for their future success. These efforts have been vital in development of personal growth and creating new opportunities for our community members.

REVIEW OF CHARITABLE ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024



1. Be Warm Save Money
2. Business Health Matters
3. Learn English
4. Multiply BwD
5. Multiply Gintee
6. Solution
7. Taxi Programme
8. Volunteer Academy
9. You Thrive in Life

Volunteering Academy

Our Volunteer Academy has successfully engaged 47 participants, promoting skill development and community involvement in Blackburn with Darwen.

Key Achievements:

- Established referral pathways and community links
- Trained 3 peer mentors, enhancing their confidence and empowerment
- Supplied volunteers to 5 community organisations and 1 school

We have excelled in networking with partners, including Little Harwood Curry Club, Blackburn United FC, local mosques and various community organisations. Guest speakers from these partners provided valuable insights into volunteering opportunities.

Significant impacts include:

- Increased awareness of local volunteering opportunities
- Enhanced transferable skills and confidence among participants
- Improved community contributions

Participants reported gaining new skills, finding the course valuable and interesting. Many completed the volunteer handbook, developing transferable workplace skills, increased confidence and improved communication abilities.

The programme has encouraged personal growth, developed new partnerships and contributed to community development. Some volunteers have found employment or secured voluntary placements, feeling empowered by their success.

Moving forward, we aim to continue raising awareness and promoting volunteering as a valuable activity, ensuring programme sustainability and growth. The Academy's success demonstrates the power of community engagement and the positive impact of volunteering on individuals and society.

Multiply BwD

Multiply is a programme which is designed to support adults by embedding simple math skills and practical (functional) skills along with it. Participants had the opportunity to learn how maths can be applied with sewing and cooking.

This past year, our math enrichment programming for adult learners achieved the following outcomes:

REVIEW OF CHARITABLE ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024



1. Increased participation in non-qualification math courses. All participants enhanced practical math skills for everyday tasks such as cooking, sewing and measurements. This boosted confidence to continue developing numeracy abilities.
2. Improved understanding and application of math in daily life. Learners gained vital skills like using measurements, shapes, time, and temperature—building competency to utilise math regularly at home and work.
3. Reduced isolation through peer connections. Class solidarity and practice helped learners overcome math anxiety and build confidence.

By making the topic of maths engaging and demonstrating its relevance through practical activities, the courses increased adult numeracy, confidence and ongoing learning for 64 participants. We look forward to supporting more adult learners in building essential, life-long math skills.

Health & Well-being

Our Health & Well-being strand offers programmes for young people and adults, focusing on crucial health issues. We deliver sessions in community centres, places of worship and schools, aiming to raise awareness, provide support and build confidence, resilience and empowerment. In today's fast-paced, digital world, ensuring our community has a reliable support system is vital. This year, we've reached over 9,947 people through workshops, counselling services and educational initiatives. By promoting holistic well-being, we strive to uplift individual lives and strengthen our entire community, serving as a trusted resource for those in need.

1. ARAP
2. Young People & Families Diabetes
3. Mental Health Advocate Training
4. Patchwork Banner
5. Sayhat
6. Spark – Substance Misuse
7. Women 4 Women

Young People & Families Diabetes

Our Diabetes programme has made significant strides in supporting young people and families in Blackburn with Darwen.

Key Achievements:

- Recruited 47 Community Health Champions
- Engaged 1,380 participants through targeted programmes and awareness sessions
- Supported 8 young people and families with one-to-one intensive support
- 35 Champions actively involved in community outreach

The programme excelled in:

- Establishing strong partnerships with paediatric diabetes specialists
- Delivering awareness sessions in multiple languages (English, Urdu, Gujarati)
- Organising health and wellbeing events, including walking groups
- Providing tailored support through TIDES family assessments

REVIEW OF CHARITABLE ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024



Impact:

- Enhanced diabetes management and health outcomes
- Increased physical activity among participants
- Development of leadership skills in young champions
- Improved community engagement and resource efficiency in healthcare

Participant feedback has been overwhelmingly positive, with many reporting improved diabetes management, healthier lifestyles and increased confidence.

The programme's success is evident in its ability to empower individuals, foster community cohesion and promote healthier lifestyles. By focusing on education, personalised support and community involvement, this programme has created a lasting positive impact on participants and the wider community.

Spark - Substance Misuse

Our Substance Misuse Programme which is part of the SPARK collaborative within Blackburn with Darwen aims to offer treatment and recovery services to those suffering with substance misuse.

Our Recovery Practitioners raised awareness and educated both adults and youth in the community about substance misuse - even seemingly small things like vapes and e-cigarettes - can make a huge impact.

Our practitioners have built strong ties and trust with children by leading sessions at local mosques. There, they advise and empower young people to avoid substances and manage peer pressure, helping them stay safe and healthy.

Giving young people strategies to handle tricky situations instils the confidence to say no, preventing them from starting down an unhealthy road of addiction.

By collaborating with local agencies and authorities, we've raised greater awareness while forging stronger partnerships with services that provide practical and emotional support. Working together, we can guide community members away from substance misuse through education, early intervention, and access to care. The programme has engaged with a total of 6629 participants through one to one support, group activity engagements and local community awareness sessions.

Our Supporters & Partners

We extend our deepest gratitude to our invaluable funders and partners who have stood by us throughout this year. Your unwavering support and generosity have been the cornerstone of our success, enabling us to continue our vital work. Your belief in our mission has empowered us to make a meaningful difference in countless lives. Together, we have overcome challenges and celebrated achievements. As we look to the future, we are filled with optimism, knowing that with your continued support, we can achieve even greater impact. Thank you for being an integral part of the IMO Charity family.

Active Lancashire
BBC Children in Need
Be Gamble Aware
Benefit Mankind
Blackburn & Darwen Youth Zone

Blackburn Central High School
Blackburn College
Blackburn with Darwen Council
British Science Association
Charities Aid Foundation
Community CVS
Community Fund
Department for Science, Innovation & Technology
Energy Redress
HM Prison & Probation Service
Impetus
Ironmongers
Islamic Relief
Lancashire County Council
Ministry of Justice
NHS – Lancashire & South Cumbria
One Voice
Pleckgate High School
QEGS Blackburn
Re:refresh
Sport England
Spring North
Tauheedul Islam Boys High School
The Calico Group
University of Central Lancashire
Workers Education Association
Wise Group

Accreditation

Investing in Children Membership Award

IMO Charity is proud to have achieved its Investing in Children Membership Award™. This nationally recognised kitemark celebrates organisations that actively involve young people in decision-making processes, leading to meaningful change.

Our achievement reflects our commitment to empowering youth voices within our communities. At IMO, young people are central to our operations, participating in weekly activity planning sessions and quarterly reviews. This approach has resulted in significant improvements to our services, such as the introduction of new activities like NERF games and enhanced transport options for better accessibility.

By consistently engaging young people in shaping our programmes, we ensure our services remain relevant and impactful. This award reaffirms our dedication to fostering an environment where young voices are not just heard, but instrumental in driving positive change.

Cyber Essentials Accredited by IASME

IMO Charity is pleased to announce its achievement of the Cyber Essentials certification this year, accredited by IASME. This government-backed scheme demonstrates our commitment to cybersecurity and protecting our organisation's data.

The Cyber Essentials accreditation verifies that we have implemented essential security measures to guard against common online threats. This certification reflects our dedication to safeguarding our clients' and partners' information, ensuring the integrity of our digital operations.

By adhering to these cybersecurity standards, IMO Charity reinforces its reputation as a trustworthy organisation in the digital landscape. This accreditation not only enhances our security posture but also instils confidence in our stakeholders, underscoring our commitment to best practices in data protection.

Investing in Our People

We firmly believe that our greatest asset is our people. Over the past year, we've made significant strides in growing our organisation and prioritising the well-being and development of our staff. We're proud to share the key initiatives that have strengthened our team and enhanced our ability to serve our beneficiaries.

Enhancing Our Recruitment Process

To ensure we maintain the highest standards of service delivery, we've focused on strengthening our workforce. This year saw a substantial improvement in our recruitment practices, with a particular emphasis on safety and efficiency. We've enhanced our DBS and background check procedures, invested in a new HR system and refined our recruitment and induction processes. These improvements not only streamline our hiring but also ensure we bring on board individuals who share our values and commitment to excellence.

Prioritising Health and Well-being

The establishment of our in-house Health & Well-being Committee underscores our dedication to staff welfare. This initiative ensures that the well-being of our team remains at the forefront of our organisational priorities. We've introduced regular team lunches and away days, fostering a sense of camaraderie and appreciation among our staff. These events have proven to be not just beneficial for morale, but also tremendously enjoyable, reinforcing the positive culture we strive to maintain at IMO.

Creating an Inspiring Work Environment

We recognise the importance of a comfortable and efficient workplace. This year, we've made significant improvements to our office layout, introducing hot desks equipped with state-of-the-art IT equipment. By moving to a fully wireless system, we've increased flexibility and reduced clutter. Moreover, we've invested in creating dedicated spaces for staff well-being and meetings, including a relaxation room for downtime and breaks, promoting a balanced and productive work environment.

Fair Compensation and Career Progression

Early 2024 saw the introduction of new pay scales and banding across our organisation. This restructuring ensures that our staff receive fair compensation commensurate with their roles and responsibilities. By aligning our salaries with the Consumer Price Inflation, we're demonstrating our commitment to supporting our team's financial well-being in the face of rising living costs.

Investing in Training and Development

Recognising the importance of continuous professional growth, we've appointed a dedicated Training Co-ordinator to oversee our staff's development needs. This role is crucial in identifying training requirements through our robust appraisal system and ensuring these needs are met throughout the year. Our investment in training resources reflects our priority of nurturing talent and fostering career progression within IMO.

Strengthening Governance

To support our growth and adapt to changing needs, we've introduced a new employee handbook, revised contracts and updated policies. These changes ensure we remain compliant with current legislation while also meeting the evolving needs of our organisation. This robust governance framework provides clarity and support for our staff, reinforcing our commitment to transparency and fair practices.

As we reflect on these initiatives, we're immensely proud of the progress we've made in nurturing our team and creating a supportive, dynamic work environment. These investments in our people directly translate to enhanced service delivery and greater impact. Looking ahead, we remain committed to the growth and well-being of our staff, recognising that their success is integral to the success of IMO Charity and the fulfilment of our mission.

Elevating Our Presence

We've made great strides this year in raising our profile and extending our reach across Lancashire. Through targeted communications, marketing efforts and engaging events, we've strengthened our connections with the communities and partners we work with.

Tailored Communications and Marketing

We've ramped up our presence on various platforms to showcase our impactful work. Our aim is to engage all our stakeholders, from service users to partners and supporters. Here's how we're making a difference:

- **Multilingual Approach:** Recognising the diverse nature of our beneficiaries, we've tailored our communications to meet the needs of ethnic minorities. We regularly produce materials in Gujarati, Punjabi and Urdu, including posters, presentations and delivery sessions.
- **Digital Engagement:** We've boosted our social media presence, sharing success stories, upcoming events and valuable resources. This helps us connect with younger generations and tech-savvy community members.
- **Video Content:** We've started producing short, engaging videos showcasing our programmes and the positive changes they bring to individuals and families.

Impactful Events and Networking

This year, IMO has significantly raised its profile through various events across Lancashire engaging with over 5000 people:

- **Networking:** Our staff regularly attend key networking events at Schools, Job Centres, Community Centres, Faith Centres and a whole lot more. These opportunities allow us to connect with potential service users and partners, spreading awareness about our programmes.
- **Programme Showcases:** We've hosted numerous events highlighting our various programmes, demonstrating our commitment to driving real change.
- **Major Conferences:** IMO played a crucial role in organising and participating in three significant conferences in 2023. These events brought together leaders from the NHS, local government, other public services and the Voluntary, Community, Faith and Social Enterprise Sector. Held at football stadiums across Lancashire, these conferences aimed to:
 - Promote collaboration between different sectors
 - Develop practical proposals to improve health and well-being in our communities
 - Share ideas and best practices among partners

Through these varied efforts in communications, marketing and events, IMO has significantly elevated its presence and impact. We've not only raised awareness of our services but also positioned ourselves as a key player in driving positive change across Lancashire. As we move forward, we remain committed to innovative and inclusive ways of engaging with our communities and partners.

Our roadmap for 2024 and beyond

Community Impact Expansion

- Increase the reach of our existing programmes by 15-20% through partnerships with local schools, community partners and stakeholders.
- Develop new initiatives focused on YouThrive In Life (mentoring), mental health and well-being, particularly for underrepresented groups.

Operational Excellence

- Implement quarterly staff surveys to assess team well-being and identify areas for improvement, ensuring a positive and productive work environment.
- Strengthen governance through the introduction of new board members with expertise in technology, impact and community engagement.

Financial Sustainability

- Launch a robust fundraising strategy, including major annual events and corporate partnerships, aiming for a 30% increase in donations over 2025.
- Diversify revenue streams through social enterprise opportunities, such as selling merchandise or offering services aligned with our mission.

Digital Transformation

- Build an online platform that offers easy access to our services, volunteer opportunities and a donation portal. This will enhance user experience and expand our digital presence.
- Invest in staff training for digital tools and data analytics to improve operational efficiency and programme effectiveness.

Long-Term Strategic Priorities (2025-2028)

Expand Geographic Reach

- By 2026, establish a presence in 2 new local regions, offering tailored programmes based on community needs.

Partnership Development

- Strengthen collaborations with local government agencies and corporations to amplify our impact.
- Engage in multi-year partnerships with universities to provide research and evidence-based approaches to our programmes.

Sustainability and Innovation

- Introduce environmental sustainability initiatives, such as a zero-waste programmes for events and green energy solutions in our offices by 2026.
- By 2027, create an innovation fund to pilot new solutions to emerging challenges in the community.

IMO CHARITY

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF IMO CHARITY

I report on the accounts of the company for the year ended 31 March 2024.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

The charity's trustees consider that an audit is not required for this year under Part 16 of the 2006 Act and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Financial Accountants.

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Ismail Mulla AFA
H&A Consultancy Services Ltd
Ground Floor Front
185 Audley Range
Blackburn
Lancashire
BB1 1TH

Dated: 11 October 2024

IMO CHARITY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income & Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	2024 Total £	2023 Total £
INCOMING RESOURCES					
<i>Incoming resources from charitable activities</i>					
Audit and other education	2	367,531	614,564	982,094	965,794
Total Incoming resources		367,531	614,564	982,094	965,794
RESOURCES EXPENDED					
<i>Charitable activities</i>					
Adult and other education	3	434,312	566,501	1,000,813	872,576
Total Resources expended		434,312	566,501	1,000,813	872,576
Net income/(loss) for the year	5	(66,781)	48,063	(18,719)	93,218
Transfer between funds	6	29,606	(29,606)	-	-
Movement in funds		(37,175)	18,457	(18,719)	93,218
<i>Reconciliation of funds</i>					
Total funds brought forward		617,644	103,355	720,999	627,781
Total funds carried forward		580,469	121,812	702,280	720,999

There are no gains or losses other than those recognised in the Statement of Financial Activities.
All incoming resources and resources expended are derived from continuing activities

The notes on following pages form part of these accounts.

IMO CHARITY

BALANCE SHEET

AS AT 31 MARCH 2024

Company number: 07282497

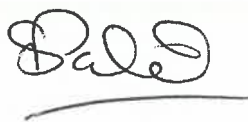
	Note	Unrestricted Funds £	Restricted Funds £	2024 Total £	2023 Total £
Current Assets					
Debtors	8	1,100	-	1,100	32,013
Cash at bank and in hand		583,360	121,812	705,172	708,352
		<u>584,461</u>	<u>121,812</u>	<u>706,272</u>	<u>740,365</u>
Creditors					
Amounts falling due within one year	9	<u>(3,992)</u>	<u>-</u>	<u>(3,992)</u>	<u>(19,367)</u>
Net Current Assets		<u>580,469</u>	<u>121,812</u>	<u>702,280</u>	<u>720,999</u>
Funds					
Restricted funds	6	-	121,812	121,812	103,355
Unrestricted funds	6	580,469	-	580,469	617,644
		<u>580,469</u>	<u>121,812</u>	<u>702,280</u>	<u>720,999</u>

The financial statements were approved by the board of trustees on 11 October 2024 and signed on their behalf by:



Dr Qamar Khan

Director



Shahid Vali Patel

Director

IMO CHARITY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1 Principles of accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2011.

Grants Received

Grants, including grants for the purchase of fixed assets, are apportioned to the Statement of Financial Activities in the year to which they relate.

Incoming Resources

Donations and legacies and other forms of voluntary income are recognised in full on the Statement of Financial Activities when notification of entitlement is received and the amount receivable can be measured with sufficient reliability.

Resources expended

Resources expended are recognised in the period which they are incurred. Resources expended include attributable VAT which cannot be recovered.

- Charitable expenditure comprises those costs by the charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities.

- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.

- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource.

Restricted funds

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

Unrestricted funds

Unrestricted funds are donations and other income received or generated for the objects of the Charity without further specified.

Cashflow statement

No cashflow statement is prepared for the current year as the Charity qualifies for the small entity exemption.

	Unrestricted Funds £	Restricted Funds £	2024 Total £	2023 Total £
2 Incoming Resources				
Community Support	144,325	88,350	232,675	309,913
Education & Employability	132,152	360,732	492,883	381,916
Health & Wellbeing	75,716	165,482	241,198	273,965
Other	15,338	-	15,338	-
	<u>367,531</u>	<u>614,564</u>	<u>982,094</u>	<u>965,794</u>
3 Resources Expended				
Course fees, consultancy costs and wages	279,957	530,694	810,651	658,010
Materials and equipment	83,272	15,545	98,817	99,061
Accountancy fees	840	-	840	720
Subscriptions	1,606	160	1,766	1,281
Marketing	3,251	1,628	4,879	27,796
Premises costs and venue hire	53,947	8,028	61,975	68,981
Printing, postage and stationery	4,366	330	4,696	1,484
Events, Travelling and catering costs	6,956	10,116	17,072	15,121
Bank charges	118	-	118	121
Total Costs	<u>434,312</u>	<u>566,501</u>	<u>1,000,813</u>	<u>872,576</u>

IMO CHARITY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

4 Taxation on surplus ordinary activities

As the company is a registered charity no provision has been made for taxation.

5 Net income for the year

is stated after charging rent of £14,022 (2023 - £23,646). Rent for 2 out of 3 units was partially prepaid in 2023.

6 Transfer between funds and fund balances

	Funds As at 1 April 2023 £	Income £	Expenditure	Transfers	Funds As at 31 March 2024 £
Unrestricted Funds:					
General Fund	237,363	150,320	124,152	(394)	263,136
Designated Funds	380,281	217,212	310,160	30,000	317,333
	<u>617,644</u>	<u>367,531</u>	<u>434,312</u>	<u>29,606</u>	<u>580,469</u>
Restricted Funds:					
SIHAT - Sport England	-	15,000	2,242	-	12,758
Spring North - Flu Vaccination	-	4,000	-	-	4,000
CAF Learn English	7,998	-	7,998	-	-
CAF Women 4 Women	(2,868)	-	(2,868)	-	-
CAF Young Minds	10,287	-	10,287	-	-
Invest in Youth	1	-	1	-	-
Cooking for Health	10,159	-	10,159	-	-
BeGambleAware - Solution	(614)	44,881	44,267	-	-
Climate Change Socia Action - BBCIN	4,711	43,200	37,175	-	10,736
Islamic Relief SEND	23,386	10,709	34,095	-	-
Employment Impetus	30,000	-	-	(30,000)	-
Energy Redress	-	44,453	56,057	-	(11,605)
Finance, Benefit & Debt	(1,026)	119,219	118,193	-	-
Multiply BwD	(4,582)	16,874	12,292	-	-
Multiply LCC	5,594	24,357	30,276	325	-
Substance Abuse (SPARK)	982	73,791	52,296	-	22,477
Volunteering college	19,328	38,540	34,423	-	23,446
Diabetes - Taxi	-	60,000	-	-	60,000
Youth Futures	-	246	315	69	-
	<u>103,355</u>	<u>495,270</u>	<u>447,206</u>	<u>(29,606)</u>	<u>121,812</u>

7 Employees

Average number of employees during the period

2024	2023
27	26

8 Debtors

	2024 £	2023 £
Blackburn with Darwen BC (unrestricted)	1,100	6,550
Calico Group (unrestricted)	-	12,298
Wise Group (unrestricted)	-	13,165
	<u>1,100</u>	<u>32,013</u>

9 Creditors: Amounts falling due within one year

	2024 £	2023 £
Accruals	840	720
Payroll related	3,012	2,557
Trade Creditors	141	(605)
Advanced funds	-	16,695
	<u>3,992</u>	<u>19,367</u>

IMO CHARITY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

10 Guarantees

Every member of the Company undertakes to contribute to the assets of the Company in the event of the same being wound up during the time they are a member, or within one year afterwards, for the payments of the debts and liabilities of the Company contracted before the time at which they cease to be a member and the costs, charges and expenses of winding up the same, and for the adjustments of the rights of the contributions among themselves such amount as may be required not exceeding ten pounds.

11 Trustees' Remuneration and Related Party Transactions

The Trustees received no remuneration or reimbursement of expenses during the year and there were no other related party transactions.

12 Trustees' Remuneration and Related Party Transactions

There is no ultimate controlling party.