

BLACK ETHNIC SKILLS & TRAINING INITIATIVES

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH APRIL 2022

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FOR THE YEAR ENDED 30TH APRIL 2022

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FOR THE YEAR ENDED 30TH APRIL 2022

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Godson Ifebueme (Chair) Chinyere Evans Chinyere Okolo
Registered office	Unit 6 Vance Business Park GATESHEAD Tyne And Wear NE11 9NE
Registered Charity number	1150122
Banker	HSBC Bank
Independent examiner	Olu Alatise AFA MIPA Lagos Accountancy Services UK Ujima House 97-107 Wilder Street Bristol BS2 8QU

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TRUSTEES REPORT

The trustees presents its report and the unaudited financial statements for the year ended 30th April 2022. The trustees have adopted the provisions of 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).

Constitution and objectives

The objects of the Charity are to relief unemployment for the benefit of the public including assisting to find employment and to act as a resource for young people up to the age of 18, providing advice and assistance and organising programmes of physical, educational and other activities to advance life and education.

In preparing the 2021/22 annual report we reflected on a period so unique in our time because it was at the centre between the Covid19 pandemic surge and post covid19 recovery periods. Therefore, this report highlights not only the charity's achievements but also our experiences doing so. So, despite the global upheaval that was evident around the world as a result of the uncertainties surrounding the handling of the Covid19 pandemic, BEST Initiatives emerged even stronger.

Our story, therefore, emanates from four interconnected pieces;

- Partnership – the achievements of we made were a collective effort ranging from our staff, partners, funders and the communities we are serving as well as indeed the entire society.
- Knowledge – ever learning and innovating in order to stay relevant.
- Resilience - striving to adapt our service offerings to meet the ever-changing need of our beneficiaries, and communities as a whole.
- Celebrations – several wins; because when individuals, communities and society we represent win we also win. They were several achievements to celebrate during the period.

The period 2021/22 served us the tremendous opportunity to demonstrate that challenging times have their own merits. It's about impacting the lives of people positively through belief, access and congeniality. We hope you enjoy reading about our progress in the 2021/22 journey.

Key Activities of the Charity through the year.

During the year the charity was involved with different activities. During the height of the COVID19 pandemic, we reached out and supported members of our community especially the single parents, elderly and the vulnerable with relief materials to alleviate their sufferings. We also provided companionship, Information, Advice and Guidance (IAG) through our online-friending service to cheer people downcast up during the isolation periods and to keep many others abreast of the latest happening and directives from the government.

We supported single parent by providing child care support. The program aims to positively engage members of the BME community, especially single parents to not only actively consider future employments options through our focussed practical program that develops skills and personal confidence and self-esteem, but also to provide childcare support while they are learning or at work.

We support and mentor young people aged 08-18 having challenges in key subjects as Math, Literacy and sciences through a distinctive and personal method as part of their educational supplement. We provide employment sessional support tailored program targeting the unemployed from BME Communities. Sessions enable participants to develop important skills to improve their potential for work. This is primarily through supported access to computers/laptops, instruction in CV writing, interview simulation, on-line job searches and completing essential forms, opening e-mail accounts and interaction with online and social media. Within this, the programme accommodates and support individuals where English is their second language.

Overview of our 2021/22 project key highlights

- 5 new projects started across our programmatic areas of activity during the period under review.
- 5 new partnerships and collaborations across various project areas.
- 67% increase in users' participation and reach across our various communities.
- 58% increase in the success rate of measurable milestones across various project areas and objectives.

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TRUSTEES REPORT (Continued)

Summary of various projects started in the period under review

Covid19 Pandemic Relief Efforts : The COVID-19 pandemic forced many families into serious inconvenience, isolation, and poverty. Hence, we provided basic immediate needs, particularly around food, and hygiene products to the vulnerable, elderly and single mums as well as baby food. Also, because of the restrictions imposed by lockdowns during the peak of the pandemic, there were many issues around addictions and dependencies, mental health and domestic violence which we provided support and/or made referrals.

The National Lottery – Awards for All and Voice4Change – England actively supported us through grants in these efforts.

Together for our planet : The UK hosted the UN Climate Change Conference of the Parties (COP26) in Glasgow on 31 October to 13 November 2021. The idea of the conference was that each of us has a part to play. Hence, the National Community Lottery Fund partnered with various organisations of which BEST Initiatives was among to create awareness of the threat of climate change and how little efforts in the right direction even by individuals, families and groups can lead to great change. The project therefore focused on domestic activities such as cooking and eating healthy food, recycling the things we value, renewable energy, cutting emissions and reducing of carbon footprint. Participants ranged from sitting-at-home mums to professionals in various fields within our communities.

Fatheritage : The aim of this project is to capture the first-time experience of African parents when they became parents for the first time and the rites of passage from being a child to an adult. It's also looking at how these have changed since they moved to Newcastle or Gateshead. Living abroad and globalisation mean that the typical African parents are losing their traditions and culture and their children born in and/or growing up in the UK are finding it difficult to assimilate their traditions. So often they do not capture their experiences as parents when they are fathers or mothers for the first time. Hence, there is a gap for an oral history project that captures these experiences of African parents when they became fathers or mothers for the first time including their memories of rites of passage from child to adults in Newcastle or Gateshead.

The project is ongoing, and it's in partnership with Heritage Lottery Fund.

Online friending service and Physical Activities: We developed an online friending service during the peak of the Covid19 pandemic. Because of the fear caused by the pandemic restrictions imposed by lockdowns, they had been a spike in addictions and dependencies, mental health issues and domestic violence in many families across our communities. But through our online friending service we were able to reach out to many people in their numbers to offer emotional support, encouragement, training and mentorship. Sessions were conducted daily or even twice daily as the case may be.

We used the online friending service for our mentorship and strengthening sessions and depending on the sophistication of users we adopted a more or less technical and interactive platform for our online training.

Another strand of the project provided support to promote physical activities among members of our community across the spectrum – children, teenagers and adults.

The project was a welcome development to our community as there was a heightened physical activity level, feelings of wellness and enjoyment - all keys to building sustained habits. It also led to reduced isolation as well as the cultivation of new social connections. The stand-out outcome is the achievement of a physically active community taking responsibility for their own physical and mental well-being and appreciating the need and importance of physical exercise.

These projects were supported and financed solely by **Voice4change – England**.

Queen's Platinum Jubilee: The project was in honour of the Her late Majesty, the Queen's Elizabeth II Jubilee celebration and beyond. It was intended to foster a sense of unity and belonging in our immediate communities which otherwise would not have felt the need to take part in the celebration. It was an opportunity to bring together a united Britain and to feel British. Participants were able to feel connected to those around them and to meet and share with new acquaintances. It was a platform that lifted the spirits of the members of our community after so much sadness and despondency accruing from the aftermath of the destructiveness of Covid19 pandemic. People were able to meet others, share, hug and eat together with so much laughter.

It led to our added goal of sustained community cohesion and integration, and thanks again to National Community Lottery Fund for providing the funding.

The project is ongoing as it extends to our other training activities.

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TRUSTEES REPORT (Continued)

Others Activities: We continued during the period with our traditional projects and activities, especially in the areas of;

- **Employability support:** This involves sessions to enable participants to develop important skills to improve their potential for work and to gain employment. This is primarily through supported access to computers, instruction in CV writing, interview simulation, online job searches and completing essential forms.
- **Child care support:** Childcare is important for both children's development and parents' employment. For a single parent, work is particularly impossible without childcare, because as the main carer and main earner single parents cannot rotate shifts as do couple parents to manage the nursery and school pick-ups and drop-offs. So, we see investment in childcare as a vital element of the employment support initiative for single parents.
- **Children and young people:** provision of after-school mentorship programs and vocational activities to keep children and young people from the street and peer pressure.

These projects and activities were supported by grants from;

- The Foyle foundation towards operational costs,
- The Clothworkers towards transportation.
- Rothley Trust towards equipment, and
- Arnold Clark towards general costs.

Staffing : Staffing was stable during the period, though volunteering formed the bulk of our workforce so as to achieve sustainability and reach.

Financial review for the year, policy and reserve

The income of the charity increased from £41,045 in 2021 to £76,117 in 2022. Closing funds of the charity has also followed suit from £16,191 to £43,339 in 2022.

Risk assessment

The major risks to which the charity is exposed as identified by the Trustees have been uncertainties in funding as volunteering could be impeded due to insufficient funds. There's also high staff turnover within the charity sector and the Trustees have identified charities' salary structure as the potential reason. It's not competitive. Also, failure to quickly identify the right opportunities that are income self-generating for our operations may hinder our future prospects. Equally, going forward the inability or failure to implement and achieve agreed strategic outcomes and performances required to meet our partners' expectations and requirements may constitute a stumbling block.

Therefore, to mitigate the above risks, we are particularly and increasingly focused on driving performance towards achieving our strategic objectives through performance excellence; customer and stakeholders management; expanded community engagement; research and evaluation of income-generating options.

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TRUSTEES REPORT (Continued)

Trustees responsibilities

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 of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and :

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards 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 charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and which enable them to ensure that the financial statements comply with applicable regulations. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The financial statements have been prepared in accordance with the Charities Act 2011 taking advantage of the exemptions available to small charities.

Approved by the Trustees and signed on their behalf



Godson Ifeoluwa
Chair

Date.....17/01/23

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INDEPENDENT EXAMINER REPORT TO THE TRUSTEES

FOR THE YEAR ENDED 30TH APRIL 2022

I report to the trustees on my examination of the accounts of the above charity for the year ended 30th April 2022.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent examiners' statement

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

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

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.

Signed:



Olu Alatisé AFA MIPA
Lagos Accountancy Services UK
Ujima House
97-107 Wilder Street
Bristol
BS2 8QU

Date 18th January 2023

BLACK ETHNIC SKILLS & TRAINING INITIATIVES**STATEMENT OF FINANCIAL ACTIVITIES****FOR THE YEAR ENDED 30TH APRIL 2022**

		Unrestricted Funds	Restricted Funds 2022	Total Funds	Total Funds 2021
Notes	£	£	£	£	
<u>Incoming Resources</u>					
Donations and Legacies		19,960	53,557	73,517	38,140
Other trading activities		2,600	-	2,600	2,905
Total Income		22,560	53,557	76,117	41,045
<u>Resources Expended</u>					
Charitable activities		4,637	11,007	15,644	10,561
Other expenditures		9,877	23,448	33,325	16,543
Total Resources Expended	6	14,514	34,455	48,969	27,104
Net income/(deficit) for the year		8,046	19,102	27,148	13,941
<u>Reconciliation of funds:</u>					
Total funds brought forward		6,622	9,568	16,191	2,249
Fund balances carried forward		14,669	28,670	43,339	16,191

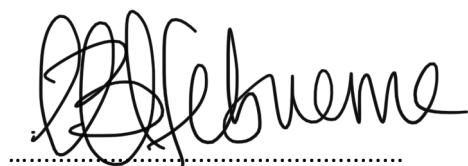
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BALANCE SHEET

FOR THE YEAR ENDED 30TH APRIL 2022

	Notes	2022 £	2021 £
<u>Fixed Assets</u>			
Tangible fixed assets	2	5,130	4,449
Total fixed assets		5,130	4,449
<u>Current Assets</u>			
Cash at Bank		36,616	9,784
Other debtors	3	2,169	2,107
Total current assets		38,785	11,892
Creditors due within one year	4	576	150
Net Assets		43,339	16,191
<u>Funds of the Charity</u>			
Restricted funds		28,670	9,568
Unrestricted funds		14,669	6,622
		43,339	16,191

Signed on behalf of the Board of Trustees



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Godson Ifebueme
Chair

Date 17/01/23

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH APRIL 2022

1. Accounting policies

(a) Basis of accounting: The financial statements of the charity, which is a public benefit entity under FRS 102, 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention with the exception of Investments which are included at market value, as modified by the revaluation of certain assets.

(b) Going concern: At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

(c) Donations: Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

(d) Expenditures: Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

(e) Tangible fixed assets: Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life as follows:

Computer Equipments : **33.33% Reducing balance**, Fixtures and Fittings : **33.33% Reducing balance**

(f) Charitable funds

- Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

- Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

(g) Operating leasing commitment: Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

(h) Debtors: Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

(i) Creditors: The Charity has creditors which are measured at settlement amounts less any trade discounts.

(j) Taxation: The charity is exempt from tax on its charitable activities.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

2. Tangible Assets	Computer Equipments £	Fixtures & Fittings	Total
Cost			
As at 1 May 2021	6,673	-	6,673
Additions	2,129	1,116	3,245
Disposals	-	-	-
As at 30 April 2022	8,802	1,116	9,918
Depreciation			
As at 1 May 2021	2,224	-	2,224
Charge for the year	2,192	372	2,564
Disposals	-	-	-
As at 30 April 2022	4,417	372	4,788
Net Book value			
As at 30 April 2022	4,385	744	5,130
As at 30 April 2021	4,449	-	4,449

	<u>2022</u>	<u>2021</u>
<u>3. Debtors and prepayments</u>	£	£
Prepayments	2,169	2,107
	2,169	2,107

	<u>2022</u>	<u>2021</u>
<u>4. Creditors: Amount due within one year</u>	£	£
Accruals	375	150
Other creditors	201	-
	576	150

5. Transactions with Trustees and related parties

In the year, none of the trustees have been paid any remuneration or received any other benefits from an employment with the charity or a related entity. However salary was paid to V Nwali in line with the constitution who performs project manager role within the charity. Expenses were also reimbursed in the year to V Nwali.

Bizcentre Ltd which V Nwali is a director of also provided training and procurement services to the charity in the year.

NOTES TO THE FINANCIAL STATEMENTS (Continued)

<u>6. Total Resources Expended</u>	<u>2022</u>	<u>2021</u>
	Total	Total
	£	£
Covid 19 Relief Materials	6,811	6,995
Wages and Salaries	8,626	1,206
Pension Cost	81	-
Rent, Rates & Water	8,460	8,767
Management and Service Charge	1,721	1,242
Premises repairs	1,100	2,274
Volunteer Expenses	1,429	1,646
Advertising and PR	100	-
General office expenses	156	-
Telephone & Internet	572	283
Travel & Motor Expenses	1,751	-
Bank Charges & Interest	51	-
Cleaning	-	70
Training and Tutoring	7,404	1,920
Insurance & Licences	391	327
Legal & Professional Fees	5,675	-
Accountancy Fees	375	150
Light and Heat	1,503	-
Equipment repairs	200	-
Depreciation	2,564	2,224
Total	<u>48,969</u>	<u>27,104</u>