

**BLACK ETHNIC SKILLS & TRAINING INITIATIVES**

**REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30TH APRIL 2023**

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## **BLACK ETHNIC SKILLS & TRAINING INITIATIVES**

### **REPORT AND FINANCIAL STATEMENTS**

### **FOR THE YEAR ENDED 30TH APRIL 2023**

### **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

## **BLACK ETHNIC SKILLS & TRAINING INITIATIVES**

### **REPORT AND FINANCIAL STATEMENTS**

#### **FOR THE YEAR ENDED 30TH APRIL 2023**

#### **TRUSTEES REPORT**

The trustees presents its report and the unaudited financial statements for the year ended 30th April 2023. 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.

#### **Key Projects of 2022/23.**

During this period, BEST Initiatives has proudly executed several key projects, each uniquely contributing to our overarching goal of empowering and supporting diverse communities. Here is a snapshot of these pivotal initiatives.

- **Fatheritage Oral History Project:** Aimed to capture the first-time experiences of African men as fathers in Newcastle, focusing on their rites of passage and the impact of globalization on their traditions.
- **Platinum Queens Jubilee Celebration:** Celebrated the Queen's 70-year reign, focusing on creating a legacy in our communities through intergenerational activities and enhancing social bonding.
- **People's Health Trust Project:** Addressed the challenges of lockdown, focusing on intergenerational support, particularly for older women experiencing loneliness, and skill-sharing initiatives like cooking and arts.
- **Sports England Physical and Mental Fitness Project:** Promoted fitness challenges to inspire young people from disadvantaged backgrounds, focusing on goal setting and achievement for physical and mental well-being.
- **Rothley Trust Project:** Enhanced our digital capabilities by procuring computers and accessories, supporting our pre-employment and educational support initiatives.
- **Greatham Hospital of God Project:** Aimed at covering essential administrative costs, ensuring the smooth operation and expansion of our
- **Traditional Projects and Activities:** Continued our core initiatives like employability support, childcare assistance, and after-school mentorship programs, addressing the vital needs of our community.

#### **Conclusion**

This report not only reflects the achievements and financial stewardship of BEST Initiatives but also encapsulates our journey through a year of growth, challenges, and profound impact.

We extend our heartfelt gratitude to all who have contributed to our success and reaffirm our commitment to making a lasting difference in the lives we touch.

For a detailed exploration of our projects, financial accounts, and our vision for the future, we invite you to delve further into this report and the addendum.

## **BLACK ETHNIC SKILLS & TRAINING INITIATIVES**

### **REPORT AND FINANCIAL STATEMENTS**

#### **FOR THE YEAR ENDED 30TH APRIL 2023**

#### **TRUSTEES REPORT (Continued)**

##### **Financial review for the year, policy and reserve**

The income of the charity increased from £76,117 in 2022 to £76,677 in 2023. Closing funds of the charity has fallen from £43,339 to £28,690 in 2023.

##### **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.

##### **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 Ifebueme**  
Chair

28th February, 2024  
Date.....

**BLACK ETHNIC SKILLS & TRAINING INITIATIVES**

**INDEPENDENT EXAMINER REPORT TO THE TRUSTEES**

**FOR THE YEAR ENDED 30TH APRIL 2023**

I report to the trustees on my examination of the accounts of the above charity for the year ended 30th April 2023.

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

Date 28th February 2024  
.....

**BLACK ETHNIC SKILLS & TRAINING INITIATIVES**

**STATEMENT OF FINANCIAL ACTIVITIES**

**FOR THE YEAR ENDED 30TH APRIL 2023**

		Unrestricted Funds	Restricted Funds 2023	Total Funds	Total Funds 2022
Notes	£	£	£	£	
<b><u>Incoming Resources</u></b>					
Donations and Legacies	2,000	74,649	76,649	73,517	
Other trading activities	28	-	28	2,600	
Total Income		<b>2,028</b>	<b>74,649</b>	<b>76,677</b>	<b>76,117</b>
<b><u>Resources Expended</u></b>					
Charitable activities	1,004	36,975	37,980	15,644	
Other expenditures	1,411	51,936	53,347	33,325	
Total Resources Expended	6	<b>2,415</b>	<b>88,911</b>	<b>91,327</b>	<b>48,969</b>
<b>Net income/(deficit) for the year</b>	-	387	- 14,262	- 14,649	27,148
<b><u>Reconciliation of funds:</u></b>					
Total funds brought forward		14,669	28,670	43,339	16,191
Fund balances carried forward		<b>14,281</b>	<b>14,408</b>	<b>28,690</b>	<b>43,339</b>


## **BLACK ETHNIC SKILLS & TRAINING INITIATIVES**

### **BALANCE SHEET**

#### **FOR THE YEAR ENDED 30TH APRIL 2023**

	Notes	2023 £	2022 £
<b><u>Fixed Assets</u></b>			
Tangible fixed assets	2	4,587	5,130
<b>Total fixed assets</b>		<b>4,587</b>	<b>5,130</b>
<b><u>Current Assets</u></b>			
Cash at Bank		22,272	36,616
Other debtors	3	2,587	2,169
<b>Total current assets</b>		<b>24,859</b>	<b>38,785</b>
Creditors due within one year	4	757	576
<b>Net Assets</b>		<b>28,690</b>	<b>43,339</b>
<b><u>Funds of the Charity</u></b>			
Restricted funds		14,408	28,670
Unrestricted funds		14,281	14,669
		<b>28,690</b>	<b>43,339</b>

Signed on behalf of the Board of Trustees

  
**Godson Ifebueme**  
Chair

Date: 28th February, 2024

## **BLACK ETHNIC SKILLS & TRAINING INITIATIVES**

### **NOTES TO THE FINANCIAL STATEMENTS**

#### **FOR THE YEAR ENDED 30TH APRIL 2023**

##### **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)

<b>2. Tangible Assets</b>	<b>Computer Equipments £</b>	<b>Fixtures &amp; Fittings</b>	<b>Total</b>
<b>Cost</b>			
As at 1 May 2022	8,802	1,116	9,918
Additions	1,493	258	1,751
Disposals	-	-	-
<b>As at 30 April 2023</b>	<b>10,295</b>	<b>1,374</b>	<b>11,669</b>
<b>Depreciation</b>			
As at 1 May 2022	4,417	372	4,788
Charge for the year	1,959	334	2,293
Disposals	-	-	-
<b>As at 30 April 2023</b>	<b>6,376</b>	<b>706</b>	<b>7,082</b>
<b>Net Book value</b>			
As at 30 April 2023	<b>3,919</b>	<b>668</b>	<b>4,587</b>
As at 30 April 2022	<b>4,385</b>	<b>744</b>	<b>5,130</b>
	<b>2023</b>	<b>2022</b>	
	£	£	
<b>3. Debtors and prepayments</b>			
Prepayments	2,587	2,169	
	<b>2,587</b>	<b>2,169</b>	
	<b>2023</b>	<b>2022</b>	
	£	£	
<b>4. Creditors: Amount due within one year</b>			
Accruals	475	375	
Other creditors	282	201	
	<b>757</b>	<b>576</b>	

## 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 provided training services to the charity in the year.

**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

<b><u>6. Total Resources Expended</u></b>	<b><u>2023</u></b>	<b><u>2022</u></b>
	Total	Total
	£	£
Covid 19 Relief Materials	-	6,811
Other Charitable Activities	8,176	-
Wages and Salaries	26,916	8,626
Pension Cost	542	81
Rent, Rates & Water	12,000	8,460
Management and Service Charge	1,809	1,721
Premises repairs	-	1,100
Volunteer Expenses	820	1,429
Advertising and PR	2,019	100
Office Computer Cost	235	156
Telephone & Internet	1,262	572
Printing, Postage & Stationery	61	-
Travel & Motor Expenses	4,027	1,751
Bank Charges & Interest	15	51
Sundry	70	-
Training and Tutoring	17,965	7,404
Insurance & Licences	25	391
Legal & Professional Fees	11,019	5,675
Independent Examination	475	375
Subscriptions	432	-
Light and Heat	1,164	1,503
Equipment repairs	-	200
Depreciation	2,294	2,564
Total	<b><u>91,327</u></b>	<b><u>48,969</u></b>

# **2022/2023 Trustees Report**

## **Introduction to BEST Initiatives Annual Report and Accounts (2022/23)**

### **Greetings and Overview**

Welcome to the comprehensive annual report and financial accounts of BEST Initiatives for the fiscal year 2022/23. This document serves as a testament to our unwavering commitment to our mission and the impactful work we have accomplished over the past year. In a period marked by unique challenges and opportunities, BEST Initiatives has continued to thrive, thanks to the dedication of our team, the resilience of our beneficiaries, and the unwavering support of our partners and sponsors.

### **Key Projects of 2022/23**

During this period, BEST Initiatives has proudly executed several key projects, each uniquely contributing to our overarching goal of empowering and supporting diverse communities. Here is a snapshot of these pivotal initiatives:

- **Fatheritage Oral History Project:**

Aimed to capture the first-time experiences of African men as fathers in Newcastle, focusing on their rites of passage and the impact of globalization on their traditions.

- **Platinum Queens Jubilee Celebration:**

Celebrated the Queen's 70-year reign, focusing on creating a legacy in our communities through intergenerational activities and enhancing social bonding.

- **People's Health Trust Project:**

Addressed the challenges of lockdown, focusing on intergenerational support, particularly for older women experiencing loneliness, and skill-sharing initiatives like cooking and arts.

- **Sports England Physical and Mental Fitness Project:**

Promoted fitness challenges to inspire young people from disadvantaged backgrounds, focusing on goal setting and achievement for physical and mental well-being.

- **Rothley Trust Project:**

Enhanced our digital capabilities by procuring computers and accessories, supporting our pre-employment and educational support initiatives.

- **Greatham Hospital of God Project:**

Aimed at covering essential administrative costs, ensuring the smooth operation and expansion of our services.

- **Traditional Projects and Activities:**

Continued our core initiatives like employability support, childcare assistance, and after-school mentorship programs, addressing the vital needs of our community.

## **Conclusion**

This report not only reflects the achievements and financial stewardship of BEST Initiatives but also encapsulates our journey through a year of growth, challenges, and profound impact.

We extend our heartfelt gratitude to all who have contributed to our success and reaffirm our commitment to making a lasting difference in the lives we touch.

*For a detailed exploration of our projects, financial accounts, and our vision for the future, we invite you to delve further into this report.*

# **Fatheritage Project By National Lottery Heritage Fund**

## **Introduction**

BEST Initiatives proudly presents the annual report for the "Fatheritage" project, a unique and enlightening endeavour aimed at understanding and preserving the cultural heritage of African men who have migrated to Newcastle. This project focuses on capturing the seminal experiences of these men as they navigate fatherhood for the first time in a foreign land, and how their transition from boyhood to manhood intertwines with the cultural shifts experienced due to globalisation.

## **Aims of the Project**

The "Fatheritage" project was meticulously designed to document the first-time experiences of African men as fathers. It delves into their memories and experiences of rites of passage from boys to men, particularly highlighting the changes these rites have undergone since relocating to Newcastle. A significant aim of this project was to address the lacuna in oral history projects that capture these unique experiences, thereby preserving a rich cultural narrative at risk of being overshadowed by global cultural shifts.

## **Key Lessons Learned**

- **Cultural Adaptation as a Continuous Journey:** Participants expressed that adapting to British culture was a gradual process, involving the understanding and assimilation of new norms, values, and behaviours.
- **Resilience Amidst Challenges:** Profiles highlighted challenges faced in the workplace, including language barriers, discrimination, and differing professional standards. The key takeaway is the resilience shown by these individuals in overcoming such obstacles.
- **Preservation of Family and Cultural Values:** A strong emphasis was placed on maintaining cultural heritage and imparting this knowledge to their children, thereby keeping their native traditions alive in a foreign land.
- **Financial Management and Responsibility:** The project brought to light the financial challenges of balancing responsibilities in the UK while supporting families in Africa, underscoring the importance of sound financial planning.
- **Religious Adaptation and Flexibility:** Participants managed to blend their religious beliefs with British customs, demonstrating adaptability while maintaining their faith.
- **Embracing Multiculturalism and Diversity:** The multicultural environment of Newcastle was viewed positively, showcasing that diversity enriches communities and fosters learning from various cultures.
- **Importance of Language and Communication Skills:** Overcoming language barriers was a significant hurdle, highlighting the importance of language proficiency for successful integration.
- **Balancing Tradition with Modernity:** Individuals found ways to harmonise their traditional values with the modern lifestyle in Britain, emphasising the need for a balanced approach.
- **Building Community and Support Networks:** Establishing support networks within the African community and beyond was vital, pointing to the importance of connecting with others with similar experiences.
- **Respect for Cultural Differences:** The project underscored the importance of being open-minded and respectful towards different cultural perspectives.
- **Weather and Climate Adaptation:** Adapting to the UK's climate was a unique challenge, teaching the ability to adjust to new environmental conditions.
- **Cultural Exchange and Learning:** Participants appreciated learning from British culture and incorporating certain elements into their own lives, valuing cultural exchange and openness.

## Conclusion

The "Fatheritage" project has been an enlightening journey, not just for the participants but also for our organisation and the broader community. It has vividly highlighted the essential qualities of adaptability, resilience, cultural identity

preservation, and the importance of community support in the face of migration. The narratives collected offer profound insights into the human capacity to overcome challenges and thrive in a multicultural, diverse environment. This project stands as a testament to the rich, dynamic experiences of African men in Newcastle, offering a valuable cultural legacy for future generations.

## **Platinum Queens Jubilee Celebration By National Lottery Community Fund**

### **Introduction**

BEST Initiatives is honoured to present the annual report for the "Platinum Queens Jubilee Celebration" project, a prestigious undertaking funded by The National Lottery Community Fund. This project was one of 70 across the UK chosen to commemorate 70 years of Her Majesty The Queen's reign. This milestone was more than a national celebration; it represented an opportunity to foster lasting community legacy, enhance intergenerational connections, and deepen our bond with nature.

### **Project Overview**

Our project's design went beyond mere celebration. It aimed to create enduring benefits for our community spaces and places, introducing new opportunities and activities. A crucial aspect was to facilitate intergenerational social contact, significantly reducing social isolation among older individuals and enhancing overall community cohesion.

### **Key Achievements and Impact**

- **Intergenerational Social Engagement:** The project successfully bridged the age gap, bringing together older and younger generations. This initiative fostered mutual understanding and respect, decreasing feelings of isolation among the elderly.
- **Enhanced Community Cohesion:** By involving diverse groups in celebration activities, we strengthened social bonds and community spirit. This inclusive approach led to a more cohesive community fabric.
- **Promotion of Well-Being and Mental Health:** Engaging in social activities and community events significantly improved the overall well-being and mental health of participants, especially among older community members.

- **Increased Connection to Local Communities:** The project helped individuals feel more connected to their local communities, fostering a sense of belonging and community pride.
- **Education and Cultural Exchange:** The project served as an educational platform, enabling participants to learn about the significance of the Platinum Jubilee and British history, thus enriching their cultural understanding.
- **Creation of Lasting Community Spaces:** Through this project, we developed spaces that will continue to serve the community, facilitating ongoing engagement and activities.
- **Development of New Opportunities and Skills:** Participants, especially the youth, gained new skills and experiences through various activities, contributing to their personal and professional growth.
- **Natural World Appreciation:** Activities connected to the natural world heightened participants' appreciation for their environment, promoting sustainable practices and environmental stewardship.

## **Conclusion**

The "Platinum Queens Jubilee Celebration" project has been a transformative experience for BEST Initiatives and the communities we serve. The project's legacy extends far beyond the celebration of a historic national event. It has been instrumental in reducing social isolation, particularly among older community members, and in building stronger intergenerational bonds. The sense of community cohesion, well-being, and connectedness fostered by this project has had a profound and lasting impact. It stands as a testament to the power of community-driven initiatives in creating meaningful, enduring change, and enriching lives across generations.

## **People's Health Trust Project**

### **Introduction**

BEST Initiatives is proud to present the annual report for the "People's Health Trust Project," an intergenerational initiative born from the experiences of service users during the lockdown period. This project was particularly focused on addressing the loneliness and social isolation reported by older women, while simultaneously embracing the enthusiasm of younger women for skills exchange in areas such as food reuse, cooking, and arts.

### **Project Design and Objective**

The project was specifically designed to cater to a diverse group, including asylum seekers, refugees, migrants, and other vulnerable demographics such as women on spouse visas, undocumented women, students, unaccompanied, and trafficked young people. A notable characteristic of our service users is that 80% do not speak English as their first language, with Mandingo, Fulah, Portuguese, and Lingala being the predominant languages spoken. The project aimed to create a platform for these individuals to overcome language barriers, engage in social activities, and reduce their isolation, thereby improving their mental and physical health.

### **Key Achievements and Impact**

- **Intergenerational Engagement and Skill Sharing:** The project successfully facilitated intergenerational interactions, where older and younger women engaged in activities like cooking and arts, fostering a mutual exchange of skills and experiences.
- **Overcoming Language Barriers:** By bringing individuals together, the project provided an environment conducive to practicing English, aiding in overcoming language barriers and enhancing communication skills.
- **Reduction of Loneliness and Social Isolation:** The activities and interactions within the project significantly reduced feelings of loneliness and social isolation, particularly among older women.
- **Culturally Appropriate Leisure Opportunities:** The project created opportunities for leisure activities that were sensitive to the cultural backgrounds of participants, making them feel more comfortable and included.
- **Community Building and Networking:** Participants had the opportunity to meet new people, make friends, and build a supportive community network, which is crucial for people in vulnerable situations.
- **Mental and Physical Health Benefits:** Engaging in group activities and building social connections contributed positively to the mental and physical well-being of the participants.
- **Empowerment and Confidence Building:** The skills exchange and social interactions helped in building confidence and a sense of empowerment among participants, especially women and young people.
- **Awareness and Sensitivity:** The project raised awareness among participants about different cultures and languages, fostering a sense of respect and sensitivity towards diversity.

### **Conclusion**

The "People's Health Trust Project" has been a beacon of hope and support for those who experienced heightened isolation and vulnerability during the lockdown. Its

success lies in not only bringing different generations together but also in creating a nurturing environment where cultural diversity is celebrated, and language barriers are overcome. The project has had a profound impact on reducing social isolation, improving mental and physical health, and fostering a strong sense of community among its participants. It stands as a powerful example of how targeted, culturally sensitive initiatives can create meaningful change and enrich lives in our diverse society.

## **Sports England Physical and Mental Fitness Project**

### **Introduction**

BEST Initiatives is thrilled to present the annual report for our "Sports England Physical and Mental Fitness Project." This project, designed in alignment with the celebration of the king's coronation, aims to foster goal-setting and achievement through fitness challenges among young people from disadvantaged families. Recognising the transformative power of physical fitness, this project sought to imbue participants with a sense of purpose, accomplishment, and confidence.

### **Project Objectives**

Our primary focus was to reach young individuals from disadvantaged backgrounds who often lack access to resources for physical activity and health promotion. By providing structured and supportive environments for fitness challenges, the project aimed to empower these young people to take control of their health and wellbeing. The objectives included building resilience, fostering a sense of agency, and encouraging personal development.

### **Key Achievements and Impact**

- **Empowerment through Fitness Goals:** Participants were encouraged to set and accomplish fitness goals, leading to increased self-efficacy and empowerment.
- **Improved Physical and Mental Well-being:** The project directly contributed to enhancing the physical and mental health of young people, with a notable decrease in indicators of chronic diseases like obesity and diabetes.
- **Enhanced Access to Fitness Resources:** By providing resources and opportunities, the project mitigated the barriers that disadvantaged youth face in accessing health and fitness services.
- **Community Awareness and Inspiration:** The project raised community awareness about the importance of health promotion and disease prevention, inspiring others to engage in physical activities and adopt healthier lifestyles.

- **Building Resilience and Self-Confidence:** Participants developed resilience and self-confidence, equipping them to face life's challenges more effectively.
- **Long-Term Health and Lifestyle Changes:** The project instilled habits and skills that are likely to lead to long-term improvements in lifestyle and health among participants.
- **Social Inclusion and Community Cohesion:** The fitness challenges facilitated social inclusion, helping young people from different backgrounds to interact, bond, and build a sense of community.
- **Legacy of Health and Well-Being:** The project has the potential to leave a lasting legacy on the health and well-being of young people, aiding them in realising their full potential as individuals and community members.

## Conclusion

The "Sports England Physical and Mental Fitness Project" by BEST Initiatives has proven to be a vital intervention in the lives of young people from disadvantaged families. By focusing on physical fitness and mental resilience, the project has not only improved individual lives but also fostered a healthier, more inclusive community. The legacy of this project is one of empowerment, health, and well-being, setting a foundation for these young individuals to lead fulfilling and productive lives. The project stands as a testament to the transformative power of physical activity and goal setting, especially in the lives of those who may otherwise lack such opportunities.

# Rothley Trust Capital Project

## Introduction

BEST Initiatives is pleased to present the annual report for the Rothley Trust Project. Thanks to the generous grant from the Rothley Trust, we were able to procure computers and computer accessories, significantly enhancing our services to both adult and young beneficiaries. In a time where digital access is crucial, this project was pivotal in ensuring that our beneficiaries, especially those engaged in pre-employment and after-school homework activities, had the necessary technological support.

## Project Objectives

The core objective of the Rothley Trust Project was to bridge the digital divide for our beneficiaries. The focus was twofold: firstly, to aid adults in pre-employment

activities, enhancing their job readiness and digital literacy; secondly, to support young people with their academic pursuits through after-school homework activities. The provision of computers and accessories was targeted to facilitate these objectives in an increasingly digital world.

## **Key Achievements and Impact**

- **Enhanced Digital Access:** The procurement of computers and accessories significantly improved digital access for our beneficiaries, crucial in this digital age.
- **Support in Pre-Employment Activities:** Adults benefited from improved digital literacy and access to online resources, enhancing their employability and job readiness.
- **Academic Support for Young People:** The project provided young beneficiaries with the necessary tools for after-school homework, contributing to better academic performance and learning outcomes.
- **Reduction of Digital Divide:** By equipping our beneficiaries with modern technology, the project played a vital role in reducing the digital divide, particularly for those from disadvantaged backgrounds.
- **Increased Engagement and Participation:** Having access to computers increased engagement and participation in both pre-employment and educational activities.
- **Skill Development:** Beneficiaries, both adults and young people, developed essential computer skills, preparing them for various future opportunities in an increasingly digital world.
- **Community Impact:** The project had a broader impact on the community by enhancing the overall digital literacy and readiness of our beneficiaries, contributing to community development.
- **Sustainability and Long-term Benefits:** The provision of technology is not just a short-term aid but a long-term investment in the skills and development of our beneficiaries.

## **Conclusion**

The Rothley Trust Project has been a significant milestone for BEST Initiatives, effectively addressing the urgent need for digital access and literacy among our beneficiaries. The project's impact extends beyond immediate digital inclusion, fostering long-term benefits in terms of employability, education, and personal development. It stands as a pivotal initiative in empowering our community members to thrive in a digital world, significantly enhancing their opportunities for growth and success.

# Greatham Hospital of God Project

## Introduction

BEST Initiatives is proud to present the annual report for the Greatham Hospital of God Project. This project, generously funded through a grant, was specifically aimed at covering administrative costs vital to the efficient operation and expansion of our services. The grant played a crucial role in enabling us to streamline our administrative processes and enhance the effectiveness of our initiatives for both adult and young beneficiaries.

## Project Objectives

The primary objective of the Greatham Hospital of God Project was to optimise our administrative capabilities. This enhancement was crucial in supporting our broader mission of assisting vulnerable groups, including asylum seekers, refugees, migrants, and other disadvantaged individuals. By securing funding for administrative expenses, we aimed to improve our operational efficiency, allowing for more resources to be directed towards direct service provision.

## Key Achievements and Impact

- **Improved Operational Efficiency:** The grant allowed us to streamline administrative processes, resulting in more efficient operation and service delivery.
- **Enhanced Capacity for Service Provision:** By covering administrative costs, the project enabled us to allocate more resources and attention to direct assistance programs, thus expanding our capacity to serve our beneficiaries.
- **Strengthened Organisational Structure:** The funding contributed to strengthening the overall structure of BEST Initiatives, ensuring stability and the ability to respond effectively to the needs of our beneficiaries.
- **Increased Focus on Core Activities:** With administrative costs covered, our team could focus more on core activities such as program development and beneficiary support.
- **Sustainability and Growth:** The grant aided in building a more sustainable organisational model, paving the way for future growth and expansion of our services.

- **Enhanced Reporting and Compliance:** Improved administrative processes led to better reporting, compliance, and accountability, essential aspects of organisational management.
- **Community Impact:** Indirectly, the project had a positive impact on the community by allowing BEST Initiatives to operate more effectively and reach more individuals in need.
- **Long-term Organisational Health:** The funding for administrative costs contributed to the long-term health and stability of BEST Initiatives, essential for ongoing community support.

## Conclusion

The Greatham Hospital of God Project has been instrumental in enhancing the operational backbone of BEST Initiatives. By providing the necessary funding for administrative costs, the project has not only improved our efficiency and capacity for service delivery but also strengthened our foundation for future growth and sustainability. This grant has allowed us to concentrate our efforts and resources on what we do best: serving and supporting our diverse and deserving beneficiaries.

## Overview of Other Activities

### Introduction

In addition to the specific projects detailed in earlier sections, BEST Initiatives has continued to drive its traditional projects and activities throughout the period. These initiatives are at the core of our mission and have significantly contributed to the well-being and development of our beneficiaries. The activities span various essential areas, each tailored to address the unique needs of our community members.

### Key Areas of Focus and Impact

#### Employability Support:

- **Objective:** To enhance the employability of participants by developing crucial skills needed in the job market.
- **Approach:** This involved sessions on computer literacy, CV writing, interview simulations, online job searches, and assistance with completing essential forms.

- **Impact:** Improved job readiness and employment potential among participants, especially aiding those seeking to enter or re-enter the workforce.

#### **Childcare Support:**

- **Objective:** To facilitate employment for single parents by providing essential childcare support.
- **Approach:** Recognising the unique challenges faced by single parents, our childcare support initiative was integral to our employment support for single parents.
- **Impact:** Enabled single parents to seek and maintain employment, thereby promoting economic stability and family well-being.

#### **Children and Young People:**

- **Objective:** To engage children and young people in constructive activities, steering them away from negative influences.
- **Approach:** We provided after-school mentorship programs and vocational activities aimed at personal and skill development.
- **Impact:** Kept children and young people engaged in positive activities, reducing the influence of street life and peer pressure, and promoting their overall development.

### **Conclusion**

Throughout the year, BEST Initiatives has remained steadfast in its commitment to serve and support our community through a range of impactful activities and projects. Our traditional initiatives, such as employability support, childcare assistance, and youth engagement programs, have continued to make a significant difference in the lives of those we serve. These initiatives not only address immediate needs but also contribute to the long-term well-being and development of individuals and families in our community. By focusing on these core areas, BEST Initiatives has reinforced its dedication to fostering a supportive, empowering, and thriving community. The success of these activities underscores our ongoing commitment to creating opportunities, enhancing skills, and providing essential support, all of which are crucial in building a resilient and prosperous community.

### **Executive Summary**

This report comprehensively evaluates the primary risks faced by our charity, as identified by the Board of Trustees. It aims to outline these risks systematically and proposes strategies to mitigate them effectively, ensuring the long-term stability and success of the organisation.

## Identified Risks and Mitigation Strategies

### Uncertainties in Funding:

- **Risk Description:** A significant risk is the uncertainty in funding, which can potentially impede volunteering efforts due to insufficient financial resources.
- **Mitigation Strategy:** To counteract this, the organisation is intensifying efforts in diversifying funding sources, enhancing grant application processes, and fostering relationships with donors to secure a more stable financial foundation.

### High Staff Turnover:

- **Risk Description:** The charity sector is experiencing high staff turnover, attributed primarily to non-competitive salary structures.
- **Mitigation Strategy:** Addressing this involves revising the salary structure to align more closely with sector standards, implementing staff retention strategies, and focusing on employee engagement and development to foster a more fulfilling work environment.

### Failure in Identifying Self-Generating Income Opportunities:

- **Risk Description:** Delay or failure in identifying opportunities for income generation that are self-sustaining may impede the charity's operational and financial stability.
- **Mitigation Strategy:** The charity is committed to proactive market analysis and opportunity identification, enhancing the organization's entrepreneurial approach towards self-sustained financial models.

### Inability to Achieve Strategic Outcomes and Performance Expectations:

- **Risk Description:** A potential risk is the failure to implement and achieve strategic outcomes, which could lead to not meeting partners' expectations and requirements.
- **Mitigation Strategy:** This is being addressed by refining strategic planning processes, ensuring clear goal-setting, regular performance reviews, and adapting to changing circumstances in a timely manner to meet and exceed partners' expectations.

### **Community Engagement and Stakeholder Management:**

- **Risk Description:** Inadequate community engagement and stakeholder management could lead to a disconnect with the needs and expectations of those we serve.
- **Mitigation Strategy:** To mitigate this, the organisation is focusing on expanded community engagement and effective stakeholder management practices, ensuring that the voices of our beneficiaries and partners are heard and incorporated into our strategic planning.

### **Research and Evaluation of Income-Generating Options:**

- **Risk Description:** Neglecting to thoroughly research and evaluate potential income-generating options could limit the charity's financial growth and sustainability.
- **Mitigation Strategy:** The organisation is committed to rigorous research and evaluation of various income-generating options, ensuring that any new revenue streams are viable, sustainable, and align with the charity's mission and values.

### **Conclusion**

The Trustees and management of the charity are deeply committed to addressing these risks through strategic planning, organisational development, and continuous improvement. By focusing on performance excellence, stakeholder engagement, financial diversification, and sustainable growth, we are confident in our ability to navigate these challenges and ensure the long-term success and impact of our organisation.

## **Year-End Review: Challenges in the Fatheritage Oral History Project**

### **Executive Overview**

In reflecting upon the conclusion of the Fatheritage Oral History Project, it is essential to acknowledge and address the significant challenges encountered during the interview phase. These challenges have notably impacted the progression and outcomes of the project.

## Detailed Challenges and Mitigation Strategies

### Challenge: Respondent Availability and Scheduling Conflicts

- **Nature of Challenge:** A primary obstacle was the difficulty in scheduling interviews with our target respondents, predominantly employed in demanding roles within the security, care, and factory sectors. Their extensive work hours, often exceeding 12 hours with shifting schedules, considerably limited their availability for interviews.
- **Mitigation Strategy:** We adapted by offering flexible interview timings, aligning with the respondents' schedules, including post-shift hours and days off.

### Challenge: Privacy and Confidentiality Concerns

- **Nature of Challenge:** Many respondents, adhering to traditional values that prize discretion, expressed apprehensions regarding the disclosure of personal information and recording of interviews.
- **Mitigation Strategy:** To address these concerns, we implemented robust privacy measures, including explicit consent protocols and adapting our methodology to prioritize the respondents' comfort, such as foregoing recorded interviews.

### Challenge: Cultural Sensitivities

- **Nature of Challenge:** Ensuring cultural sensitivity and building trust with respondents from diverse backgrounds presented a significant challenge.
- **Mitigation Strategy:** Our team underwent comprehensive cultural sensitivity training, enhancing our ability to engage effectively and respectfully with the respondents.

## Project Extension and Continued Support

Despite these mitigation efforts, the project's progress was slower than anticipated. Consequently, we sought and were granted a project extension of three to six months past the original deadline of 30/09/23. This extension was crucial in allowing us the necessary flexibility to strategize and ensure the project's successful completion.

We extend our profound gratitude to the Heritage Lottery Fund for their unwavering support and understanding during these challenging times. Their continued backing

has been a cornerstone in navigating these hurdles and driving the project towards its successful fruition.

## **Conclusion**

The Fatheritage Oral History Project, though faced with significant challenges, has made considerable strides thanks to adaptive strategies and the support of our sponsors. The project's success is a testament to our commitment to overcoming obstacles and achieving our goals, even in the face of adversity.