SUB-SAHARA ADVISORY PANEL

England & Wales · Charity number 1159990

Details

Other names	SSAP
Status	Registered
Legal form	CIO
Company number	08704204
Registered	2015-01-19
Register	View on the Charity Commission register

Contact

Address	24 Windsor Place Cardiff cf10 3by
Phone	02920821057
Email	info@ssap.org.uk
Website	www.ssap.org.uk

Activities

Objects: TO CARRY OUT AND SUPPORT PROGRAMMES IN WALES AND SUB-SAHARAN AFRICA FOR THE PUBLIC BENEFIT, TO RELIEVE POVERTY AND SICKNESS, TO ADVANCE EDUCATION AND TO PROMOTE THE EFFICIENCY AND EFFECTIVENESS OF AFRICAN DIASPORA CHARITIES WORKING IN INTERNATIONAL DEVELOPMENT BY PROVIDING SERVICES TO ENSURE GOOD ADMINISTRATION OR INFRASTRUCTURE OF A CHARITY OR CHARITIES, INCLUDING BUT NOT LIMITED TO PROVIDING ADVICE ON FURTHERING CHARITABLE PURPOSES AND ADVICE ON FUNDRAISING FOR CHARITABLE PURPOSES

Activities: Our mission is to inspire and inform policy and practice which lead to the reduction of poverty and the achievement of sustainable livelihoods in Africa, with a particular focus on sub-Saharan Africa. We do this through practical policy advice, policy-focused dissemination, debate and applied research. We also work with partners in the public and private sectors across Wales and UK generally.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief
- **Who:** People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

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Geography

- **Area of benefit:** SUB-SAHARAN AFRICA
- Algeria
- Angola
- Benin
- Botswana
- Burkina Faso
- Burundi
- Cameroon
- Central African Republic
- Chad
- Comoros
- Congo
- Congo (Democratic Republic)
- Djibouti
- Egypt
- Equatorial Guinea
- Eritrea
- Eswatini
- Ethiopia
- Gabon
- Ghana
- Guinea
- Guinea-bissau
- Ivory Coast
- Kenya
- Lesotho
- Liberia
- Libya
- Madagascar
- Malawi
- Mali
- Mauritania
- Mauritius
- Mayotte

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- Morocco
- Mozambique
- Namibia
- Niger
- Nigeria
- Rwanda
- Réunion
- Saint Helena
- Senegal
- Seychelles
- Sierra Leone
- Somalia
- South Africa
- South Sudan
- Sudan
- São Tomé And Principe
- Tanzania
- The Gambia
- Togo
- Tunisia
- Uganda
- Zambia
- Zimbabwe
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£823,655	£813,548	£67,601	19
2024-03-31	£252,219	£295,032	-	-
2023-03-31	£226,340	£228,132	-	-
2022-03-31	£152,395	£150,142	-	-
2021-03-31	£212,977	£161,881	-	-

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Trustees

Name	Role	Appointed
Donald Timothy Mlewa Dr	Chair	2018-04-18
Abisola Babalola		2025-10-28
Agnes Mwihaki lokoro		2025-10-28
Donald Tatenda Mutale		2021-12-11
Dr Eno Ekaete Usoroh		2025-10-28
Hannah Afoluke Adedapo		2021-12-11
Molly Mwila Sexton		2021-12-11
Mutale Merrill OBE		2022-12-05
Richmond Asante Appah		2023-05-10
TARIG SANOUSI		2018-01-27

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SUB-SAHARA ADVISORY PANEL

England & Wales - Charity number 1159990

Accounts

COMPANY REGISTRATION NUMBER: CE002652
CHARITY REGISTRATION NUMBER: 1159990

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Unaudited Financial Statements

31 March 2025

WALTER HUNTER & CO LIMITED
Chartered accountants
24 Bridge Street
Newport
South Wales
NP20 4SF

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Financial Statements

Year ended 31 March 2025

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Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report

Year ended 31 March 2025

Structure, governance and management

Registered charity name	Sub-Sahara Advisory Panel
Charity registration number	1159990
Company registration number	CE002652
Principal office and registered office	24 Windsor Place Cardiff CF10 3BY

The trustees

F Zimba - Co-Chair
Loyce Eades - Co-Chair
Tarig Sanousi – Vice Chair
Molly Sexton – Secretary
H Afoluke Adedapo - Treasurer
Dr Donald Mlewa
Mutale Merril OBE
Donald Mutale
R A Appah - Co-Chair
Elemchi Nwosu

Independent examiner	Jonathan Rhodes BSC BFP FCA Walter Hunter & Co Limited 24 Bridge Street Newport South Wales NP20 4SF

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

Chair's Welcome

On behalf of Sub-Sahara Advisory Panel (SSAP) Board of Trustees, we would like to start by thanking all our partners, funders and the community groups that have continued to work with us here in Wales and Africa. The board and us continue to support our Chief Executive and his staff to execute the organisation's strategy and purpose.

The third sector continues to face significant challenges, most notably, inconsistent funding, rising operational costs driven by inflation, and increasing demand for services. Despite these pressures, SSAP remains resilient. We are actively developing and strengthening relationships, while also pursuing new funding opportunities to support and sustain our work.

In the last twelve months our CEO and his team have continued to deliver on existing projects and those that have come to an end with efficiency and effectiveness for the community we serve while maintaining authenticity, quality, and the core social impact of our organisation. Our CEO and his team continue to produce great work with the SSAP youth and as the African proverb says "It is the young trees that makes up the forest", which emphasises that the future of a community rests with its young people. Therefore, we would like to thank our CEO and his team for the continued commitment and dedication.

We would also like to extend our sincere gratitude to our fellow trustees for their continued support and commitment to upholding robust governance, which significantly contributes to the legitimacy and impact of our organisation.

Once again thank you all for your hard work.

Fred Zimba & Loyce Eades

Co-Chairs – Sub-Sahara Advisory Panel (SSAP)

CEO's Message

I am proud of what the SSAP family has achieved over the last year. We have adjusted from being a small organisation to a medium size one. The addition of Hub Cymru Africa to our organisation saw an increase in staff, capacity and resources. The team grew and so did our work.

The SSAP Board saw Loyce Eades becoming a Co-Chair with Fred Zimba. Loyce brought a lot of experience from the private and public sector that has seen the organisation strengthen it's governance. The committees have worked tirelessly to make sure that staff are supported and we are providing he best service to our community. As an organisation that values and applies the lived experiences of our community, we have seen individuals from the community leading on various projects we deliver. From '*How You Dey*' to '*Kumbukumbu*' and '*The Good Ancestors*', we have tapped into the knowledge and experience of our community and this has had a profound impact.

As one How You Dey participant said

> "The mindfulness & photography combined really appealed to me as I love both and it really requires to be present and to be connected with the "moment" - "grounding" and present but also creative.
>
> Met "lush people", diverse group with different experiences -wish it lasted longer as I didn't go to all sessions either.
>
> Loved the theory and walks so overall very dynamic, promoted connection, grounding and socialisation. Loved it!! 💕"

Working in partnership with other organisations has always been central to our work. Across all our projects, there are at least 3 core partners we work with. We thank all our partners and friends for their support.

As we look forward to 2025/26, we will focus on reviewing our strategy, increase our unrestricted funding and provide staff support. We aspire to be a learning organisation and we are hoping to invest in our ability to demonstrate impact and embedding a learning culture throughout the organisation.

Many thanks



Fadhili Maghiya
CEO – Sub-Sahara Advisory Panel (SSAP)

Structure, Governance, and Management

Sub-Sahara Advisory Panel (SSAP) was formed in 2009 to share and apply the knowledge, experience, and skills of panel members and Diaspora individuals from Africa. SSAP advises on how to deliver effective international development interventions, contributing to a sound understanding of the cultural, social, and economic realities of everyday life in sub-Saharan African countries. It also addresses issues affecting African communities across Wales.

Staff (2024 -25)

1. Fadhili Maghiya – Chief Executive Officer
2. Wahura Kabutha – Communication Coordinator
3. Angelique Umuhoza – Finance and Human Resources
4. Lara Griffiths – Administrator
5. Isimbi Sebageni – Hub Cymru Africa's Inclusion Officer
6. Sarra Ibrahim – Jamii Project
7. Carol Adams – Africa Portfolio and Jamii Project
8. Mbinomujame Mieze – Jamii Project
9. Ophelia Dos Santos – Madaraja/Pont/Bridges Coordinator
10. Rober Oros – Kumbukumbu Project
11. Hannah Ringane – Kumbukumbu Project (After Innocent Chimba)
12. Vanessa Fada – The Good Ancestors (After SanabHersi)
13. Chinua Adoh-Ebereonwu – SSAP Youth
14. Claire O-Shea -Hub Cymru Africa
15. Julian Rosser – Hub Cymru Africa
16. Emma Beacham– Hub Cymru Africa
17. Peter Frederick Gilbey– Hub Cymru Africa
18. Cathie Jackson– Hub Cymru Africa
19. Lena Fritsch– Hub Cymru Africa
20. Oreoluwa Ojelade– Hub Cymru Africa
21. Simeon Ayoade– Hub Cymru Africa

Structure, governance and management *(continued)*

Friends and Partners

- Welsh Government's Wales Africa Programme
- Hub Cymru Africa (HCA) including; Fair Trade Wales (FTW), Welsh Centre for International Affairs (WCIA), Wales Council for Voluntary Action (WCVA) and Wales for Africa Health Link
- Amgueddfa Cymru; National Museum Wales
- Black Association Women Step Out (BAWSO)
- North Wales African Society
- Jukebox
- Ty Cerydd
- Disability in Wales and Africa
- Cardiff University

African partners

- Somaliland Nursing and Midwifery Association (SLNMA)
- Action Pour Le Reinforcement des Capacites en Afrique (ARCA), Central African Republic
- Cerebral Palsy and Autism Renaissance Organization (CPARO), Uganda
- University of Namibia Oshakati (UNAM), Namibia
- Living Sustainable Development (LSD), Congo

Funders

- Welsh Government
- Welsh Government's Wales for Africa Programme
- Arts Council Wales
- The National Community Heritage Fund
- The National Community Fund Wales
- Dove Foundation
- BFSS- African Portfolio - Education for all Children

Structure, governance and management *(continued)*

Highlights - Organisational Developments

Staff.
SSAP has continued to grow and with 13 staff at the end of 2024, the number of staff has increased to 22.

Trustees
The investment we put in last financial year is bearing fruits as the organisation is continuously evaluating and assessing itself as it evolves to become a medium sized organisation. Mutale Merrill OBE re-joined the board as Co-Chair to Fred Zimba who was our treasurer and succeeding Selina Moyo. Following last year's AGM, we had a number of trustees moving to new positions as we look to bring new ideas and individuals to the organisation.

Strategy Development Income Generation
We have developed a new strategy with the support of Abigail Tweed from Lloyds Foundation. The strategy embraces many of our old values but incorporate new theories of change and principles underpinning our work.

Office Move
One of SSAP's main prioritise is to find a community space that is accessible and members can visit at any time. We recently moved to 24 Windsor Place, CF10 3BY where a much bigger office space is available for staff and other activities.

Funding
We are very grateful to our funders who have supported us in these difficult times for the third sector. As we celebrate 15 years of SSAP, we have grown as an organisation and adapted. We are looking forward to our continued support for the organisation and the community we serve. We are looking at improving our unrestricted income and boost our reserves. We hope next financial year will focus on this.

Governance
As we came out of the last financial year, one of the main goals was to change our constitution to reflect where we are as an organisation. This was discussed at board level and suggestions were brought forward. The charity commission has accepted these changes which includes changing the number of trustees, reflecting our work in Wales and Africa on the constitution, look at the diversity of our board and how the board operates.

New areas of work
Through our new strategy, we have introduced new areas of work, including heritage, climate change, nature and art and culture.

Partnership Work
SSAP values working in partnership with other organisations. Most of our projects are done in partnership with the community and relevant stakeholders

Achievements from our projects

1. Hub Cymru Africa

Over the past year, Hub Cymru Africa has continued to strengthen global solidarity between Wales and Africa, delivering impactful programming under the new hosting partnership with Sub Sahara Advisory Panel. We have focused on shifting power, anti-racism, safeguarding, and celebrating African leadership in international development.

Key Highlights:

- **Partnership and Learning:**
  Delivered a series of *Communities of Practice* on gender justice, reproductive rights, and fundraising, with powerful contributions from partners in Africa and Wales. Our *Shared Learning Events* in Cardiff and Conwy connected practitioners to decolonisation practices and diaspora-led healthcare initiatives.

- **Advocacy and Policy Influence:**
  Responded to Welsh Government's trade policy, published guidance on Uganda's Anti-Homosexuality Act, and publicly challenged UK and US aid cuts across major media platforms.

- **Events and Engagement:**
  Hosted the *Wales International Solidarity Summit* (120 attendees), co-hosted *International Women in Solidarity*, and supported *Fairtrade Fortnight* through high-profile events and youth engagement activities.

- **Safeguarding and Anti-Racism:**
  Delivered tailored safeguarding training (including for Uganda-based projects), launched a new *Anti-Racism Self-Assessment Tool*, and initiated a peer-based *Action Learning Set* to support ongoing sector development.

- **Digital and Accessibility Improvements:**
  Launched a new accessible, bilingual website designed to support neurodiverse users and those with limited digital access.

- **Leadership and Representation:**
  Appointed Tom Baker as Independent Chair, engaged with UK policymakers and APPGs, and maintained a strong media presence to advocate for international development and global health equity.

Across all activity, we have continued to centre African voices, promote inclusive partnerships, and provide capacity-building support to organisations across Wales and Africa. Feedback from partners and participants consistently shows high levels of engagement and satisfaction with our work.

Achievements from our projects *(continued)*

2. Jamii II

Overview
This project is a continuation of Jamii 1, which addressed root causes of the disproportionate impact of the pandemic on the Welsh African community to mitigate the effects of the pandemic from a health and well-being vantage point. It brings together Black-led organisations and charities with strong community relationships. Led by SSAP, the consortium includes the North Wales African Society, Jukebox Collective and Soel Connect. The consortium has strong grassroots links and relationships of trust with African and Black communities across Wales, including Cardiff, Swansea and Newport in South Wales, and in North Wales, Bangor and Wrexham.

Jamii has grown from a small initiative into a **vibrant, multi-strand programme rooted in culture, creativity, and community care**. It has enhanced physical and mental health, strengthened cultural identity, reduced isolation, and built leadership within Cardiff's African and Afro-Caribbean communities. The project has also established a model of co-created, culturally grounded wellbeing support that is adaptable and sustainable for the future.

Activities delivered included:

- **Health education & literacy** workshops, myth-busting and promoting healthier lifestyle choices.
- **Fitness classes** (yoga, Zumba, football, swimming, nature walks) improving physical and mental wellbeing.
- **Mental health workshops** and informal check-ins, reducing stigma and creating culturally safe support spaces.
- **Cooking classes & nutrition sessions** encouraging healthier versions of traditional recipes.
- **Creative wellbeing activities** (art, music, poetry, cultural heritage workshops) strengthening identity, confidence, and intergenerational connections.
- **Community garden & nature walks** promoting sustainability, cultural food practices, and outdoor wellbeing.
- **Jamii Day celebrations** (2024 & 2025), bringing 100+ people together for cultural exchange, food, music, dance, and shared learning.

Reach & Participation:

- Average **15 participants per weekly session**, with **150–200 engagements each year**.
- **100–120 participants** took part in Jamii 2 activities (arts, photography, kids' swimming).
- **75+ participants** engaged in Jukebox-led creative and cultural workshops.
- **100+ attendees** at Jamii Day 2025.
- Across three years, the project reached **over 500 people** through regular sessions, workshops, and events.

Achievements from our projects *(continued)*

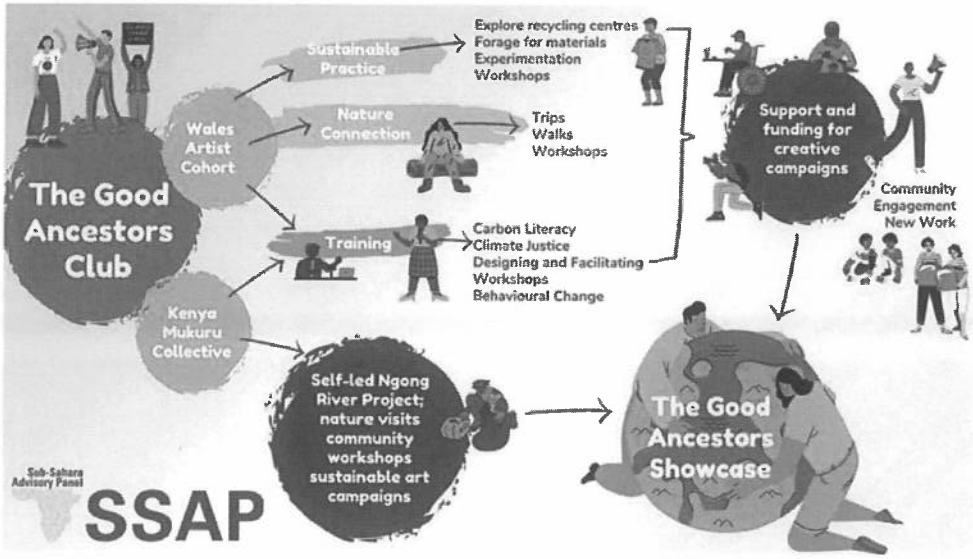
Key Outcomes:

- **Improved health & wellbeing**: Participants reported increased fitness, better diets, and more confidence in navigating health services.
- **Stronger mental health support**: Safe, culturally relevant spaces allowed people to open up, seek help, and build resilience.
- **Reduced isolation**: Regular sessions became lifelines, especially for women and men facing loneliness.
- **Cultural pride & identity**: Creative workshops deepened cultural connections, built intergenerational bonds, and celebrated heritage.
- **Community leadership**: Participants grew into co-facilitators and volunteers, showing Jamii's shift from service delivery to community empowerment.
- **Partnerships**: Collaboration with NHS Wales, Sustrans, Jukebox Collective, Soel Connect, and local professionals expanded impact and service access.

Read our focus groups here
Building Community and Wellbeing: The Impact of Jamii II in Bangor - https://www.ssap.org.uk/blog/building-community-and-wellbeing-the-impact-of-jamii-ii-in-bangor
The Power of Football in Building Community and Wellbeing for Black Men - https://www.ssap.org.uk/blog/the-power-of-football-in-building-community-and-wellbeing-for-black-men
Read more here – https://www.ssap.org.uk/blog

3. The Good Ancestors (Funded by Arts Council Wales)

This is a Black-led artist club, that acts as an activator/disruptor for creative, collaborative and decolonised activism funded by Arts Council Wales. This artist club explores climate and nature through an international lens, focusing on Wales and Africa.



Achievements from our projects *(continued)*

Achievements so far

- 15 artists are taking part in Wales and East Africa.
- 5 workshops delivered by artists/SSAP
    - Hub Cymru Africa's International Solidarity Summit
    - Climate Cymru's Session
    - Mukuru Art Collective Artists Orientation
    - Climate Justice Kids Workshops
    - Climate Justice Workshops and Tree Planting for High School Students and Young Adults
- 4 Cohort of artists were commissioned; Mukuru Collective; Paskaline Maiyo and Jean-Samuel Mfikela and DARCH Collective.
- 7 campaigns to be run in Kenya and Wales.
- Website to be created
- 4 documentaries to be produced
- 5 exhibitions project exhibitions

Participants entered the project with varying degrees of engagement with environmental themes. Some had deep, long-standing connections shaped by spirituality, cultural heritage, and land-based practices. Others had a general interest but limited exposure to formal environmental work. The project became a platform for deepening and contextualising their relationships with nature and experimenting with how to focus their creative practice around issues of nature, climate and community. Participants chose to approach these subjects through lenses of identity, spirituality, and collective liberation, while others focused on sustainable lifestyle, behaviour change and personal sustainable choices.

Skills, Insights, and Interests Gained

Practical and Creative Development: Participants gained skills in applying creative practices (e.g., ritual design, body art, collaborative making) to climate themes. Some artists explored how to use artistic tools to process emotions like grief and rage around environmental injustice, while others created artworks designed to heighten awareness of the eco and climate crisis, and of actions which communities and individuals can take.

- **Community and Activism Skills**: Key insights were gained in community care, facilitation, and running collective spaces with intention and accessibility in mind.
- **Professional Growth**: Exposure to local environmental organisations and peer networks led to new professional insights and ideas. Some participants cited this project as a turning point in seeing their creative work as a valid vehicle for climate action.

Ongoing Impact and Future Work

Many participants reported renewed momentum to continue engaging with climate and environmental themes. Several have already received further commissions or initiated their own follow-on projects, including with organisations like the Office of the Future Generations Commissioner and the Liverpool Biennial 2025. One participant is planning a coming-of-age ritual themed around the climate crisis; another is developing their own project inspired by the learning from this experience. There is a desire to not only continue this work artistically, but also to make it community-facing and activist in tone

Achievements from our projects *(continued)*

Strengths of the Project

- **Creative Freedom and Resourcing**: The level of funding and autonomy allowed artists to explore new territory in their practice and test ideas in real-world settings.
- **Safe and Inclusive Space**: The project was praised for centring voices of colour and creating safe, intentional spaces to process climate-related emotions and identities.
- **Peer Collaboration**: Participants appreciated working in a cohort, learning from others, and engaging with diverse artistic approaches to shared environmental themes.

4. Kumbukumbu Project

The project progressed from groundwork (research, recruitment, launch, training) in early 2024 to active community engagement, school workshops, artist collaborations, and curriculum development by late 2024. The impact is seen in stronger cultural visibility, expanded participation, and the creation of resources to embed Black Welsh heritage in education and public life.

Impact

- **Community engagement:**
    - By early 2024, the project had already connected with African diaspora communities in South Wales and begun outreach in North Wales (e.g., Wrexham).
    - By late 2024, community mapping workshops, oral history interviews, and events had expanded participation, capturing stories from diverse Afro-Welsh voices
- **Education sector influence:**
    - Initial literature review identified barriers for ethnic minority learners and informed curriculum-related resources.
    - By Nov 2024, a **Teacher's Forum** of 25+ educators was established, with links to Hwb Cymru and the Welsh Curriculum Team, helping shape future teaching resources
- **Cultural visibility and representation:**
    - Early activities included the launch event, recruitment of community researchers, and commissioning artists/storytellers.
    - By Nov 2024, five artists had created Black History Month school workshops, reaching 150+ learners, and were developing creative works on Black Welsh heritage

Outcomes

- **Wider range of people involved in heritage:**
    - Social media presence, public events, and school workshops expanded reach.
    - Participants contributed stories, memories, and research; school learners and teachers became active partners
- **Heritage identified and explained:**
    - Research reports highlighted overlooked Black history landmarks across Wales.
    - Online campaign "Exploring the Collections" showcased Black heritage artefacts from Welsh institutions

Achievements from our projects *(continued)*

- **Skills development:**
  - Volunteers and community researchers gained training in oral storytelling, archival handling, and curation.
  - Artists (including young practitioners) developed skills in school workshop delivery and curriculum-linked education

- **Learning and shifting perspectives:**
  - Public events and workshops (including 4 schools in 2024) helped audiences learn about Afro-Welsh heritage, sparking new awareness and appreciation.
  - Some workshops connected directly to learners' lived experiences (e.g., Windrush descendants)

- **Wellbeing and resilience:**
  - Participants reported positive experiences at events, fostering belonging and identity.
  - The organisation strengthened partnerships with museums, archives, universities, and schools, improving long-term sustainability

- **Creating a better place to live, work, and visit:**
  - By elevating Black Welsh histories and voices, the project promoted inclusion and cultural understanding across Wales

5. Africa Portfolio (Funded by the Lloyds Foundation)

The Africa Portfolio started in 2022 when we received funding from the Lloyds Foundation. The aim is to develop partnerships with civil society organisations across the continent and co-create projects. We have 1 active project and 6 partners who are based in Uganda, Congo, Tanzania, and Benin.

Project Name: Education for all Children
Funder – British and Foreign School Society
Partner: Cerebral Palsy and Autism Renaissance Organization (CPARO), a registered Non-Governmental Organization in Uganda, was founded by persons with Cerebral Palsy, Autism and their families and draws on their lived experience and expertise to improve the educational attainment, social conditions, and livelihoods of people with Cerebral Palsy and autism.

Impact and Outcomes Summary
The project successfully **transformed access to inclusive education** by enrolling 250 Children with Disabilities (CWDs) for the first time and securing additional funding to support 110 more. CWDs gained confidence, participated in school and community life, and benefited from specialized materials, assistive devices, and individualized support.

Teachers and schools became better equipped, with 32 teachers trained in inclusive education methods and nine schools resourced with adaptive devices and learning materials. **Parents and caregivers** were empowered to advocate for their children, adhere to treatment and learning plans, and engage in income-generating activities, improving household resilience.

The project also drove **community transformation**, reducing stigma and discrimination through advocacy, fostering acceptance, and improving collaboration with local government and service providers. Livelihood support, nutritional interventions, and GBV protection further strengthened child well-being.

Environmentally, the project promoted **sustainable practices and climate resilience**, raising awareness on conservation and responsible consumption. Despite challenges such as stigma, poverty, and resource shortages, adaptive strategies ensured targets were met or surpassed.

Overall, the project created lasting social, educational, and community change—building inclusive systems that protect rights, improve health and education, and foster resilience for CWDs and their families.

6. SSAP Youth Network

SSAP Youth has been re-establishing itself in the community, reaching out to individuals and groups alike to discover what are the more pressing needs of youth of the African-Welsh diaspora. While there is more research to be conducted, we do have objectives to aim for. Activities for SSAP Youth will be discussed below and can be categorized into three different groups, recreational activities, creative and cultural events, and professional development sessions.

Key Milestone

- Chinua Adoheber, the new SSAP Youth Coordinator started on the 1st April 2024.

Recreational Activities

SSAP has had the pleasure of access to the garden allotment in STAR Hub Tremorfa. Since its acquisition a variety of volunteering sessions have taken place and collaboration with RHS has delivered a group of plug plants to jump start our gardening careers. The volunteer group currently enjoys a steady rotation of participants and SSAP Youth is working on the inclusion of younger people in these activities. Especially given the importance of food sustainability and healthy growing.

This ties in with a larger project that SSAP Youth collaborated on with SSAP and other partners, the Green Careers bid. In this project, a bid was made for funding a project spanning 4 years in which ethnically minoritized youths will participate in agroecological and horticultural courses/apprenticeships. In developing the bid, 15 young people were surveyed and responded to the lack of agricultural opportunities for their community. Citing a lack of ethnic representation in these fields and a lack of opportunity as primary barriers to entry. Such projects like Gardening at STAR hub and the larger bid attend to the needs of youths in this field.

Financial Review

A detailed analysis is shown within the financial statements.

All sources of funding were expended to meet the charity's objectives.

Reserves

The charity holds unrestricted funds which are expendable at the discretion of the trustees. The current unrestricted fund is £3,384 (2024: £10,518), and restricted funds of £64,217 (2024: £46,976)

The charity relies upon grant aid from the donors identified in the financial statements.

Future Plans:

Please see our updated strategy which consists of these key areas.



For 2025 - 26, SSAP will focus on

- Delivering on all strategic priorities.
- Resource mobilisation to ensure sustainability of the organisation. This includes increasing unrestricted income and finding ways to diversify our income and services we are/can provide.
- Strengthen our governance structure
- As the organisation grows, support for the CEO is needed especially recruitment of line managers.
- Finding a community space that is accessible for all members of our community.
- Support trustee, staff and volunteers
- Develop a volunteer base/programme.
- Expand our community garden programme to become a health and well-being activity as well as food production.
- Restart the Wales-Africa Business Club.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2025

Responsibilities of the trustees

The Charities Act 2011 requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2005;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK 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 do so.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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 trustees are also responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees annual report was approved on 28th October 2025 and signed on behalf of the board of trustees by:

Fred Zimba
Co-Chair

Loyce Eades
Co-Chair

H A Adedapo
Treasurer

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Independent Examiner's Report to the Trustees of Sub-Sahara Advisory Panel

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of Sub-Sahara Advisory Panel ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

J Rhodes

Jonathan Rhodes BSC BFP FCA
Independent Examiner
Walter Hunter & Co Limited
24 Bridge Street
Newport
South Wales
NP20 4SF

28 October 2025

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

	Note	2025 Unrestricted funds £	2025 Restricted funds £	2025 Total funds £	2024 Total funds £
Income and endowments					
Donations and legacies	**4**	5,088	–	**5,088**	3,715
Charitable activities	**5**	–	810,341	**810,341**	248,354
Other trading activities	**6**	8,226	–	**8,226**	150
Total income		13,314	810,341	**823,655**	252,219
Expenditure					
Expenditure on charitable activities	**7,8**	20,448	793,100	**813,548**	295,032
Total expenditure		20,448	793,100	**813,548**	295,032
Net income/(expenditure) and net movement in funds		(7,134)	17,241	**10,107**	(42,813)
Reconciliation of funds					
Total funds brought forward		10,518	46,976	**57,494**	100,307
Total funds carried forward		3,384	64,217	**67,601**	57,494

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Position

31 March 2025

	Note	2025 £	£	2024 £
Current assets				
Debtors	13	17,351		–
Cash at bank and in hand		82,386		62,449
		99,737		62,449
Creditors: amounts falling due within one year	14	32,136		4,955
Net current assets			67,601	57,494
Total assets less current liabilities			67,601	57,494
Net assets			67.601	57,494
Funds of the charity				
Restricted funds			64,217	46,976
Unrestricted funds			3,384	10,518
Total charity funds	16		67,601	57,494

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 28th October 2025 and are signed on behalf of the board by:

Fred Zimba
Co-Chair

Loyce Eades
Co-Chair

H A Adedapo
Treasurer

(The notes on pages 19-31 form part of these financial statements)

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and registered as a charitable incorporated organisation in England and Wales. The address of the registered office is: 24 Windsor Place Cardiff CF10 3BY.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity. The figures in the financial statements are rounded to the nearest whole pound.

Going concern

The financial statements are prepared on a going concern basis, under the historical cost convention.

The charity is entirely dependent on continuing donations and grant aid and as a consequence the going concern basis is also dependent on continuing donations and grant aid.

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption available under paragraph 1.12 of FRS 102:

(a) No cash flow statement has been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3. **Accounting policies** *(continued)*

Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully the monitor the application of those funds in accordance with the restrictions placed upon them.

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above. Any other proposed transfer between funds would be considered on the particular circumstances.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

3. Accounting policies *(continued)*

Resources expended

Resources expended
Expenditure within the relevant activity categories of resources are recognised when there is a legal and constructive obligation committing the charity to expenditure, as described in Financial Reporting Standards 5 and 12.

In particular the policy for including items within costs of generating funds, charitable activities and governance costs is:

Costs of generating funds
Costs are included in generating income resources from all sources other than from undertaking charitable activity.

Charitable activities
Costs included in charitable activities comprise all resources applied by the charity in undertaking its work to meet its charitable objectives as opposed to the cost of raising the funds to finance these activities and governance costs.

Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	**Total Funds 2025 £**	Unrestricted Funds £	Total Funds 2024 £
Donations	5,088	**5,088**	3,715	3,715

5. Charitable activities

	Restricted Funds £	**Total Funds 2025 £**	Restricted Funds £	Total Funds 2024 £
Arts Council Wales How you Dey project	13,500	**13,500**	–	–
Arts Council Wales Good Ancestors project	61,040	**61,040**	38,988	38,988
British & Foreign School Society	15,000	**15,000**	30,000	30,000
Cardiff Council – Move more, eat well	2,500	**2,500**	–	–
Cash flow support	21,300	**21,300**	–	–
Comic Relief Stepping Up	42,134	**42,134**	–	–
Diverse Cymru – Grassroots project	4,082	**4,082**	–	–
Dovedale Foundation- Young People & Culture project	20,000	**20,000**	20,000	20,000
Garfield Weston Foundation grant	6,500	**6,500**	–	–
National Lottery Community Fund COVID 19 Jamii project	–	**–**	76,412	76,412
National Lottery – Jamii II project	165,897	**165,897**	–	–
National Lottery Heritage Fund Kumbukumbu Memories project	66,193	**66,193**	40,685	40,685
National Museum Wales - Youth and Heritage project	400	**400**	–	–
Other restricted income	–	**–**	7,850	7,850
UK Alliance- Hub Cymru Africa FCDO	27,851	**27,851**	–	–
Welsh Government HUB Cymru	363,944	**363,944**	34,419	34,419
	810,341	**810,341**	248,354	248,354

6. Other trading activities

	Unrestricted Funds £	**Total Funds 2025 £**	Unrestricted Funds £	Total Funds 2024 £
Fundraising events	430	**430**	150	150
Letting and licensing	7,796	**7,796**	–	–
	8,226	**8,226**	150	150

7. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	**Total Funds 2025**
	£	£	£
General fund	895	–	**895**
Arts Council Wales- How you Dey project	–	10,026	**10,026**
Arts Council Wales - Good Ancestors project	–	82,239	**82,239**
Arts Council Wales – Madaraja project	–	–	**–**
British & Foreign School Society	–	15,215	**15,215**
Cash flow support	–	21,300	**21,300**
Comic Relief – Stepping Up	–	17,290	**17,290**
Community Fund & WWF - MCCA project	–	–	**–**
Diverse Cymru Grassroots project	–	2,680	**2,680**
Dovedale Foundation – Young People & Culture project	–	13,905	**13,905**
Garfield Weston Foundation	–	137	**137**
Lloyds Foundation in England & Wales	6,799	–	**6,799**
National Lottery Community Fund Covid 19 Jamii Project	–	–	**–**
National Lottery - Jamii II project	–	154,306	**154,306**
National Lottery Heritage Fund Kumbukumbu Memories project	–	86,482	**86,482**
National Museum Wales – Youth Heritage project	–	1,698	**1,698**
Other restricted funds	–	2,565	**2,565**
SSAP Ball 2024	5,088	–	**5,088**
UK Alliance – Hub Cymru Africa FCDO	–	29,271	**29,271**
Watch Africa office share	7,666	–	**7,665**
Welsh Government HUB Cymru Africa partnership	–	349,818	**352,318**
Welsh Government Hub Cymru Africa	–	3,828	**3,828**
Support costs	–	2,340	**2,340**
	20,448	793,100	**813,548**

7. Expenditure on charitable activities by fund type (*continued*)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
General fund	806	–	806
Arts Council Wales- How you Dey project	–	–	–
Arts Council Wales - Good Ancestors Club	–	26,127	26,127
Arts Council Wales – Madaraja project	–	1,725	1,725
British & Foreign School Society	–	26,638	26,638
Cash flow support	–	–	–
Comic Relief – Stepping Up	–	–	–
Community Fund and WWF – MCCA project	–	25	25
Diverse Cymru Grassroots project	–	–	–
Dovedale Foundation – Young people and culture project	–	640	640
Garfield Weston Foundation	–	–	–
Lloyds Foundation in England & Wales	8,020	–	8,020
National Lottery Community Fund Covid 19 Jamii Project	–	131,648	131,648
National Lottery - Jamii II project	–	–	–
National Lottery Heritage Fund Kumbukumbu Memories project	–	57,754	57,754
National Museum Wales – Youth Heritage project	–	–	–
Other restricted funds	–	5,082	5,082
SSAP Ball 2024	–	–	–
UK Alliance - Hub Cymru Africa FCDO	–	–	–
Watch Africa office share	–	–	–
Welsh Government HUB Cymru Africa partnership	–	–	–
Welsh Government HUB Cymru Africa	–	35,477	35,477
Support costs	–	1,090	1,090
	8,826	286,206	295,032

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	**Total funds 2025**	Total fund 2024
	£	£	**£**	£
General fund	895	–	**895**	806
Arts Council Wales- How you Dey project	10,026	–	**10,026**	–
Arts Council Wales - Good Ancestors Club	82,239	–	**82,239**	26,127
Arts Council Wales – Madaraja project	–	–	**–**	1,725
British & Foreign School Society	15,215	–	**15,215**	26,638
Cash flow support	21,300	–	**21,300**	–
Comic Relief – Stepping Up	17,290	–	**17,290**	–
Community Fund & WWF - MCCA project	–	–	**–**	25
Diverse Cymru Grassroots project	2,680	–	**2,680**	–
Dovedale Foundation – Young people and culture project	13,905	–	**13,905**	640
Garfield Weston Foundation	137	–	**137**	–
Lloyds Foundation in England & Wales	6,799	–	**6,799**	8,020
National Lottery Community Fund Covid 19 Jamii Project	–	–	**–**	131,648
National Lottery - Jamii II project	154,306	–	**154,306**	–
National Lottery Heritage Fund Kumbukumbu Memories project	86,482	–	**86,482**	57,754
National Museum Wales – Youth Heritage project	1,698	–	**1,698**	–
Other restricted funds	2,565	–	**2,565**	5,082
SSAP Ball 2024	5,088	–	**5,088**	–
UK Alliance - Hub Cymru Africa FCDO	29,271	–	**29,271**	–
Watch Africa office share	7,666	–	**7,666**	–
Welsh Government HUB Cymru Africa partnership	349,818	2,340	**352,158**	36,567
Welsh Government Hub Cymru Africa	3,828	–	**3,828**	–
	811,208	2,340	**813,548**	295,032

9. Analysis of support costs

	Analysis of support costs	**Total 2025**	Total 2024
	£	**£**	£
Governance costs	2,340	**2,340**	1,090

10. Independent examination fees

	2025	2024
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	**2,340**	1,090
Other financial services	**–**	3,890
	2,340	4,980

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	**427,568**	174,134
Social security costs	**30,600**	6,744
Employer contributions to pension plans	**12,224**	4,374
	470,392	185,252

The average head count of employees during the year was 19 (2024: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
FTE number of service delivery staff	**14**	5

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustee expenses have been incurred during the year (2024: nil).

13. Debtors

	2025	2024
	£	£
Trade debtors	**17,351**	–

14. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	**1,787**	625
Accruals and deferred income	**21,322**	1,707
Social security and other taxes	**9,027**	2,623
	32,136	4,955

15. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £12,224 (2024: £4,374).

16. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2024 £	Income £	Expenditure £	Transfers £	**At 31 Mar 2025 £**
General unrestricted funds	10,925	13,314	(13,649)	(7,206)	**3,384**
Lloyds Foundation England & Wales	(407)	–	(6,799)	7,206	–
	10,518	13,314	(20,448)	–	**3,384**

	At 1 Apr 2023 £	Income £	Expenditure £	Transfers £	At 31 Mar 2024 £
General unrestricted funds	1,965	3,865	(806)	5,901	10,925
Lloyds Foundation England & Wales	7,613	–	(8,020)	–	(407)
	9,578	3,865	(8,826)	5,901	10,518

The charity has authorised all redundant project funds to be reassigned to the unrestricted fund.

16. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Apr 2024 £	Income £	Expenditure £	Transfers £	**At 31 Mar 2025 £**
Other restricted funds	7,653	–	(2,565)	–	**5,088**
Arts Council Wales How you Dey project	–	13,500	(10,026)	–	**3,475**
Arts Council Wales - Good Ancestors Club project	12,861	61,040	(82,239)	–	**(8,337)**
British & Foreign School Society	3,974	15,000	(15,215)	–	**3,759**
Welsh Government - Wales For Africa	–	–	(3,828)	–	**(3,828)**
Cash flow support	–	21,300	(21,300)	–	**–**
Cardiff Council -move more, eat well	–	2,500	–	–	**2,500**
Comic Relief- Stepping Up	–	42,134	(17,290)	–	**24,844**
Diverse Cymru Grassroots project	–	4,082	(2,680)	–	**1,402**
Dovedale Foundation - Young people & Culture project	19,360	20,000	(13,905)	–	**25,455**
Garfield Weston Foundation	–	6,500	(137)	–	**6,362**
National Lottery Community Fund Covid 19 Jamii project	6,356	–	–	–	**6,356**
National Lottery Jamii II project	–	165,897	(154,306)	–	**11,591**
National Lottery Heritage Fund - Kumbukumbu Memories project	(17,069)	66,193	(86,482)	–	**(37,359)**
National Museum Wales Youth and Heritage project	–	400	(1,698)	–	**(1,298)**
UK Alliance – Hub Cymru Africa FCDO	–	27,851	(29,271)	–	**(1,420)**
Welsh Government HUB Cymru	13,841	363,944	(352,158)	–	**25,627**
	46,976	810,341	(793,100)	–	**64,217**

Other restricted funds include grants from Swansea University

16. Analysis of charitable funds *(continued)*

Garfield Weston Foundation	This is unrestricted income from Garfield Weston. Not project specific.
National Lottery Jamii II project	This grant was used to deliver our Jamii project which focused on addressing health inequalities within Black communities in Wales.
Comic Relief-Stepping Up	The purpose of this grant was to assist in developing capacity across the organisation based on gaps or areas that have been identified.
Welsh Government HUB Cymru	The focus of this grant is to support the international solidarity sector in Wales by providing support, advice, advocacy and guidance to Welsh charities working with partners across Africa.
Arts Council Wales - Good Ancestors Club project	The grant helped to create a Black-led artist club, that acts as an activator/disruptor for creative, collaborative and decolonised activism. This artist club explored climate and nature through an international lens, focusing on Wales and Africa.
Diverse Cymru Grassroots project	This capital grant allowed the Kumbukumbu team to buy equipment to document the project.
UK Alliance – Hub Cymru Africa FCDO	This grant will enable the Hub Cymru Africa team to strengthen our policy and advocacy work in international solidarity.
British & Foreign School Society	This grant helps improve the educational experience of children with cerebral palsy and autism as well as teachers.
Arts Council Wales How you Dey project	This grant helped to develop a creative space that uses the arts to address mental health challenges.
National Museum Wales Youth and Heritage project	This project supported staff to take part on the widening engagement task force.
Dovedale Foundation - Young people & Culture project	This grant helped to support young people of African descent to address matters that affect them.
National Lottery Heritage Fund - Kumbukumbu Memories project	The Project is paid on claim and ongoing project and therefore not a deficit. This is matched up in the current financial year when payments were received.
Cardiff Council -move more, eat well	This capital grant helps to support the development of our community garden.

16. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
	£	£	£	£	£
Other restricted funds	4,795	7,850	(4,992)	–	7,653
Arts Council of Wales	(14,880)	–	(1,725)	16,605	–
Arts Council Wales - Good Ancestors Club project	–	38,988	(26,127)	–	12,861
BAWSO Ltd BAME Support Grant Wales	1,742	–	–	(1,742)	–
British & Foreign School Society	612	30,000	(26,638)	–	3,974
Comic Relief	8,804	–	–	(8,804)	–
Comic Relief Global Majority fund	7,133	–	–	(7,133)	–
Community Fund/WWF Climate project	25	–	(25)	–	–
Dovedale Foundation - Young people & Culture project	–	20,000	(640)	–	19,360
Garfield Weston Foundation	(186)	–	–	186	–
National Lottery Community Fund Awards for All project	2,016	–	–	(2,016)	–
National Lottery Community Fund Covid 19 Jamii project	61,592	76,412	(131,648)	–	6,356
National Lottery Community Fund Emerging Futures Fund	(840)	–	–	840	–
National Lottery Community Fund Next Generation project	6,284	–	–	(6,284)	–
National Lottery Heritage Fund - Kumbukumbu Memories project	–	40,685	(57,754)	–	(17,069)
Welsh Government Race Equality Action Plan fund	1,642	–	–	(1,642)	–
The Postcode Community Trust	(546)	–	–	546	–
Welsh Government HUB Cymru	16,079	34,419	(36,657)	–	13,841
Welsh Government other projects	(3,543)	–	–	3,543	–
	90,729	248,354	(286,206)	(5,901)	46,976

Other restricted funds include grants from Swansea University.

17. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2025 £**
Current assets	3,384	64,217	**67,601**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Current assets	10,518	46,976	57,494

18. Related parties

There are no related party transactions that require disclosure in these financial statements (2024: nil).

SUB-SAHARA ADVISORY PANEL

England & Wales - Charity number 1159990

Accounts

COMPANY REGISTRATION NUMBER: CE002652
CHARITY REGISTRATION NUMBER: 1159990

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Unaudited Financial Statements

31 March 2024

WALTER HUNTER & CO LIMITED
Chartered accountants
24 Bridge Street
Newport
South Wales
NP20 4SF

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Financial Statements

Year ended 31 March 2024

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Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.



Annual Report 2023 - 2024

Sub-Sahara Advisory Panel

Charity Number: 1159990

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report

Year ended 31 March 2024

Chair's Welcome

On behalf of Sub-Sahara Advisory Panel Board of Trustees, I would like to start by thanking all our partners, funders and the community groups that have continued to work with us here in Wales and Africa.

The board and I continue to support our Chief Executive and his staff to execute the organisation's strategy and purpose.

Having emerged from the challenges experienced post Covid-19, we have shown resilience through the cost-of-living crisis, financial sustainability and meeting demand for services. We continue to develop and build new and existing relationships and source new funding.

In the last twelve months we have amended our constitution and taken the lead role in the Hub Cymru Partnership. We have also engaged in new projects that include reaffirming our responsibility to provide better understanding of our African History through the Young People's Project, Heritage (Kumbukumbu Project) as well as providing a voice to new challenges through our work around Climate Change (The Good Ancestors Project). A lot of work has gone into ensuring that these projects and more others are delivered with efficiency and effectiveness for the community we serve.

Therefore, I would like to thank our CEO and his team for the continued commitment and dedication.

I would also like to thank my fellow trustees for all their continued support to the organisation in providing sound governance which in turn increases our organisations legitimacy and impact.

Once again thank you all for your hard work.

Fred Zimba
Co-Chair - Sub-Sahara Advisory Panel (SSAP)

CEO's Message

The last financial year (1st April 2023 - 31st March 2024) has been monumental for SSAP. We invested heavily in developing the foundation and operations of the organisation. This includes

- Increasing number of trustees from 7 to 10
- Delivering diversity and inclusion training for trustees
- Developing our fundraising strategy
- Working with Lloyds Foundation consultant to look at improving SSAP's resilience and identifying priorities for the organisation.

Coming out of the pandemic and with many challenges facing our community, we have developed our new strategy for 2023 - 2028. The strategy opts to apply the principles of framing to emphasise in acknowledgement and application of community assets in addressing challenges. It also aims to push for system change and make sure policies affecting our communities are fit for purpose and culturally appropriate.

We are delighted to see the growth and expansion of activities across the organisation. The SSAP Youth is now back in full swing and with the support of the Dove Foundation, we hope to bring a new life and activities suitable to our young people. Furthermore, we have projects covering all 5 main priorities, these being: -

1. Young People
2. Climate Change (The Good Ancestors Project)
3. Heritage (Kumbukumbu)
4. Health and Wellbeing (The National Community Lottery Fund and Arts Council of Wales)
5. International Solidarity (Hub Cymru Africa and Education for All)

We are very proud of our projects and the dedication of staff involved.

One of the major developments at the end of 2024 was the move to become the lead organisation for the Hub Cymru Africa partnership which is funded by Welsh Government's Wales and Africa programme. The partnership has been under the Welsh Centre for International Affairs (WCIA) since inception in 2015 and SSAP was one of the delivering partners. With WCIA relinquishing their role as lead organisation, SSAP after a long due diligence process accepted to be the lead organisation for the next 3 years.

Listening to needs and demands from our community are pivotal in addressing many of our challenges and these can't be achieved without the support we are getting from all our funders, sponsors and friends. We thank you dearly!

2024 brings its own challenges and opportunities. As a growing organisation, we want to make sure that all staff are supported, and necessary means are put in place to support them and the community we serve.



Fadhili Maghiya
CEO - Sub-Sahara Advisory Panel (SSAP)

Structure, governance and management

Registered charity name	Sub-Sahara Advisory Panel
Charity registration number	1159990
Company registration number	CE002652
Principal office and registered office	24 Windsor Place Cardiff CF10 3BY

The trustees

M Merrill OBE - Co-Chair	
F Zimba - Co-Chair	
H A Adedapo - Treasurer	
Dr D Mlewa	
D T Mutale	
T Sanousi	
M M Sexton	
R A Appah - Co-Chair	(Appointed 30 November 2023)
L Eades	(Appointed 30 November 2023)
E Nwosu	(Appointed 30 November 2023)
N Adaan	(Retired 30 November 2023)
S Moyo	(Retired 30 November 2023)

Independent examiner	Jonathan Rhodes BSC BFP FCA 24 Bridge Street Newport South Wales NP20 4SF

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2024

Structure, governance and management

Sub-Sahara Advisory Panel (SSAP) was formed in 2009 to share and apply the knowledge, experience, and skills of panel members and Diaspora individuals from Africa. SSAP advises on how to deliver effective international development interventions, contributing to a sound understanding of the cultural, social, and economic realities of everyday life in sub-Saharan African countries. It also addresses issues affecting African communities across Wales.

Staff

1. Fadhili Maghiya	Chief Executive Officer (CEO)
2. Lara Griffiths	Administrator
3. Angelique Umuhoza	Finance/HR Officer
4. Carol Alyce Adams	Project Officer & Jamii 2 Researcher
5. Clara Wahura Kabutha	Communications Coordinator
6. Sarra Hassan Ibrahim	Project Coordinator
7. Isimbi Buhamya Sebageni	Diaspora & Inclusion Officer
8. Robert Cristian Oros	Kumbukumbu Project Officer
9. Mbinomujame Mieze	Jamii 2 Male Project Worker
10. Sanab Hersi	Climate Justice Club Producer

Trustees

1. Fred Zimba	Co-Chair
2. Mutale Merrill OBE	Co-Chair
3. Tarig Sanousi	Vice Chair
4. Molly Sexton	Secretary
5. Afoluke Adedapo	Treasurer
6. Dr Donald Mlewa	Trustees Member
7. Loyce Eades	Trustees Member
8. Donald Mutale	Trustees Member
9. Richmond Appah	Trustees Member
10. Elemchi Nwosu	Trustees Member

Structure, governance and management *(continued)*

Friends and Partners

- Welsh Government's Wales and Africa Programme
- Hub Cymru Africa (HCA) including Fair Trade Wales (FTW), the Welsh Centre for International Affairs (WCIA), Wales Council for Voluntary Action (WCVA), and Wales for Africa Health Link
- Amgueddfa Cymru: National Museum Wales
- Black Association Women Step Out (BAWSO)
- North Wales African Society
- Jukebox
- Ty Cerdd
- Disability in Wales and Africa
- Cardiff University

Africa-based partners

- Somaliland Nursing and Midwifery Association (SLNMA)
- Action Pour le Reinforcement des Capacités en Afrique (ARCA): Central African Republic
- Cerebral Palsy and Autism Renaissance Organisation (CPARO): Uganda
- University of Namibia Oshakati (UNAM): Namibia
- Living Sustainable Development (LSD): Congo

Funders

- Welsh Government
- Welsh Government's Wales for Africa Programme
- Arts Council Wales
- The National Community Heritage Fund
- The National Community Fund Wales
- Dove Foundation
- BFSS- African Portfolio – Education for all Children

Highlights - Organisational Developments 2023-24

- **Staff**
  SSAP has continued to grow and with 10 staff at the end of March 2024, the number of staff has since increased to 20.

- **Trustees**
  The investment we put in last financial year is bearing fruits as the organisation is continuously evaluating and assessing itself as it evolves to become a medium sized organisation. Mutale Merrill OBE re-joined the board as Co-Chair to Fred Zimba who was our treasurer and succeeding Selina Moyo. Following last year's AGM, we had a number of trustees moving to new positions as we look to bring new ideas and individuals to the organisation.

- **Strategy Development Income Generation**
  We have developed a new strategy with the support of Abigail Tweed from Lloyds Foundation. The strategy embraces many of our old values but incorporate new theories of change and principles underpinning our work.

- **Office Move**
  One of SSAP's main priorities is to find a community space that is accessible and members can visit at any time. We recently moved to 24 Windsor Place, CF10 3BY where a much bigger office space is available for staff and other activities.

- **Funding**
  We are very grateful to our funders who have supported us in these difficult times for the third sector. As we celebrate 15 years of SSAP, we have grown as an organisation and adapted. We are looking forward to our continued support for the organisation and the community we serve. We are looking at improving our unrestricted income and boost our reserves. We hope next financial year will focus on this.

- **Governance**
  As we came out of the last financial year, one of the main goals was to change our constitution to reflect where we are as an organisation. This was discussed at board level and suggestions were brought forward. The charity commission has accepted these changes which includes changing the number of trustees, reflecting our work in Wales and Africa on the constitution, look at the diversity of our board and how the board operates.

- **New areas of work**
  Through our new strategy, we have introduced new areas of work, including heritage, climate change, nature and art and culture.

- **Partnership Work**
  SSAP values working in partnership with other organisations. Most of our projects are done in partnership with the community and relevant stakeholders.

Achievements from our projects

1. Hub Cymru Africa

Overview

In 2021 Hub Cymru Africa set five goals for the Wales and Africa sector. They reflected the needs of the individual groups as well as ensuring the wider sector was supported to be sustainable. The five main goals that consolidated the learning from Covid-19, the building anti-racist movement, the urgency of Welsh Government declaring a climate emergency as well as the regular feedback we had from groups, were:

1. **Partnership Working:** The sector will be one that works responsibly and safely in partnership with organisations in Wales and Sub-Saharan Africa, reflecting in-country need and decision making by partners.
2. **Involving Everyone:** The Wales Africa community is a diverse and participatory one, in which HCA has a role in supporting new people into the sector.

Activities and achievements from our projects

3. **Improving capability** – learning and development: Learning and participation is done in partnership across Wales and Africa, highlighting good practice, setting standards and driving the sector forward.
4. **Building Sustainability:** The sector is resilient, able to continue to build sustainability and respond to external challenges positively and flexibly.
5. **Globally Responsible Wales:** People in Wales are supportive of the work and understand the issues addressed through global solidarity. The sector recognises the impact of the work.

Highlights

HCA continued to have impact across communities in Wales and Africa. In year three of our programme, WCIA (the lead partner since 2015) indicated their desire to resign from the partnership board. SSAP has since become the lead and during this financial year, HCA, despite many challenges managed to;

- Deliver 69 events and training sessions
- 339 people attended our sessions
- The Wales and Africa celebration had over 170 people attend on the day and politicians from all political parties spoke in support of the Wales and Africa programme.
- 18 volunteers who supported the sector with 587 volunteer hours
- Several of volunteers went on to be employed by International Development organisations.
- 228 newsletters were sent, which increased in popularity, now over 53% of our audience regularly read them
- Held large events in Swansea, Bangor, Cardiff and Pontypridd (next stop Mid-Wales).
- Represented the sector at events across the UK, including presenting our anti-racism work to the British Association of Fair Trade Shops and a House of Lords Event celebrating our contribution to the SDGs.
- The First Minister, Social Justice Minister, Health Minister and International Minister attended the partnership events.
- Awarded 8 Wales and Africa awards for exemplary work
- Provided crucial resources and guidance during the pandemic
- Continued to uphold Wales' status as a Fair Trade Nation and went on to refresh the criteria to reflect the changing support for the scheme
- Supported a greater focus on mental as well as physical health in our WaAHLN partnerships
- Delivered community and cultural work, including our photography competition and exhibition of community submitted art which fostered support for global solidarity
- Tackled gender roles and promoted inclusion through gender projects and highlighted challenges for women in Africa through our storytelling
- Provided comprehensive safeguarding training to ensure the safety of everyone participating in development and solidarity work

Overall, HCA's work during this period significantly contributed to improving the livelihoods, health and educational opportunities of communities in both Wales and Africa, while also addressing some of the critical environmental challenges. Collaboratively working with Welsh Government and local organisations helped to create a sustainable and impactful development project. We also positively shifted the culture towards equal distribution of power between Wales and Africa.

2. Jamii II

Project Overview:

This project is a continuation of Jamii 1, which addressed root causes of the disproportionate impact of the pandemic on the Welsh African community to mitigate the effects of the pandemic from a health and well-being vantage point. It brings together Black-led organisations and charities with strong community relationships. Led by SSAP, the consortium includes the North Wales African Society, Jukebox Collective and Soel Connect. The consortium has strong grassroots links and relationships of trust with African and Black communities across Wales, including Cardiff, Swansea and Newport in South Wales, and in North Wales; Bangor and Wrexham.

By African community we mean the African diaspora as well as Black Welsh people of African descent. We are a vibrant community with diverse cultural backgrounds, we speak a multitude of languages, and practice different traditions and cultures. Our diversity is our strength, we are culturally rich and draw resilience from our journeys and roots. Many members of the African community in Wales have lived experience or family histories of migration, many speak multiple languages and all of us have stories of resilience in the face of challenges and discrimination. The community includes doctors and nurses, workers and students, refugees and asylum seekers, children and the elderly. This project celebrates and builds on the strength of our community, by building on our culture and resilience to encourage recovery and growth. It is about building back better and stronger communities.

African communities in Wales and the UK are among the hardest hit by the global Covid-19 pandemic. Research highlights that more than 34% of critically ill patients in the UK are from ethnic minority communities. Members of our community often work frontline jobs, and many have underlying health conditions, such as type 2 diabetes (constituting 25% of deaths) and hypertension. A high prevalence of health and economic inequalities within the community leave Welsh Africans more vulnerable to the immediate and long-term health and socio-economic effects of the pandemic.

Experiences of inequality and racism have also created a sense of mistrust in our community, with many cautious to access health services and mental health support. In many African and Black communities, mental health problems are rarely spoken about and can be seen in a negative light. These barriers to engagement with health services must be tackled from within.

'Jamii' means community and this project will build on the key strength of African and Black communities in Wales; our sense of togetherness and the mutual support and strength we draw from each other. The approach of this project builds on the African concepts of 'Ubuntu' or 'Harambee'. Both phrases embrace the concept of cooperation and working together as a community. This sense of community and collaboration extends from cultural and communal activities to economic, health and emotional support.

Activities and achievements from our projects *(continued)*

Achieving Jamii's Outcomes

- Improve the mental health and well-being of African diaspora communities in Wales through mental and physical health-oriented activities.
- Reduce health inequalities experienced by African communities by building connections between African communities and health and social care services.
- Enable greater social inclusion, participation, and opportunity for African people through creative skills, nurturing talent, and self-expression.
- Develop a go-to space and referral system between the African community and health and social care services.

What we and our partners delivered

SSAP:

- **Activities:** Zumba, Yoga, Swimming
- **Frequency:** Average of 2 sessions per month
- **Participants**: 10 participants per session
- **Activity:** Football: 1 session per week, average 20 participants per month
- **New Activities:** Swimming, Nutrition Class, Community Garden, Nature Walk, Anxiety Management Course
- **Frequency:** Average of 12 participants per session
- **Rationale:** These activities were introduced to address the growing need for both physical and mental health support within the community. By providing a variety of activities we aim to cater to different interests and promote holistic well-being.

Soel Connect:

- **Choir:**
- **Frequency:** Average of 2 sessions per month
- **Participants:** 20 participants
- **Rationale:** The choir sessions foster a sense of community and belonging, providing a creative outlet for expression and emotional release. Music has therapeutic benefits contributing to the mental well-being of participants

NWAS:

- **Board Games Night:**
- **Frequency:** Every Friday night
- **Participants:** Average of 13 participants
- **Yoga and Dance:**
- **Frequency:** Twice a month
- **Participants:** 11 for dance, 4 for yoga (yoga sessions stopped due to low attendance)

Activities and achievements from our projects *(continued)*

- **Football and Volleyball:**
- **Frequency:** Every Saturday evening (weather permitting)
- **Participants:** Average of 13 participants
- **Hiking**

Impact and Milestones

- **Healthy Lifestyles**: Encouraging physical activities like swimming and nature walks.
- **Mental Health Knowledge:** Improving understanding of anxiety and stress management through workshops.
- **Nutrition Classes:** Enhancing knowledge about healthy eating and weight management.
- **Football:** Growing group from a handful of members to 30.
- **Community Bonds:** Building strong relationships and support networks. "We work together, build relationships together, and form a sisterhood together."
- **Rationale:** These initiatives collectively improve physical health, mental well-being, and social connectedness, fostering a healthier and more resilient community.
- **Welcoming Environment:** Providing a safe space for Black African creatives.
- **Cultural Diversity:** Enhancing cultural diversity and community connections through music workshops.
- **Rationale:** These workshops offer a platform for creative expression, cultural exchange, and community building, contributing to overall well-being.
- **Access to Mental Health Resources:** Partnering with the local health board to improve understanding and access.
- **Support Systems:** Providing bicycles to address transportation issues and mediating accommodation issues.
- **Rationale:** These initiatives address practical needs

3. The Good Ancestors (Funded by Arts Council Wales)

This is a Black-led artist club, that acts as an activator/disruptor for creative, collaborative and decolonised activism funded by Arts Council Wales. This artist club will explore climate and nature through an international lens, focusing on Wales and Africa.

Activities and achievements from our projects *(continued)*

The Climate Crisis is highlighting pre-existing inequalities:

- The carbon footprint of Western powers is the main contributor to climate change.
- Consumerism in the West is a cultural boundary to meaningful change.
- Global South countries are under the greatest threat from climate change.
- Nature movements are predominantly Western led, operating from within Western cultural norms and structures.
- Climate change is disproportionately impacting marginalised communities with the fewest resources to cope.
- Diaspora communities feel the impact of climate change on two fronts: in Wales and among the communities they come from. It impacts them financially and emotionally as they continue to support family and friends abroad. We want to claim a central space in combating the Nature Emergency, using soft power to nurture Black-led creative and decolonised action.
- Nature does not move along national boundaries; the Climate and Nature Emergency affects all species of plants and animals (including us humans) all across the globe. We will work with artists and partners to explore the global Nature Emergency both locally and in a global context.

The Good Ancestors Club aims to:

- Explore the Nature Emergency from a decolonised and Black-led perspective.
- Give nature a voice and develop nature-centric narratives.
- Coordinate creative artist-led activism, host community arts, interventions and themed events, performances and exhibitions.
- Connect artists with stakeholders (charities, education, government) to collaborate on nature projects and amplify messages.
- Create space for knowledge sharing and debate; host training, talks and deliver workshops.
- Help artists to develop carbon-neutral creative practice.
- Communicate with the wider public through art; raise awareness but also spread hope and calls to action.
- Raise engagement with the environment and climate among marginalised communities, host events and workshops in nature.
- Create space for innovation, creativity and play; nurture our ability to be creative and playful.
- Create insightful and high-quality art and art experiences.
- Create a safe space, offer healing activities to cope with trauma, work with respect for the wellbeing of our audiences, collaborators and artists.
- Imagine a Nature Positive Future in which balance between nature and communities can be restored.

Achievements so far

- 15 artists are taking part
- 5 workshops delivered
- 3 Artists to be commissioned
- 7 campaigns to be run in Kenya and Wales.

Activities and achievements from our projects *(continued)*

4. Kumbukumbu (Funded by The National Community Heritage Fund)

There has been a game changing and important shift within the heritage sector towards decolonialization, the acknowledgement and processing of difficult histories. This opens up challenging but also exciting opportunities. We see a need for structural renewal of heritage, going beyond the sharing of diverse histories, to explore WHO are the storytellers and HOW stories are communicated. We want to focus in specific on Welsh-African heritage, with an inclusive definition of 'African' that includes all those with a lived or ancestral link to the continent.

We cannot tell diverse histories while at the same time ignoring the traditional structures and methods through which diverse communities have kept their heritage alive, including language, rhyme, song, oral histories and myth. Africa was not devoid of 'museums' prior to colonialization. On the contrary; stories and cultural memories were woven into the very landscape of the land. Through the strategic placement of objects, through the connection of story to landmarks, and through the continues retelling and recharging of place, story and ancestry, heritage was experienced as a physical and narrative process of mapping and remembering.

Wales, with her own history of colonialization, and the continuous experiences of keeping memory, language and place names alive, can be a place of solidarity and experimentation in the reworking of history. Funded by National Lottery Heritage Fund, Kumbukumbu which means memories in Kiswahili aims to explore and document Welsh African heritage and culture. We define this as any link between Wales and Africa, including the history or people of African descent in the Caribbean and the history of people from Wales in Africa. We are interested in a broad historical scope, ranging from early Roman times to contemporary culture. The heritage we collate must be in some way connected to landmarks such as buildings, sites, statues, objects, roads, ports, etc. We want to include histories that are challenging, joyful, painful, inspiring and more, with users of the app being able to apply filters and tailor their experiences.

Following acceptance of the grant in April 2023, we have spent the next 3 months recruiting and setting up structures for the project, this includes.

- Advertising and recruiting
- Meetings with our partners; Amguedffa Cymru, People's Collection and Glamorgan Archives.
- Recruited a Heritage Consultant and Heritage Researcher positions.
- Launched the project at the National Museum Wales
- Invited Dawn Bowden MS, Chief Whip of the Welsh Government and Deputy Minister for Arts and Sports.
- Desk based research on Welsh curriculum and who to speak to.
- Recruited 4 volunteer researchers.
- 5 artists have been commissioned to give artistic interpretation of one of the themes we are exploring.

Activities and achievements from our projects *(continued)*

5. Africa Portfolio (Funded by the Lloyds Foundation)

The Africa Portfolio started in 2022 when we received funding from the Lloyds Foundation. The aim is to develop partnerships with civil society organisations across the continent and co-create projects. We have 1 active project and 6 partners who are based in Uganda, Congo, Tanzania, and Benin.

- Project Name: **Education for all Children**
- Funder – **British and Foreign School Society**
- 2 Year Project Grant **£60,000**

Partner: Cerebral Palsy and Autism Renaissance Organization (CPARO), a registered Non-Governmental Organization in Uganda, was founded by persons with Cerebral Palsy, Autism and their families and draws on their lived experience and expertise to improve the educational attainment, social conditions, and livelihoods of people with Cerebral Palsy and autism.

Project Rational and Description: In Uganda, children with disabilities have been traditionally excluded from school and, this has been aggravated by the negative impact of Covid 19 on the Ugandan economy. Only 5% of children with disabilities can access education through inclusive schools and only 10% through special schools. 90% of children who need assistive devices cannot access them. These children face multiple challenges in accessing quality education. Schools do not have the necessary tools, teachers are not properly trained, and there are societal stigmas about children with disabilities. Additionally, children and their parents do not receive the support they need to remove the barriers to access education.

This 2 years project aims to:

- Enrol into school 140 most vulnerable children with disabilities who are not in school and support them to not drop out and achieve national standard grades or above.
- Provide training and support to teachers and schools so that they have the skills, systems and support needed for the children.
- Support parents to enable them to support their children and their learning.
- Reduce negativity in the community about children with disabilities.

We have scheduled monthly meetings. 6-month report was submitted to BFSS and was successful. Partner requested a learning exchange with teachers in Wales. Callout was made in our newsletter and socials. No response.

Our CEO visited the partner in April this year.

Achievements:

- To date, the project has increased the demand for more disabled children to attend school. All of the children are still in school and are receiving national standard grades.
- 30 out of the 30 teachers targeted passed the Continuous Professional Development in Special Needs Education Course.
- The project has a target of 50% of parents gaining the skills to help children with their schoolwork. It was reported in May 2024 that 37% of the parents are now able to support their children 3 days per week.

Activities and achievements from our projects *(continued)*

- At the start of the project, it was established that 100% of the children were bullied in school. 60% now report that they are not being bullied and that there is more acceptance in the community
- We have scheduled monthly meetings. 6-month report was submitted to BFSS and was successful.
- Partner requested a learning exchange with teachers in Wales. Callout was made in our newsletter and socials. No response.

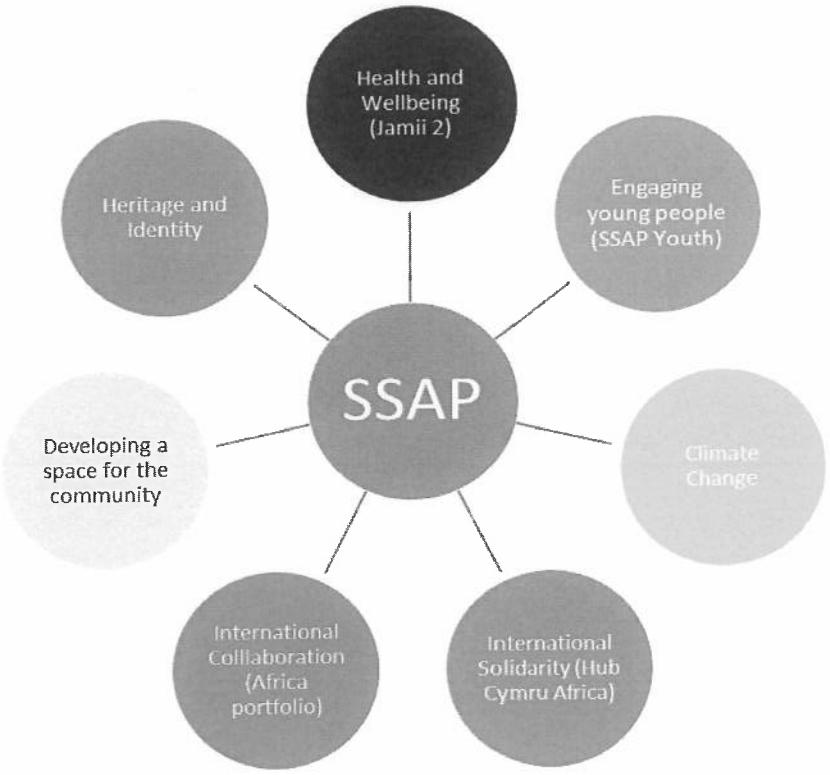
Lessons learnt. Some of our partners are young organisations and do not have a lot of experience in writing funding applications. We have started to have sessions with partners. We envisioned doing a big workshop inviting all partners but with connectivity issues, this has been easier to do with one partner at a time. So far, a session has been held with Purple Foundation and Keynes Disability.

6. **SSAP Youth Network**

The SSAP Youth Network is looking forward to a new start after pausing for a year due to funding challenges. We are delighted that The Dove Foundation have provided support to keep the network going for 3 years and the organisation will appoint a coordinator soon.

7. **Future Plans**

Please see our updated strategy which consists of these key areas:



For 2024 - 25, SSAP will focus on:

- Delivering on all strategic priorities.
- Resource mobilisation to ensure sustainability of the organisation. This includes increasing unrestricted income and finding ways to diversify our income and services we can provide.
- Strengthen our governance structure
- As the organisation grows, a focus on recruitment around management of projects and staff sustainability.
- Finding a community space that is accessible for all members of our community.
- Supporting trustee, staff and volunteers
- Developing a volunteer base/programme.
- Expanding our community garden programme to become a health and well-being activity as well as food production.
- Restarting the Wales-Africa Business Club

Financial review

A detailed analysis is shown within the financial statements.

All sources of funding were expended to meet the charity's objectives.

Reserves

The charity holds unrestricted funds which are expendable at the discretion of the trustees. The current unrestricted fund is £10,518 (2023: £9,578).

The charity relies upon grant aid from the donors identified in the financial statements.

Responsibilities of the trustees

The Charities Act 2011 requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2005;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK 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 do so.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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 trustees are also responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees annual report was approved on 09 Dec 2024 and signed on behalf of the board of trustees by:

Fred Zimba - Co-Chair
Trustee

H A Adedapo - Treasurer
Trustee

04 Dec 2024

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Independent Examiner's Report to the Trustees of Sub-Sahara Advisory Panel

Year ended 31 March 2024

I report to the trustees on my examination of the financial statements of Sub-Sahara Advisory Panel ('the charity') for the year ended 31 March 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Jonathan Rhodes BSC BFP FCA
Independent Examiner

24 Bridge Street
Newport
South Wales
NP20 4SF

9 Dec 2024

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

	Note	Unrestricted funds £	2024 Restricted funds £	Total funds £	2023 Total funds £
Income and endowments					
Donations and legacies	4	3,715	–	**3,715**	972
Charitable activities	5	–	248,354	**248,354**	225,368
Other trading activities	6	150	–	**150**	–
Total income		3,865	248,354	**252,219**	226,340
Expenditure					
Expenditure on charitable activities	7,8	8,826	286,206	**295,032**	228,132
Total expenditure		8,826	286,206	**295,032**	228,132
Net expenditure		(4,961)	(37,852)	**(42,813)**	(1,792)
Transfers between funds		5,901	(5,901)	–	–
Net movement in funds		940	(43,753)	**(42,813)**	(1,792)
Reconciliation of funds					
Total funds brought forward		9,578	90,729	**100,307**	102,099
Total funds carried forward		10,518	46,976	**57,494**	100,307

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Position

31 March 2024

	Note	2024 £	£	2023 £
Current assets				
Cash at bank and in hand		**62,449**		104,744
Creditors: amounts falling due within one year	**13**	**4,955**		4,437
Net current assets			**57,494**	100,307
Total assets less current liabilities			**57,494**	100,307
Net assets			**57,494**	100,307
Funds of the charity				
Restricted funds			**46,976**	90,729
Unrestricted funds			**10,518**	9,578
Total charity funds	**15**		**57,494**	100,307

For the year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 09 Dec 2024....., and are signed on behalf of the board by:

Fred Zimba - Co-Chair
Trustee

H A Adedapo - Treasurer
Trustee 04 Dec 2024

The notes on pages 21 to 31 form part of these financial statements.

1. General information

The charity is a public benefit entity and registered as a charitable incorporated organisation in England and Wales. The address of the registered office is: University of South Wales, 86-88 Adam Street, Cardiff CF24 2EN.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity. The figures in the financial statements are rounded to the nearest whole pound.

Going concern

The financial statements are prepared on a going concern basis, under the historical cost convention.

The charity is entirely dependent on continuing donations and grant aid and as a consequence the going concern basis is also dependent on continuing donations and grant aid.

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption available under paragraph 1.12 of FRS 102:

(a) No cash flow statement has been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3. Accounting policies *(continued)*

Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully the monitor the application of those funds in accordance with the restrictions placed upon them.

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above. Any other proposed transfer between funds would be considered on the particular circumstances.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

3. Accounting policies *(continued)*

Resources expended

Resources expended
Expenditure within the relevant activity categories of resources are recognised when there is a legal and constructive obligation committing the charity to expenditure, as described in Financial Reporting Standards 5 and 12.

In particular the policy for including items within costs of generating funds, charitable activities and governance costs is:

Costs of generating funds
Costs are included in generating income resources from all sources other than from undertaking charitable activity.

Charitable activities
Costs included in charitable activities comprise all resources applied by the charity in undertaking its work to meet its charitable objectives as opposed to the cost of raising the funds to finance these activities and governance costs.

Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Donations	3,715	–	**3,715**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations	–	972	972

5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Welsh Government Community Engagement REAP	–	–	–
Other restricted income	–	7,850	**7,850**
Arts Council Wales	–	38,988	**38,988**
National Lottery Heritage Fund Kumbukumbu Memories project	–	40,685	**40,685**
National Lottery Community Fund COVID 19 Jamii project	–	76,412	**76,412**
Dovedale Foundation	–	20,000	**20,000**
British & Foreign School Society	–	30,000	**30,000**
Welsh Government HUB Cymru	–	34,419	**34,419**
Lloyds Foundation for England & Wales	–	–	–
Community Fund & WWF MCCA Project	–	–	–
	–	248,354	**248,354**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Welsh Government Community Engagement REAP	–	2,140	2,140
Other restricted income	–	10,685	10,685
Arts Council Wales	–	30,652	30,652
National Lottery Heritage Fund Kumbukumbu Memories project	–	–	–
National Lottery Community Fund COVID 19 Jamii project	–	130,063	130,063
Dovedale Foundation	–	–	–
British & Foreign School Society	–	15,000	15,000
Welsh Government HUB Cymru	–	32,256	32,256
Lloyds Foundation for England & Wales	2,250	–	2,250
Community Fund & WWF MCCA Project	–	2,322	2,322
	2,250	223,118	225,368

6. Other trading activities

	Unrestricted Funds £	**Total Funds 2024 £**	Unrestricted Funds £	Total Funds 2023 £
Fundraising events	150	**150**	–	–

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
General fund	806	–	**806**
Other restricted funds	–	5,082	**5,082**
Welsh Government - other projects	–	–	**–**
Garfield Weston Foundation	–	–	**–**
Lloyds Foundation in England & Wales	8,020	–	**8,020**
Arts Council Wales Madaraja project	–	1,725	**1,725**
Arts Council Wales - Good Ancestors Club	–	26,127	**26,127**
Comic Relief - Global Majority project	–	–	**–**
British & Foreign School Society	–	26,638	**26,638**
Welsh Government HUB Cymru Africa	–	35,477	**35,477**
Dovedale Foundation	–	640	**640**
National Lottery Community Fund Covid 19 Jamii Project	–	131,648	**131,648**
Community Fund & WWF - MCCA project	–	25	**25**
National Lottery Heritage Fund	–	57,754	**57,754**
The Postcode Community Trust	–	–	**–**
Support costs	–	1,090	**1,090**
	8,826	286,206	**295,032**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
General fund	1,385	–	1,385
Other restricted funds	–	13,179	13,179
Welsh Government - other projects	–	5,043	5,043
Garfield Weston Foundation	–	897	897
Lloyds Foundation in England & Wales	26,331	–	26,331
Arts Council Wales Madaraja project	–	60,064	60,064
Arts Council Wales - Good Ancestors Club	–	–	–
Comic Relief - Global Majority project	–	517	517
British & Foreign School Society	–	14,388	14,388
Welsh Government HUB Cymru Africa	–	30,666	30,666
Dovedale Foundation	–	–	–
National Lottery Community Fund Covid 19 Jamii Project	–	65,219	65,219
Community Fund & WWF - MCCA project	–	2,297	2,297
National Lottery Heritage Fund	–	–	–
The Postcode Community Trust	–	7,108	7,108
Support costs	–	1,038	1,038
	27,716	200,416	228,132

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	**Total funds 2024**	Total fund 2023
	£	£	**£**	£
General fund	806	–	**806**	1,385
Other restricted funds	5,082	–	**5,082**	13,179
Welsh Government - other projects	–	–	**–**	5,043
Garfield Weston Foundation	–	–	**–**	897
Lloyds Foundation in England & Wales	8,020	–	**8,020**	26,331
Arts Council Wales Madaraja project	1,725	–	**1,725**	60,064
Arts Council Wales - Good Ancestors Club	26,127	–	**26,127**	–
Comic Relief - Global Majority project	–	–	**–**	517
British & Foreign School Society	26,638	–	**26,638**	14,388
Welsh Government HUB Cymru Africa	35,477	1,090	**36,567**	31,704
Dovedale Foundation	640	–	**640**	–
National Lottery Community Fund Covid 19 Jamii Project	131,648	–	**131,648**	65,219
Community Fund & WWF - MCCA project	25	–	**25**	2,297
National Lottery Heritage Fund	57,754	–	**57,754**	–
The Postcode Community Trust	–	–	**–**	7,108
	293,942	1,090	**295,032**	228,132

9. Analysis of support costs

	Analysis of support costs	**Total 2024**	Total 2023
	£	**£**	£
Governance costs	1,090	**1,090**	1,038

10. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	**1,090**	1,038
Other financial services	**3,890**	1,064
	4,980	2,102

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	**174,134**	130,132
Social security costs	**6,744**	3,122
Employer contributions to pension plans	**4,374**	3,210
	185,252	136,464

The average head count of employees during the year was 10 (2023: 9). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
FTE number of service delivery staff	**5**	5

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustee expenses have been incurred during the year (2023: nil).

13. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	**625**	1,001
Accruals and deferred income	**1,707**	1,575
Social security and other taxes	**2,623**	1,861
	4,955	4,437

14. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £4,374 (2023: £3,210).

15. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2023 £	Income £	Expenditure £	Transfers £	**At 31 Mar 2024 £**
General unrestricted funds	1,965	3,865	(806)	5,901	**10,925**
Lloyds Foundation England & Wales	7,613	–	(8,020)	–	**(407)**
	9,578	3,865	(8,826)	5,901	**10,518**

	At 1 Apr 2022 £	Income £	Expenditure £	Transfers £	At 31 Mar 2023 £
General unrestricted funds	3,350	–	(1,385)	–	1,965
Lloyds Foundation England & Wales	31,694	2,250	(26,331)	–	7,613
	35,044	2,250	(27,716)	–	9,578

The charity has authorised all redundant project funds to be reassigned to the unrestricted fund.

15. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
	£	£	£	£	£
Other restricted funds	4,795	7,850	(4,992)	–	**7,653**
Welsh Government Race Equality Action Plan fund	1,642	–	–	(1,642)	–
Welsh Government other projects	(3,543)	–	–	3,543	–
Garfield Weston Foundation	(186)	–	–	186	–
BAWSO Ltd BAME Support Grant Wales	1,742	–	–	(1,742)	–
Comic Relief	8,804	–	–	(8,804)	–
Welsh Government HUB Cymru	16,079	34,419	(36,657)	–	**13,841**
Comic Relief Global Majority fund	7,133	–	–	(7,133)	–
Arts Council Wales - Good Ancestors Club project	–	38,988	(26,127)	–	**12,861**
British & Foreign School Society	612	30,000	(26,638)	–	**3,974**
Dovedale Foundation - Young people & Culture project	–	20,000	(640)	–	**19,360**
National Lottery Community Fund Next Generation project	6,284	–	–	(6,284)	–
National Lottery Community Fund Awards for All project	2,016	–	–	(2,016)	–
National Lottery Community Fund Emerging Futures Fund	(840)	–	–	840	–
National Lottery Community Fund Covid 19 Jamii project	61,592	76,412	(131,648)	–	**6,356**
Community Fund/WWF Climate project	25	–	(25)	–	–
National Lottery Heritage Fund - Kumbukumbu Memories project	–	40,685	(57,754)	–	**(17,069)**
The Postcode Community Trust	(546)	–	–	546	–
Arts Council of Wales	(14,880)	–	(1,725)	16,605	–
	90,729	248,354	(286,206)	(5,901)	**46,976**

15. Analysis of charitable funds *(continued)*

	At 1 Apr 2022 £	Income £	Expenditure £	Transfers £	At 31 Mar 2023 £
Other restricted funds	7,817	10,157	(13,179)	–	4,795
Welsh Government Race Equality Action Plan fund	(498)	2,140	–	–	1,642
Welsh Government other projects	–	1,500	(5,043)	–	(3,543)
Garfield Weston Foundation	711	–	(897)	–	(186)
BAWSO Ltd BAME Support Grant Wales	1,742	–	–	–	1,742
Comic Relief	8,804	–	–	–	8,804
Welsh Government HUB Cymru	15,527	32,256	(31,704)	–	16,079
Comic Relief Global Majority fund	7,650	–	(517)	–	7,133
Arts Council Wales - Good Ancestors Club project	–	–	–	–	–
British & Foreign School Society	–	15,000	(14,388)	–	612
Dovedale Foundation - Young people & Culture project	–	–	–	–	–
National Lottery Community Fund Next Generation project	6,284	–	–	–	6,284
National Lottery Community Fund Awards for All project	2,016	–	–	–	2,016
National Lottery Community Fund Emerging Futures Fund	(840)	–	–	–	(840)
National Lottery Community Fund Covid 19 Jamii project	(3,252)	130,063	(65,219)	–	61,592
Community Fund/WWF Climate project	–	2,322	(2,297)	–	25
National Lottery Heritage Fund - Kumbukumbu Memories project	–	–	–	–	–
The Postcode Community Trust	6,562	–	(7,108)	–	(546)
Arts Council of Wales	14,532	30,652	(60,064)	–	(14,880)
	67,055	224,090	(200,416)	–	90,729

Other restricted funds include grants from The National Museum of Wales and Swansea University.

16. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Current assets	10,518	46,976	**57,494**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Current assets	9,578	90,729	100,307

17. Related parties

There are no related party transactions that require disclosure in these financial statements (2023: nil).

SUB-SAHARA ADVISORY PANEL

England & Wales - Charity number 1159990

Accounts

COMPANY REGISTRATION NUMBER: CE002652
CHARITY REGISTRATION NUMBER: 1159990

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Unaudited Financial Statements

31 March 2023

WALTER HUNTER & CO LIMITED
Chartered accountants
24 Bridge Street
Newport
South Wales
NP20 4SF

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Financial Statements

Year ended 31 March 2023

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Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Financial Statements

Year ended 31 March 2023

Statutory Information

Registered charity name	Sub-Sahara Advisory Panel
Charity registration number	1159990
Company registration number	CE002652
Principal office and registered office	University of South Wales 86-88 Adam Street Cardiff CF24 2FN
The trustees	
	S Moyo - Chair T Sanousi - Vice Chair F Zimba - Treasurer M Merrill OBE (Appointed 5 December 2022) Dr D Mlewa - Board Member N Adaan - Secretary H A Adedapo M M Sexton D T Mutale
Independent examiner	Jonathan Rhodes BSC BFP FCA Walter Hunter & Co Limited 24 Bridge Street Newport South Wales NP20 4SF

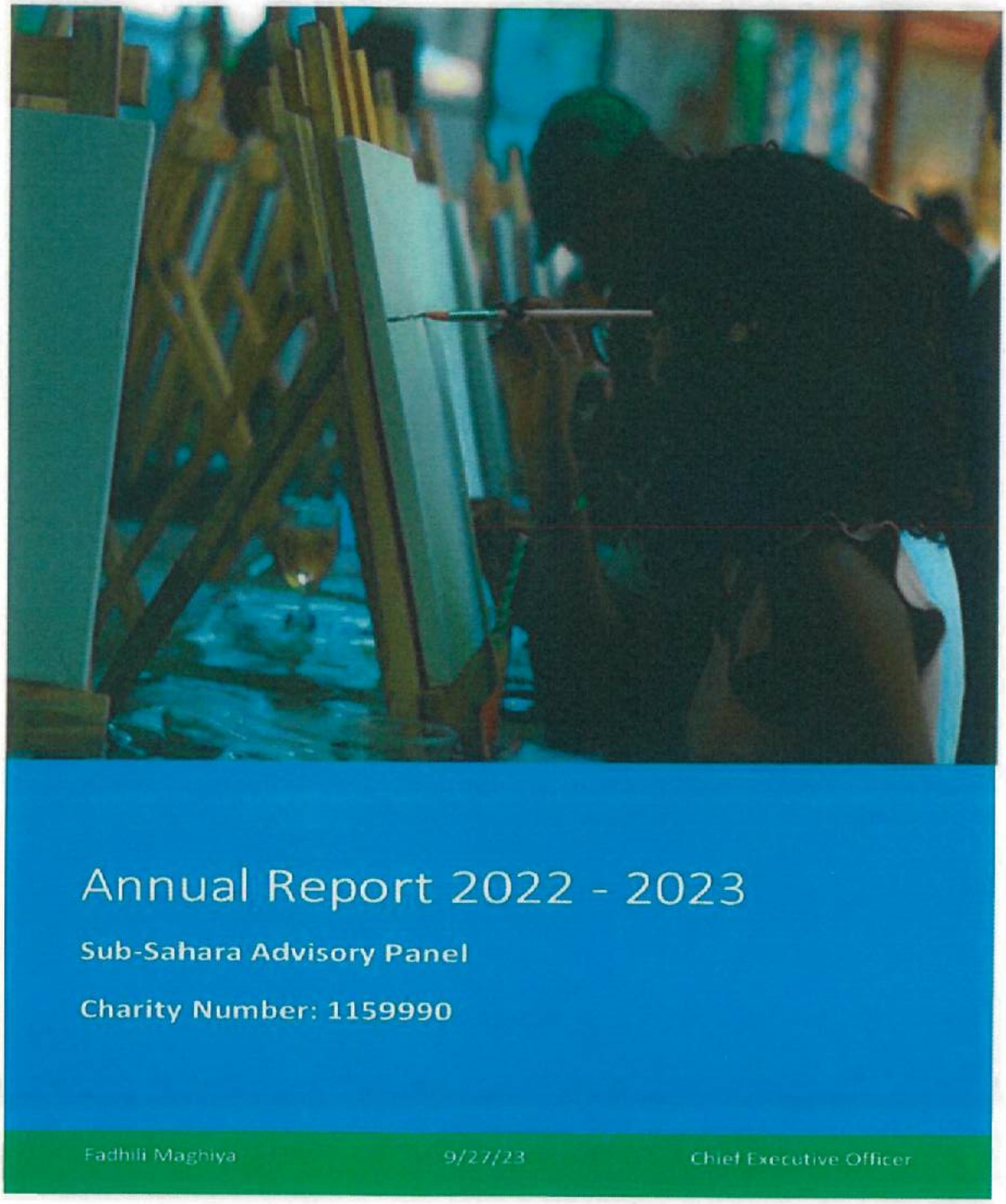
Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.



Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report

Year ended 31 March 2023

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Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report

Year ended 31 March 2023

Chair's Welcome

The report illustrates how our commitments were maintained and progressed during this period of ongoing response to the changes and challenges arising from the Covid-19 pandemic and the global anti-racist movement.

In the year under review we have manged to diversify our funding stream, increased our collaboration with partners both local and international including two new projects in Congo and Uganda, which we are immensely proud of.

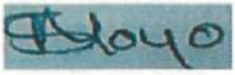
Each year we have seen an increase in the diaspora communities that engage with us and the influence that they have on our activities and strategy.

Our current strategy comes to an end this year and we have set ourselves new targets informed by local partnerships and on-going global changes, which include increasing health and wellbeing initiatives and implementing projects to help address climate change.

I am committed to continued support of our team and trustees who make this possible year on year and look forward to increased engagement in the coming year.

Selina Moyo

Co-chair SSAP



CEO's Message

After a turbulent 2 years of Covid-19, 2022 saw communities getting back to some form of 'normality'. The pandemic has however left its mark across the World. The impact left by the pandemic, and the on-going need to address inequalities across our communities has had a major impact on our work.

African communities in Wales and the UK are among the hardest hit by the global Covid-19 pandemic. Research highlights that more than 34% of critically ill patients in the UK are from ethnic minority communities. Members of our community often work frontline jobs, and many have underlying health conditions, such as type 2 diabetes (constituting 25% of deaths) and hypertension. A high prevalence of health and economic inequalities within the community leave Welsh Africans more vulnerable to the immediate and long-term health and socio-economic effects of the pandemic. In many African and Black communities, mental health problems are rarely spoken about and can be seen in a negative light. These barriers to engagement with health services must be tackled from within.

Following the successful delivery of Jamii 1 which helped to support Welsh African communities during the pandemic, in 2022 we decided to look at health inequalities and address some of the issues highlighted before and during the pandemic. With Jamii 2, we hope to deliver a project addressing these challenges and connect our communities to relevant service providers as well as building community resilience and connections.

Experiences of inequality and racism have created a sense of mistrust in our community, with many cautious to access social services and engage with government institutions. Through our youth network, SSAP has created spaces for young people and creatives to engage with policy makers. For example, SSAP Youth have been organising Black Lives Matter events, taking part in demonstrations, engaging policy makers and contributing to policies such as the Race Equality Action Plan. They have also been involved in the 'Reframing Picton', a partnership project with Amgueddfa Cymru, which reframes Welsh colonial history.

In order to address racial inequalities we must also investigate our heritage and identity. Many in our community, especially young people, are looking for opportunities to explore these topics. What does it mean to be Black and Welsh or African and Welsh or Nigerian and Welsh? Where do I belong? Should I belong anywhere? Through our Days Ahead project and the recent Madaraja project, SSAP have created spaces for creatives from the community to explore these topics.

We are looking back, and also looking forward. There is growing awareness of the existential threat of climate change to people everywhere, and to future generations. We want to claim

(CEO's Message *continued*)

a central space for Welsh African voices in combating this planetary emergency and help our community to remain resilient in the face of this global threat. To do this, we have created the 'Diaspora Climate Change Club', a safe space for people from the African community to share, learn and support each other on addressing climate challenges. We hope to expand the network and develop activities to mitigate climate change and support our community.

This year, we saw SSAP developing in size and capacity, increasing our ability to support African communities. Organisationally, we have delivered governance training and workshops for staff and trustees. We have spent a great deal of time understanding who we are, what we are missing and where we are going. The strategy work supported by Lloyds Foundation's consultants has helped to prepare SSAP for years to come.

Structure, governance and management

Sub-Sahara Advisory Panel (SSAP) was formed in 2009 to share and apply the knowledge, experience, and skills of panel members and Diaspora individuals from Africa. SSAP advises on how to deliver effective international development interventions, contributing to a sound understanding of the cultural, social, and economic realities of everyday life in sub-Saharan African countries. It also addresses issues affecting African communities across Wales.

Staff

- Fadhili Maghiya – Chief Executive Officer
- Ophelia Dos Santos – Madaraja/Pont/Bridges Coordinator
- Faith Israel – Hub Cymru Africa's Inclusion Officer
- Billy Mazoya – SSAP Youth Coordinator
- Wahura Kabutha – Communication Coordinator
- Angelique Umuhoza – Finance and Human Resources
- Lara Griffiths – Administrator

Trustees

- Selina Moyo – Co-Chair
- Mutale Merril OBE – Co-Chair
- Tarig Sanousi – Vice Chair
- Molly Sexton – Secretary
- Fred Zimba – Treasurer
- Dr Donald Mlewa
- Nasir Adam
- Donald Mutale
- Afoluke Adedapo
- Richmond Appiah
- Elemchi Nwosu

Structure, governance and management *(continued)*

Friends and Partners:

- Welsh Government's Wales and Africa Programme
- Hub Cymru Africa (HCA) including Fair Trade Wales (FTW), the Welsh Centre for International Affairs (WCIA), Wales Council for Voluntary Action (WCVA), and Wales for Africa Health Link
- Amgueddfa Cymru: National Museum Wales
- Black Association Women Step Out (BAWSO)
- North Wales African Society
- Jukebox
- Ty Cerdd
- Disability in Wales and Africa
- Cardiff University
- African Diaspora Organisations across Wales:
    1. Abesu
    2. Afribate
    3. Akinomondi Limited
    4. Bigger Heart
    5. Congolese Development Project
    6. Chomuzangari
    7. DISN (Disability Information and Support Network)
    8. Food Adventure Ltd
    9. Gift of Grace
    10. Ghana Enterprise Institute (GEI)
    11. Hayaat Women
    12. Lilies of Hope Africa
    13. Love Zimbabwe
    14. Madzimai Pamwe
    15. Maggies Exotic Foods
    16. North Wales African Society (NWAS)
    17. The Maya Project
    18. Nuhi Training
    19. River Africa
    20. Sef – Cymru
    21. Sight 2020 Direct
    22. Somaliland Mental Support Organisation
    23. South Peoples Projects

Structure, governance and management *(continued)*

24. Sub-Sahara Advisory Panel
25. Tallafi

26. The Centre for African Entrepreneurship
27. Umoyo
28. Wales and West of England Tanzania Diaspora (WaWeTD)
29. Wan
30. Watch Africa
31. Wales Liberia Connect
32. ZHTS
33. Zimbabwe Newport Volunteering Association

- African partners
  1. Somaliland Nursing and Midwifery Association (SLNMA)
  2. Action Pour le Reinforcement des Capacités en Afrique (ARCA): Central African Republic
  3. Cerebral Palsy and Autism Renaissance Organisation (CPARO): Uganda
  4. University of Namibia Oshakati (UNAM): Namibia
  5. Living Sustainable Development (LSD): Congo

Funders

- Welsh Government
- Welsh Government's Wales for Africa Programme
- Arts Council Wales
- Garfield Foundation
- Lloyds Foundation
- Postcode Lottery
- BFSS- African Portfolio – Education for all Children
- Postcode Community Trust
- Souter Charitable Trust – One Stitch at a Time
- Tŷ Cerdd Music Centre Wales
- WG- Race Equality Action Plan – Anti-Racist Wales Community Engagement
- WG – Migrant Integration Steering Group
- WWF-UK Mobilising Community Climate Action

Highlights 2022 – 2023 – Organisational Developments

- **Staffing**

Over the last couple of years, SSAP has grown, learning along the way on how to develop and sustain ourself as an organisation. We have invested in new positions and introduced roles that will support key aspects of the organisation. We have updated and improved our finance and governance procedures, and delivered essential training to our staff, including communications management and safeguarding.

- **Strategy Development Income Generation**

We are coming to the end of our 2018 – 2023 strategy and are about to unveil our new strategy. We have managed to diversify our income and funding, despite a dip in income on the year 2021-22. We have collaborated with new partners, reached new audiences, and received support from new funders including BFSS and Souter Trust, while also maintaining relationships with previous funders.

- **Africa Portfolio**

Since introduction of the role of Africa Portfolio Manager in 2021, we have secured 2 projects in Congo and Uganda allowing us to develop partnerships in Africa and diversify our funds and projects.

(Highlight 2022-2023 *continued*)

- **Governance**

A strong board of trustees is central to developing an effective and sustainable organisation is having. We have invested time and resources in developing our board, including:

1. Training board members on how to be an effective trustee, safeguarding, as well as equality, diversity and inclusion.
2. Introductions of sub-committees
3. Recruitment of new trustees
4. Development of organisational resilience plan

- **Visibility**

One of SSAP key objectives is to amplify the voices of African diasporas in Wales. Over the last we have succeeded in doing this by:

1. Increasing public awareness of our work through the work of SSAP Youth and Amgueddfa Cymru on 'Reframing Picton'. Our staff and young people have been covered by print media, TV stations as well as digital outlets.
2. We have engaged with new stakeholders and deepened engagement with key institutions, including Welsh Government, through our involvement with the Race Equality Action Plan, Post-Covid Recovery, Welsh Government's International Strategy and more.
3. Our work has reached audiences outside Wales, for example the Madaraja project brought together a cohort of East African creatives and creatives from the community, and saw exhibitions and events in Tanzania, Kenya and across Wales.

- **New areas of work**

We have introduced new areas of work, including heritage, climate change, nature and art and culture.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2023

Highlights 2022 – 2023 - Our Impact in Wales and Africa

Hub Cymru Africa (Funded by Welsh Government)



Madaraja/Pontio/Bridges (Funded by Arts Council Wales)



Africa Portfolio – One Stitch At A Time (Soulter Trust)



SSAP Youth (Funded by Postcode Lottery, Amgueddfa Cymru and Garfied Weston)



Activities and achievements from our projects

1. Hub Cymru Africa

About the Partnership

The Hub Cymru Africa partnership was formed in 2015 between Fair Trade Wales, Sub Saharan Africa Advisory Panel, Wales and Africa Health Links Network, and the Welsh Centre for International Affairs, which hosts our work at the Temple of Peace. Our work is overseen by a Partnership Board, formed by board members from each of the organisations. The partnership is supported by Welsh Government's 'Wales and Africa programme'.

SSAP's role in the partnership is to look at support and engagement of African diasporas with the sector and addressing other aspects of inclusion.

We work across civil society, bringing together charities, individuals, and organisations around our core organisational themes. Each partner has their own goals and strategies. Still, we are united around the delivery of global solidarity and work together on several areas, including sustainable development, fair trade, climate change, health, livelihoods, and equalities, including gender, race, and intergenerational justice.

What happened in 2022-23

During 2022-2023, Hub Cymru Africa (HCA) experienced some changes. Chris Johnes stepped down as Chair, having ably managed the Partnership Board from the inception of HCA. We successfully recruited Tina Fahm as our new Chair. Tina picked up the leadership role towards the end of June 2022.

Despite our successes in recruiting excellent new Chairs and Partnership Board members, Tina Fahm and Kelechi Nnoaham had to stand down for personal reasons. We thank them for the enormous contributions they made in the time spent with us.

Lila Haines, Chair of Fair Trade Wales, stepped into the interim chair role at HCA and Wales, and Africa Health Links Network recruited Julia Terry as Interim Chair for the remainder of the financial year.

We had an enormously productive year delivering six funded programmes: we completed the second year of our 'core' Welsh Government funded programme. Alongside this, with support from Welsh Government, we expanded our work to deliver a gender equality project and elements of the International Learning Opportunities. Through FCDO funding, We continued to be an active member of the UK Alliance with our sister organisations in Northern Ireland, Scotland, and England. FCDO also funded us to deliver 'Springboard for Learning' under the Small Charities Challenge Fund. Finally, Waterloo Foundation supported us in working with groups in Wales to develop their digital skills.

Our Hub Cymru Africa Year in Numbers

- 603 people attended a total of 14 events or training sessions
- We delivered 331 hours of Development Support to Wales and Africa Groups
- We gave 82 hours of support to organisations and individuals in our mentoring programme.

Our new strategy

We approved and launched our new Hub Cymru Africa strategy in May 2022. It followed extensive consultation and reflection across all of our partners. We wrote it to respond to some of the significant challenges facing the sector, including the contraction of funding as a result of the cut to the 0.7% Official Development Assistance, COVID-19 and Climate Change, as well as the social and cultural changes like Black Lives Matter, that expedited the need for change in the race dynamics of international development.

Hub Cymru Africa Vision, Mission, and Goals

Our vision is a globally responsible Wales that acts in solidarity with the people of Africa.

Our mission is to catalyze change, contributing to global development outcomes by supporting the Wales and Africa communities.

To achieve our vision and mission, we agreed on three priority goals to work towards:

- Goal 1 – Building a stronger, more effective sector.
- Goal 2 – Support the community we work with to become anti-racist and actively inclusive.
- Goal 3 – Making the case for global solidarity.

Alongside the new strategy, we adopted the term 'global solidarity' instead of 'international development' as it better reflects the wide range of activity our partners do under the 'Hub Cymru Africa' partnership.

Delivering our Strategy

In the first year of this strategic period, we ensured that, as far as possible, we could use our current grant funding to deliver our new goals and apply for funding that had a clear line to helping us innovate towards them.

- **Goal 1 – Building a stronger, more effective sector**

Safeguarding

Safeguarding remains an absolute priority for Hub Cymru Africa and is the bedrock of best practice. Through discussion and co-working with WCVA, HCA has improved the guidance and requirements for partnerships applying for Wales Africa grants, leading to more engagement and higher prioritisation of Safeguarding within partnerships. This is excellent news for the broader sector as it continues to drive improvements rather than settling for a baseline engagement with the issues. We delivered training and events in every quarter and received consistently excellent feedback from groups and individuals. There is a requirement for Welsh government-funded groups to participate in our sessions, but outside of this requirement, groups adapted the learning.

Some achievements include:

- Improved risk assessment and mitigation
- Improved Safeguarding policies better reflect the context and practice
- Safeguarding focal points identified and trained
- Improved communication flow between partners, particularly about reporting
- Improved understanding of the Safeguarding cycle and best practice

Summer Summits

Our summer events occurred in the first three weeks of July, starting in Cardiff, Bangor, and finally Swansea. Each event had its own identity and format, and we reached nearly 90 people (34 in Cardiff, 22 in Bangor, and 33 in Swansea). Cardiff focused on Climate Justice; in Bangor, we showcased Women in Leadership, and Swansea highlighted work on sustainable livelihoods. As part of the organising, we ensured caterers and musicians from the African Diaspora attended each event and invited people to host stalls to share information or sell Fair Trade goods. The events were a transition towards bigger events in 2023-24. Many groups were more prepared to attend smaller local events as COVID-19 continued to disrupt. It also helped groups with smaller budgets stay local and benefit from connecting with regional networks. Feedback was excellent, and even as we move back to large-scale keynote events, we will ensure local activity that caters to local appetite.

- **Goal 2 – Support the community we work with to become anti-racist and actively inclusive.**

Anti-Racist Charter

In 2022-23, we began the role out of the Wales and Africa Anti-Racist Charter. Through working with the groups in the global solidarity sector in Wales, there was a clear desire to

respond to social issues like racism. The groups in Wales hold a unique space of being small, low-resource, and working internationally. Different power dynamics had to be addressed between partners, and often existing advice and guidance assumed paid members of staff and budgets to address organisational culture. With our groups in Wales and Africa, we consulted widely and drew in experts to advise us on the steps our groups could begin to take to work through specific issues with a Charter and accompanying toolkit. Many groups signed up in 2022-23, and we look forward to continuing the progress, listening, and finding more ways of supporting groups to commit to anti-racist practice.

- **Goal 3 – Making the case for global solidarity**

Research

We worked with the Development Engagement Lab to undertake Wales-specific research to establish attitudes to engagement with global poverty and sustainable development. We discovered that:

- 22% of the Welsh public are considered Purposively Engaged, compared with only 19% in Great Britain. The Welsh are 11% more likely to engage with global poverty by discussing it with friends, family or others. The Welsh public is also 3% more likely to purchase or boycott goods based on the product or company's engagement with global poverty reduction. The Welsh public will likely engage with global poverty through reading, watching, or listening to the news. They are least likely to engage by attending a march, rally, or protest related to global poverty."

We have shared this research through our channels and recorded a podcast.

This work set a baseline for us at the beginning of the strategic period and will allow us to track whether Hub Cymru Africa and other organisations are having the intended impact on public opinion. It's always had to attribute opinion change, but as a body representing and supporting up to 400 organisations, we must retain and monitor the data.

Activities and achievements from our projects *(continued)*

2. Madaraja/Pont/Bridges Project Update

Project Overview:

Following the success of 'Days Ahead' project, which saw a cohort of creatives explore decolonised Welsh African futures, we built on the lessons learnt and developed the Madaraja/Pont/Bridges, which sought to explore and build cultural bridges between Wales and Africa. The project was funded by the Arts Council Wales for 18 months. We worked with 16 creatives in Wales and Africa to establish de-colonised vehicles or bridges for culture, combining digital and traditional tools and drawing on African and diasporic cultures. Acting locally but thinking globally, we built bridges 'pont' in Welsh and 'madaraja' in Kiswahili that link Wales and the African continent.

The project brought together Welsh creatives of all ethnicities (with emphasis on Black voices in Wales) and creatives working in the African continent to explore how bridges and cultural links can be built to foster mutual relationships between Wales/Cymru and the African continent.

We tapped into the potential of diasporic communities in Wales and creatives from other communities to build bridges and promote the self-representation of people of African descent in the sector, changing narratives about the continent and about who we are. To do this, we

- Formed an active and growing community of creatives, leaders and change makers.
- Engaged communities in workshops (2 in Tanzania, 2 in Cameroon and 3 in Wales). Over 200 people took part in creative activities, co-creation and debate. This in turn fostering and empower art and creativity from the community.
- Fostered collective action and the creation of new work in diverse media.
- Connected to white-run institutions to collaborate, challenge, run takeovers and events.
- Brought 5 showcases to the community.
- We used digital technology to connect and foster knowledge-exchange with creatives and change makers from the continent. 5 digital works were produced as part of the project.
- Grew sustainable and long-term networks. Collaborations between artists continued beyond the project. During the project, Coco and Nnana collaborated for this project and a couple more.
- Organised events and an exhibition in real life, within existing restrictions and health guidelines.

Activities and achievements from our projects ***(continued)***

- Imagined a decolonised Wales from the perspective of minoritized communities and that of African collaborators, moving our identity from a 'tolerant nation' to a nation that celebrates its diversity and global cultural allies.

See our Madaraja trailer below.



Activities and achievements from our projects *(continued)*

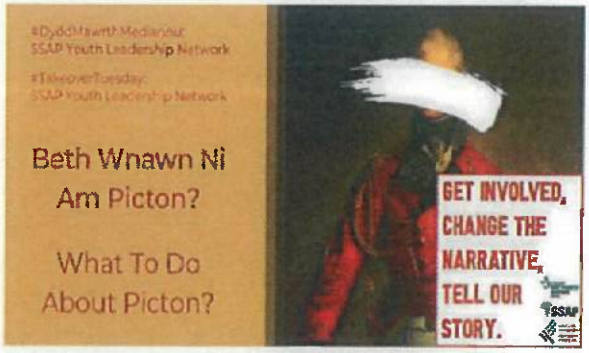
3. SSAP Youth Update

SSAP's Youth Leadership Network has continued to grow and make an impact across various areas. Sub-Sahara Advisory Panel's overall objectives are to develop capacity, strengthen voice and bring together African people and community groups in Wales. These objectives also set the foundation for SSAP Youth Leadership Network's (SYLN) aims to develop skills, equip with resources, support the aspirations of and provide a platform to young Black voices in Wales.



3.1 Reframing Picton (10 young people involved)

Our Reframing Picton project, in collaboration with Amgueddfa Cymru – National Museum Wales, was launched following the murder of George Floyd which sparked global "Black Lives Matter" protests against police brutality and racism. The BLM protests highlighted the urgent need to revisit, reimagine and address aspects of our joint history that were subject to historical whitewashing – this includes the brutal nature of Wales' highly decorated army officer Sir Thomas Picton. The 'Reframing Picton' project explored the hidden side of Picton's violent involvement in slavery, particularly his torture of enslaved/free Black people during his governorship of Trinidad (1797-1803). This youth-led project succeeded in the permanent redisplay of a full-length portrait of Sir Thomas Picton in a dedicated gallery at the National Museum Cardiff, which brings together art and historical interpretation. Project activities included workshops, co-curation and public discussions with wider communities. The project received coverage from BBC, ITV, Western Mail, Wales Online, Independent and South Wales Argus. The project emphasises that Black Welsh history is part of Welsh history. SSAP Youth has many members who are passionate activists for equality and anti-racism campaigners, therefore our collaboration with the national museum gave a voice to young Black people from communities that had been victimised and silenced in the past by Picton's reign and his supporters. The project was led by SSAP Youth's network members who were able give life to a fuller account of this piece of history in the galleries at National Museum Cardiff. Reframing Picton highlighted one of SYLN's objectives – to provide a platform to young diasporans.



Activities and achievements from our projects *(continued)*

3.2 Changing Our Climate

WWF's mobilising community climate action fund gave our organisation an opportunity to develop a project called "Changing Our Climate" which enabled young individuals to come together and transform their relationship with our planet by taking local climate action to address the issues in their community. The project was set out in two parts: an online workshop in mid-July and a physical event in mid-August. The online workshop involved informative discussions on climate change, eco-friendly alternatives and individual and community-focused climate action tips. The physical event was to be hosted by textile designer Ophelia Dos Santos, who prepared information on fast fashion. Clothing manufacturing contributes to 10% of planet-heating emissions and young people are the number one consumers of fast fashion. The physical event educate would provide young attendees on the effects of their consumer choices and provided them with tips for upcycling as well as encouraging the purchase of eco-friendly alternatives, however funding delays meant we had to replace this event with digital engagement.



- **Black, Brown & Green Podcast**

The physical Changing Our Climate event was prevented by a delay in receiving funding which prevented us from hiring a venue and launching a marketing campaign on social media to gather an adequate number of attendees. Instead, SYLN members had a meeting and developed a plan to utilise the funds to create a podcast focusing on climate action and targeted towards a young African Welsh Diaspora audience; the Black Brown & Green podcast was born.

Activities and achievements from our projects *(continued)*

ONLINE WORKSHOP DISCUSSION FEEDBACK



Design:

The name of the podcast is broken into two parts, the first being the target audience: "Black and Brown" people, who are often victims to climate disasters in the global south, as well as urban climate racism in the West.

Episodes & Guests:

SYLN recorded 3 podcast episodes around 5-minutes each. Guests include textile designer and climate activist Ophelia Dos Santos, and sustainable food campaigner and Agrifood consultant Carol Adams. The podcast was hosted by SYLN officer Billy Mazoya and episodes are on the SSAP website. Black Brown & Green is an insightful glimpse into the challenges of climate activism and the small steps towards climate action which we can all take within our local communities and individual lives.



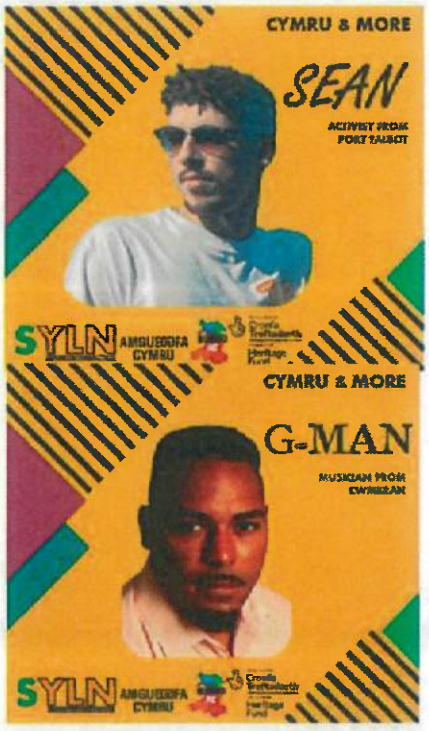
3.3 Wales & More - A Project Exploring Heritage

Following our successful work on Reframing Picton, SSAP Youth collaborated with Bloedd, the Amgueddfa Cymru National Museum Wales' youth network, on a project African and Caribbean heritage and identity in Wales.



Following a call-out in October 2022, young Black Welsh creatives were selected after vigorous interviews: Adiba, Cara, Gary 'G-Man' & Sean. They worked together to create an iconic piece of art to showcase their unique experience of being "Welsh and More". Their exciting video art piece was shared via SSAP social media and proudly highlighted by the National Museum Wales.





Africa Portfolio (Funded by the Lloyds Foundation)

Carol Adams, a long-standing member of SSAP joined the organisation as a staff member in October 2021 with a specific remit – to develop effective and sustainable partnerships with community groups in Africa. Central to SSAP's work is utilising the knowledge and experience of African communities in Wales for general public benefit. For years, we have operated without having a dedicated member of staff to focus on this work. Funding from Lloyds Foundation allowed us to recruit Carol for this position and strengthen our connections and collaboration with existing and new partners.

In-depth conversations with partners helped us to understand their needs and work collaboratively to co-produce project ideas and proposals. Work included:

- Due diligences of our partners
- Review of exiting partners.
- Highlighting priorities for project development
- Meetings with 6 existing partners and 2 potential new partners.
- Funding applications submitted for 2 projects
- Compiling a database of potential funders with closing dates for applications.
- A Feasibility Study for Welsh Government, to inform Somaliland diaspora volunteering programme.

Communication

A. Social media analytics

Social media platform	*Total posts*	*Number of new followers*	*Total Engagement/ Interactions*	*Estimated Reach*[1]	*Estimated Impressions*[2]	*Profile visits*
Instagram	97	157	2,564 likes 68 comments 148 saves	3,456	40,064	2,248
X (Twitter)	93	86	249 likes 45 comments 206 retweets	-	13,432	188
Facebook	105	53	670 reactions 112 comments	4,044	23,472	-
LinkedIn	91	34	27 reactions 9 reposts	-	3,278	272

B. Follower demographics

Instagram and Facebook

Top countries	*Top cities*	*Age-range*	*Gender*
UK, Tanzania, Kenya, USA, Nigeria & Cameroon	Cardiff, Dar es Salaam, Nairobi, Newport, London & Bristol	18-24 years old – 17% 25-34 years old – 46% 35-44 years old – 20% 45-54 years old – 8% 55+ years old – 9%	36% men 64% women

LinkedIn

Top locations	Cardiff, London, Swansea, Newport, Nairobi, Johannesburg, Melbourne
Job Function	Business Development, Community and Social Services, Operations, Media and Communication, Education, Art and Design, Healthcare services, Program and Project management, Research, Marketing
Industry	Non-profit organizations, Civil and Social Organisations, Government Administration, Higher Education, Museums

[1] *Reach- the number of people who saw any of your posts at least once. Reach is different from impressions, which may include multiple views of your posts by the same people.*
[2] *Impressions- the number of times a post was seen.*

C. Mailchimp

Total number of emails sent	43
Total number of deliveries	17,167
Average open rate[3] (%)	49%
Average click rate[4] (%)	23%
Average unsubscribe rate (%)	2.2%
Top locations	UK, Netherlands, Ireland

D. Eventbrite

Total number of events	16
Total tickets sold	39%

Marketing campaigns

Total number of email campaigns	18
Total number of deliveries	11,555
Total number of opened emails	42.2%
Average number of clicks per email	3.2%

Subscriber list	*Active Subscribers*
Purchasers	279
Contacts	561
SSAP Main Contacts	50

Top cities- Cardiff, Newport, Rhyl, Telford, Musselburgh, Slough

Website

Media Highlights

https://www.kbc.co.ke/what-to-expect-from-the-british-council-africa-day-creatives-panel-streaming-online/ - Kenya

https://www.gov.wales/public-commemoration-wales-new-guidance-help-create-more-informed-relationship-our-history - Welsh Government

https://www.iwa.wales/agenda/2023/03/welsh-mobo-new-heights/ - Institute of Welsh Affairs (IWA)

[3] *Open rate- the percentage of recipients who opened an email that was sent to them.*
[4] *Click rate- the percentage of successfully delivered emails that registered a click.*

Future Plans



Thank you! Diolch!

Financial review

A detailed analysis is shown within the financial statements.

All sources of funding were expended to meet the charity's objectives.

Reserves -
The charity holds unrestricted funds which are expendable at the discretion of the trustees. The current unrestricted fund is £9,578 (2022: £35,044).

The charity relies upon grant aid from the donors identified in the financial statements.

Responsibilities of the trustees

The Charities Act 2011 requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2005;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK 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 do so.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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 trustees are also responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees annual report was approved on 8/12/23 and signed on behalf of the board of trustees by:

S Moyo

F. Zimba

Selina Moyo - Chair
Trustee
08 Dec 2023

Fred Zimba - Treasurer
Trustee 08 Dec 2023

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Independent Examiner's Report to the Trustees of Sub-Sahara Advisory Panel

Year ended 31 March 2023

I report to the trustees on my examination of the financial statements of Sub-Sahara Advisory Panel ('the charity') for the year ended 31 March 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Jonathan Rhodes BSC BFP FCA
Independent Examiner
Walter Hunter & Co Limited
24 Bridge Street
Newport
South Wales
NP20 4SF

Date 8 Dec 2023

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

	Note	2023 Unrestricted funds £	2023 Restricted funds £	2023 Total funds £	2022 Total funds £
Income and endowments					
Donations and legacies	4	–	972	**972**	1,594
Charitable activities	5	2,250	205,796	**208,046**	150,801
Total income		2,250	224,090	**226,340**	152,395
Expenditure					
Expenditure on charitable activities	6,7	27,716	200,416	**228,132**	150,142
Total expenditure		27,716	200,416	**228,132**	150,142
Net (expenditure)/income and net movement in funds		(25,466)	23,674	**(1,792)**	2,253
Reconciliation of funds					
Total funds brought forward		35,044	67,055	**102,099**	99,846
Total funds carried forward		9,578	90,729	**100,307**	102,099

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Position

31 March 2023

	Note	2023 £	£	2022 £
Current assets				
Cash at bank and in hand		104,744		106,334
Creditors: amounts falling due within one year	12	4,437		4,235
Net current assets			100,307	102,099
Total assets less current liabilities			100,307	102,099
Net assets			100,307	102,099
Funds of the charity				
Restricted funds			90,729	67,055
Unrestricted funds			9,578	35,044
Total charity funds	14		100,307	102,099

For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on ....., and are signed on behalf of the board by:

SMoyo

Selina Moyo - Chair
Trustee
08 Dec 2023

F.Zimba

Fred Zimba - Treasurer
Trustee

08 Dec 2023

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and registered as a charitable incorporated organisation in England and Wales. The address of the registered office is: University of South Wales, 86-88 Adam Street, Cardiff CF24 2EN.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity. The figures in the financial statements are rounded to the nearest whole pound.

Going concern

The financial statements are prepared on a going concern basis, under the historical cost convention.

The charity is entirely dependent on continuing donations and grant aid and as a consequence the going concern basis is also dependent on continuing donations and grant aid.

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption available under paragraph 1.12 of FRS 102:

(a) No cash flow statement has been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3. **Accounting policies** *(continued)*

Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully the monitor the application of those funds in accordance with the restrictions placed upon them.

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above. Any other proposed transfer between funds would be considered on the particular circumstances.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

3. **Accounting policies** *(continued)*

Resources expended

Resources expended
Expenditure within the relevant activity categories of resources are recognised when there is a legal and constructive obligation committing the charity to expenditure, as described in Financial Reporting Standards 5 and 12.

In particular the policy for including items within costs of generating funds, charitable activities and governance costs is:

Costs of generating funds
Costs are included in generating income resources from all sources other than from undertaking charitable activity.

Charitable activities
Costs included in charitable activities comprise all resources applied by the charity in undertaking its work to meet its charitable objectives as opposed to the cost of raising the funds to finance these activities and governance costs.

Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations	–	972	**972**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations	1,094	500	1,594

5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Welsh Government Community Engagement REAP	–	2,140	**2,140**
Other restricted income	–	10,685	**10,685**
Arts Council Wales	–	30,652	**30,652**
National Lottery Community Fund COVID 19 Jamii project	–	130,063	**130,063**
Comic Relief	–	–	–
Welsh Government HUB Cymru	–	32,256	**32,256**
The Postcode Community Trust	–	–	–
Lloyds Bank Foundation for England & Wales	2,250	–	**2,250**
	2,250	205,796	**208,046**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Welsh Government Community Engagement REAP	–	–	–
Other restricted income	–	6,249	6,249
Arts Council Wales	–	61,305	61,305
National Lottery Community Fund COVID 19 Jamii project	–	–	–
Comic Relief	–	7,650	7,650
Welsh Government HUB Cymru	–	32,947	32,947
The Postcode Community Trust	–	17,500	17,500
Lloyds Bank Foundation for England & Wales	25,150	–	25,150
	25,150	125,651	150,801

5. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
General fund	1,385	–	1,385
Other restricted funds	–	13,179	13,179
Welsh Government Race Equality Action Plan (REAP) Fund	–	–	–
Welsh Government - other projects	–	5,043	5,043
Garfield Weston Foundation	–	897	897
BAWSO Ltd	–	–	–
Lloyds Foundation in England & Wales	26,331	–	26,331
Arts Council Wales Madaraja project	–	60,064	60,064
Comic Relief - Global Majority project	–	517	517
British & Foreign School Society	–	14,388	14,388
Welsh Government HUB Cymru Africa	–	30,666	30,666
National Lottery Community Fund Next Generation	–	–	–
National Lottery Community Fund Emerging Futures Fund	–	–	–
National Lottery Community Fund Covid 19 Jamii Project	–	65,219	65,219
Community Fund & WWF - MCCA project	–	2,297	2,297
The Postcode Community Trust	–	7,108	7,108
Support costs	–	1,038	1,038
	27,716	200,416	228,132

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
General fund	683	–	683
Other restricted funds	–	5,624	5,624
Welsh Government Race Equality Action Plan (REAP) Fund	–	2,140	2,140
Welsh Government - other projects	–	–	–
Garfield Weston Foundation	–	9,289	9,289
BAWSO Ltd	–	4,343	4,343
Lloyds Foundation in England & Wales	18,456	–	18,456
Arts Council Wales Madaraja project	–	46,315	46,315
Comic Relief - Global Majority project	–	–	–
British & Foreign School Society	–	–	–
Welsh Government HUB Cymru Africa	–	30,822	30,822
National Lottery Community Fund Next Generation	–	100	100
National Lottery Community Fund Emerging Futures Fund	–	2,289	2,289
National Lottery Community Fund Covid 19 Jamii Project	–	18,171	18,171
Community Fund & WWF - MCCA project	–	–	–
The Postcode Community Trust	–	10,938	10,938
Support costs	–	972	972
	19,139	131,003	150,142

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
General fund	1,385	–	**1,385**	683
Other restricted funds	13,179	–	**13,179**	5,624
Welsh Government Race Equality Action Plan (REAP) Fund	–	–	–	2,140
Welsh Government - other projects	5,043	–	**5,043**	–
Garfield Weston Foundation	897	–	**897**	9,289
BAWSO Ltd	–	–	–	4,343
Lloyds Foundation in England & Wales	26,331	–	**26,331**	18,456
Arts Council Wales Madaraja project	60,064	–	**60,064**	46,315
Comic Relief - Global Majority project	517	–	**517**	–
British & Foreign School Society	14,388	–	**14,388**	–
Welsh Government HUB Cymru Africa	30,666	1,038	**31,704**	31,794
National Lottery Community Fund Next Generation	–	–	–	100
National Lottery Community Fund Emerging Futures Fund	–	–	–	2,289
National Lottery Community Fund Covid 19 Jamii Project	65,219	–	**65,219**	18,171
Community Fund & WWF - MCCA project	2,297	–	**2,297**	–
The Postcode Community Trust	7,108	–	**7,108**	10,938
	227,094	1,038	**228,132**	150,142

8. Analysis of support costs

	Analysis of support costs £	Total 2023 £	Total 2022 £
Governance costs	1,038	**1,038**	972

9. Independent examination fees

	2023 £	2022 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	**1,038**	972
Other financial services	**1,064**	871
	2,102	1,843

10. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	130,132	99,719
Social security costs	3,122	2,444
Employer contributions to pension plans	3,210	2,708
	136,464	104,871

The average head count of employees during the year was 9 (2022: 6). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of service delivery staff	5	4

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

11. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustee expenses have been incurred during the year (2022: nil).

12. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	1,001	961
Accruals and deferred income	1,575	1,434
Social security and other taxes	1,861	1,840
	4,437	4,235

13. Pensions and other post retirement benefits

Employers defined contributions

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,210 (2022: £2,708).

14. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2022 £	Income £	Expenditure £	At 31 Mar 2023 £
General unrestricted funds	3,350	–	(1,385)	1,965
Lloyds Foundation England & Wales	31,694	2,250	(26,331)	7,613
	35,044	2,250	(27,716)	9,578

	At 1 Apr 2021 £	Income £	Expenditure £	At 31 Mar 2022 £
General unrestricted funds	2,939	1,094	(683)	3,350
Lloyds Foundation England & Wales	25,000	25,150	(18,456)	31,694
	27,939	26,244	(19,139)	35,044

Restricted funds

	At 1 Apr 2022 £	Income £	Expenditure £	At 31 Mar 2023 £
Other restricted funds	7,817	10,157	(13,179)	4,795
Welsh Government Race Equality Action Plan fund	(498)	2,140	–	1,642
Welsh Government other projects	–	1,500	(5,043)	(3,543)
Garfield Weston Foundation	711	–	(897)	(186)
BAWSO Ltd BAME Support Grant Wales	1,742	–	–	1,742
Comic Relief	8,804	–	–	8,804
Welsh Government HUB Cymru	15,527	32,256	(31,704)	16,079
Comic Relief Global Majority fund	7,650	–	(517)	7,133
British & Foreign School Society	–	15,000	(14,388)	612
National Lottery Community Fund Next Generation project	6,284	–	–	6,284
National Lottery Community Fund Awards for All project	2,016	–	–	2,016
National Lottery Community Fund Emerging Futures Fund	(840)	–	–	(840)
National Lottery Community Fund Covid 19 Jamii project	(3,252)	130,063	(65,219)	61,592
Community Fund/WWF Climate project	–	2,322	(2,297)	25
The Postcode Community Trust	6,562	–	(7,108)	(546)
Arts Council of Wales	14,532	30,652	(60,064)	(14,880)
	67,055	224,090	(200,416)	90,729

	At 1 Apr 2021 £	Income £	Expenditure £	At 31 Mar 2022 £
Other restricted funds	6,234	6,749	(5,166)	7,817
Welsh Government Race Equality Action Plan fund	1,642	–	(2,140)	(498)
Welsh Government other projects	–	–	–	–
Garfield Weston Foundation	10,000	–	(9,289)	711
BAWSO Ltd BAME Support Grant Wales	6,085	–	(4,343)	1,742
Comic Relief	8,804	–	–	8,804
Welsh Government HUB Cymru	14,374	32,947	(31,794)	15,527
Comic Relief Global Majority fund	–	7,650	–	7,650
British & Foreign School Society	–	–	–	–
National Lottery Community Fund Next Generation project	6,384	–	(100)	6,284
National Lottery Community Fund Awards for All project	2,016	–	–	2,016
National Lottery Community Fund Emerging Futures Fund	1,449	–	(2,289)	(840)
National Lottery Community Fund Covid 19 Jamii project	14,919	–	(18,171)	(3,252)
Community Fund/WWF Climate project	–	–	–	–
The Postcode Community Trust	–	17,500	(10,938)	6,562
Arts Council of Wales	–	61,305	(46,773)	14,532
	71,907	126,151	(131,003)	67,055

Other restricted funds include grants up to £5,000 and include funds from The National Museum of Wales (various projects); Cardiff University; and The Souter Charitable Trust.

15. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Current assets	9,578	90,729	**100,307**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Current assets	35,044	67,055	102,099

16. Related parties

There are no related party transactions that require disclosure in these financial statements (2022: nil)

SUB-SAHARA ADVISORY PANEL

England & Wales - Charity number 1159990

Accounts

COMPANY REGISTRATION NUMBER: CE002652
CHARITY REGISTRATION NUMBER: 1159990

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Unaudited Financial Statements

31 March 2022

WALTER HUNTER & CO LIMITED
Chartered accountants
24 Bridge Street
Newport
South Wales
NP20 4SF

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Financial Statements

Year ended 31 March 2022

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Notes to the financial statements	17

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

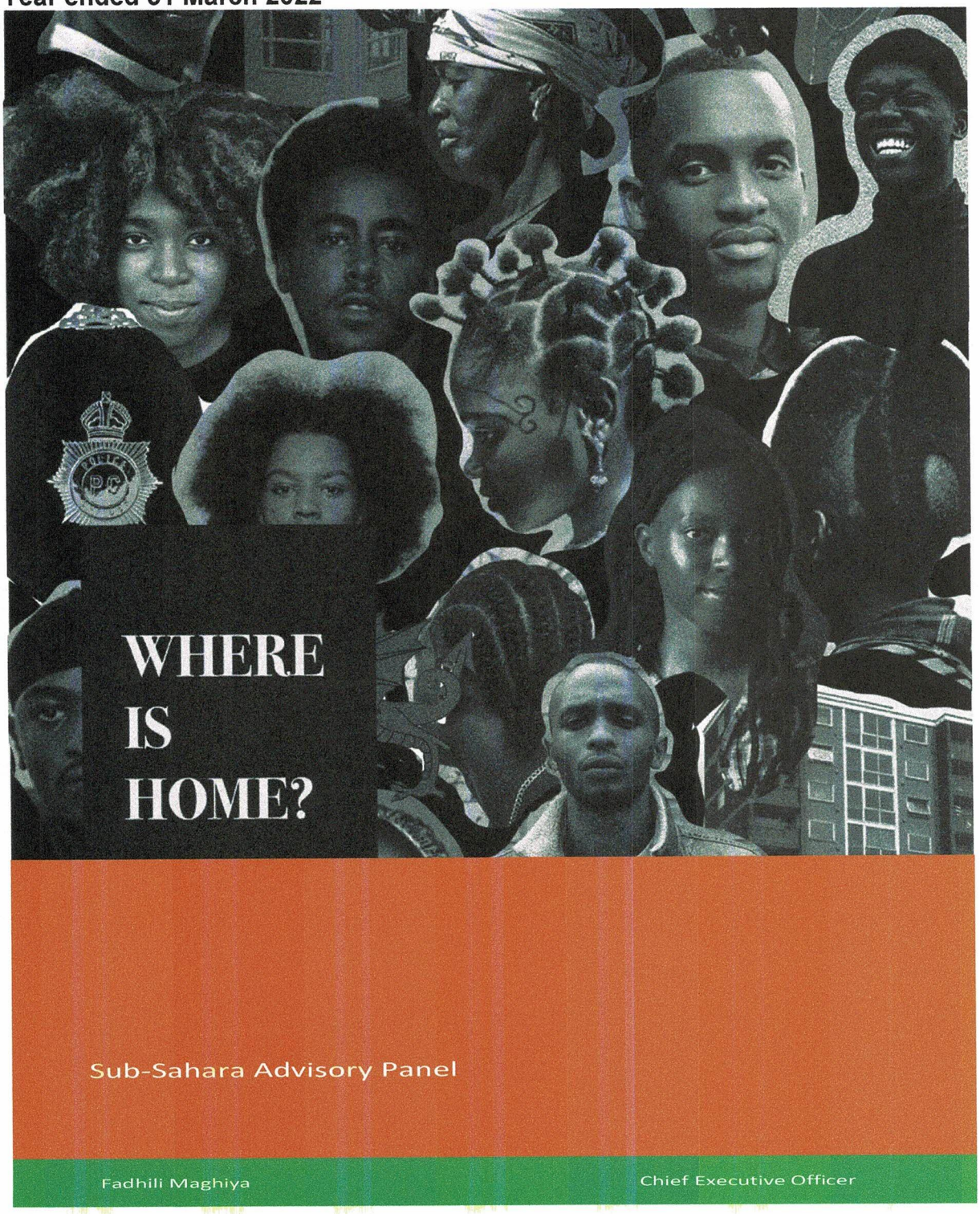
Statutory information

Registered charity name	Sub-Sahara Advisory Panel
Charity registration number	1159990
Company registration number	CE002652
Principal office and registered office	Temple of Peace King Edward VII Avenue Cathays Park Cardiff CF10 3AP

The trustees

Selina Moyo - Chair	
Tariq Sanousi - Vice Chair	
Fred Zimbar - Treasurer	
Lilian Matovu - Board Member	(Retired 11 December 2021)
Dr Donald Mlewa - Board Member	
Thoraya Mohamed - Board Member	(Retired 11 December 2021)
Nasir Adaan - Secretary	
H A Adedapo	(Appointed 11 December 2021)
M M Sexton	(Appointed 11 December 2021)
D T Mutale	(Appointed 11 December 2021)

Independent examiner	Jonathan Rhodes BSC BFP FCA 24 Bridge Street Newport South Wales NP20 4SF


WHERE
IS
HOME?
Sub-Sahara Advisory Panel
Fadhili Maghiya
Chief Executive Officer

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

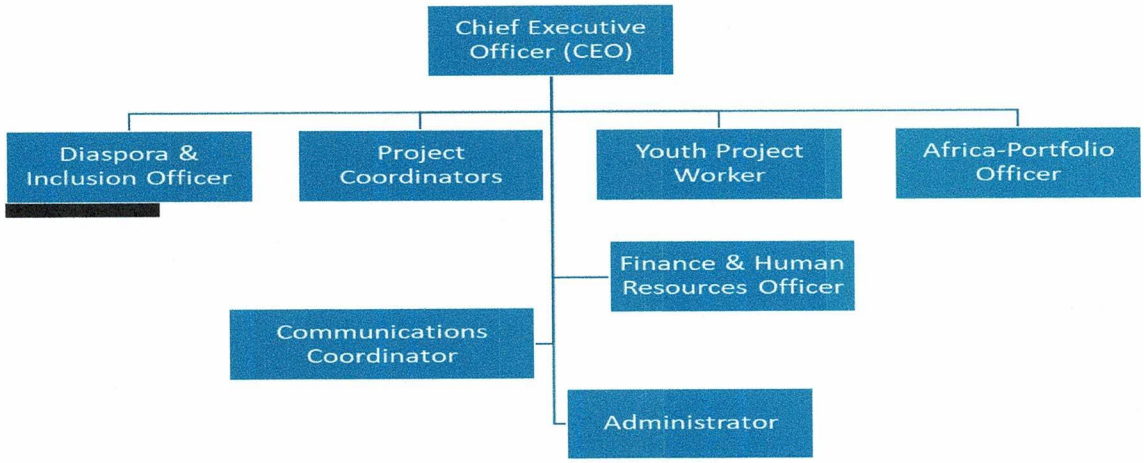
Trustees Annual Report *(continued)*

Year ended 31 March 2022

Structure, Governance & Management

Sub-Sahara Advisory Panel (SSAP) was formed in 2009 to harness the knowledge, experience, and skills of panel members and diaspora individuals from Africa. The SSAP advises on how to deliver effective international development interventions, to contribute to a sound understanding of the cultural, social, and economic realities of everyday life in sub-Saharan African countries.

Organisational Structure 2021-2022.



Staff

• Fadhili Maghiya	Chief Executive Officer (CEO)	Apr-2011 To current
• Lara Griffiths	Administrator	Oct-2020 to Current
• Angelique Umuhoza	Finance/HR Officer	Feb-2021 to Current
• Ophelia Dos Santos	Project Coordinator	Jun-2021 to Current
• Carol Adams	Africa-Portfolio Officer	Oct-2021 to Current
• Clara Wahura Kabutha	Communications Coordinator	Mar-2022 to Current
• Faith Israel	Diaspora & Inclusion Officer	Oct-2021 to Oct-2022
• Billy Mazoya	Youth Project Worker	Nov 2021 to Aug 2022

Volunteers

- Precious Ebere – SSAP Youth Volunteer
- Ahmed Ateig – SSAP Youth Volunteer

Trustees

- Selina Moyo - Chair
- Tarig Sanousi - Vice Chair
- Molly Sexton - Secretary
- Fred Zimba - Treasurer
- Dr Donald Mlewa
- Nasir Adam
- Donald Mutale
- Afoluke Adedapo

OUR FUNDERS & PROJECT:

• Arts Council of Wales	Connect & Flourish (Madaraja) Project
• Cardiff University	BAME Students Support Project
• Garfield Weston Foundation	Core Funding Salary Support
• Global Majority Fund Grant Wales	Youth Mental Health Project
• Lloyds Bank Foundation	COVID Recovery Fund & Enhance
• Migration Museum	SSAP Participation in a Case Study
• Postcode Community Trust	Young Leaders Project
• The National Lottery Community Fund	Covid-19 Jamii Project
• The National Museum of Wales	Youth & Heritage Project
• Welsh Government	Anti-Racist Wales Community Engagement Project
• Welsh Government	Hub Cymru Africa Project

Key Partnership Organisations

Welsh Government's Wales and Africa Programme

- Hub Cymru Africa (HCA) including Fair Trade Wales (FTW), the Welsh Centre for International Affairs (WCIA), Wales Council for Voluntary Action (WCVA), and Wales for Africa Health Link
- Amgueddfa Cymru: National Museum Wales
- Black Association Women Step Out (BAWSO)
- North Wales African Society
- Jukebox
- Ty Cerdd
- Disability in Wales and Africa
- Cardiff University
- African Diaspora Organisations across Wales:

1. Abesu
2. Afribate
3. Akinomondi Limited
4. Bigger Heart
5. Congolese Development Project
6. Chomuzangari
7. DISN (Disability Information and Support Network)
8. Food Adventure Ltd
9. Gift of Grace
10. Ghana Enterprise Institute (GEI)
11. Hayaat Women
12. Lilies of Hope Africa
13. Love Zimbabwe
14. Madzimai Pamwe
15. Maggies Exotic Foods
16. North Wales African Society (NWAS)
17. The Maya Project
18. Nuhi Training
19. River Africa
20. Sef - Cymru
21. Sight 2020 Direct
22. Somaliland Mental Support Organisation
23. South Peoples Projects
24. Sub-Sahara Advisory Panel
25. Tallafi
26. The Centre for African Entrepreneurship
27. Umoyo
28. Wales and West of England Tanzania Diaspora (WaWeTD)
29. Wan
30. Watch Africa
31. Wales Liberia Connect
32. ZHTS
33. Zimbabwe Newport Volunteering Association

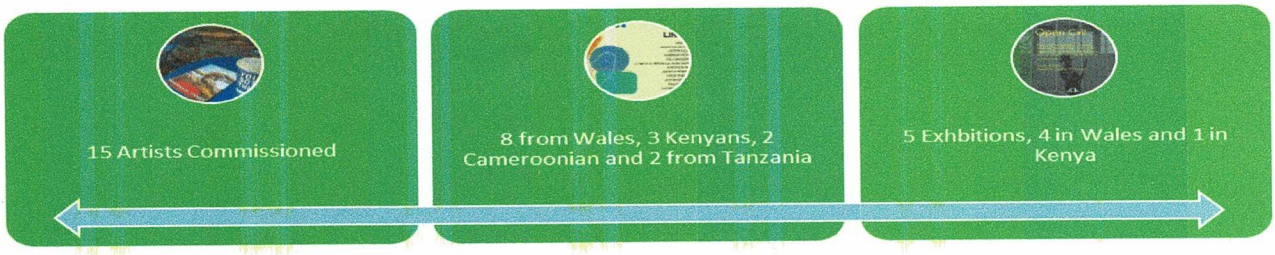
- Africa Based Partners
  1. Somaliland Nursing and Midwifery Association (SLNMA)
  2. Action Pour le Reinforcement des Capacités en Afrique (ARCA): Central African Republic
  3. Cerebral Palsy and Autism Renaissance Organisation (CPARO): Uganda
  4. University of Namibia Oshakati (UNAM): Namibia
  5. Living Sustainable Development (LSD): Congo

Highlights 2020 – 2021

Hub Cymru Africa



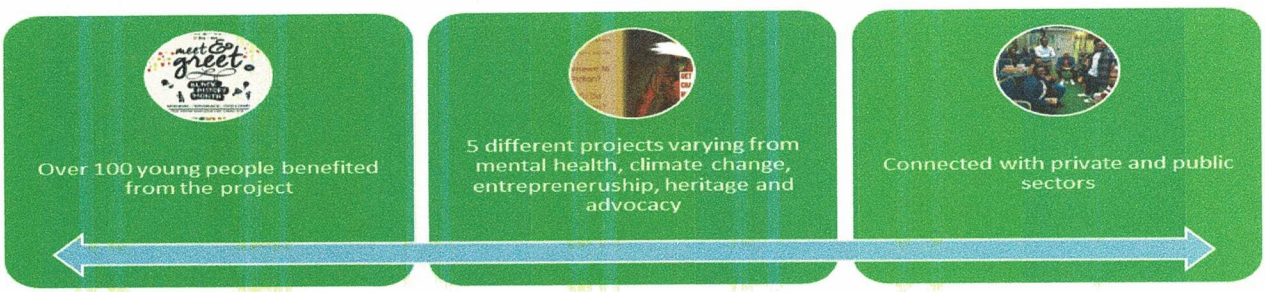
Madaraja



Jamii



SSAP Youth



Activities and Achievements

1. **Hub Cymru Africa**

We continued to work in partnership with Wales Centre for International Affairs (WCIA), Fair Trade Wales and Wales and Africa Health Link to support the international solidarity sector in Wales. With Faith taking over from Fadhili, SSAP's role in the partnership is to support diaspora communities and inclusion. Over the last months, we have

- **Organised film screening** event for black history month
- Worked with Disability Wales Africa (DWA) to organize an event for **International Day of Persons with Disabilities.**
- **COP 26 –** Brought diaspora voices within the climate agenda by connecting with Climate Cymru on a Wales focused response to the summit.. To do this we brought together speakers from Solar Tech a member of SSAP as well as other speakers from within Wales.
- **Equality -** Worked on the development of Hub Cymru Africa's (HCA) anti-racism charter and toolkit. SSAP has been leading on the development of both. We held very informative focus groups with groups from Wales, diaspora groups from SSAP's network and African partners over the course of November to January.
- **Development Support** - Continued to support diaspora groups with funding applications and other areas of development support e.g worked with the Congolese Development Project with their grant application.
- In February, SSAP host an online panel event for **LGBTQI+ history month**. It brought queer activists and academics to discuss the history and existence of queer people across Africa.
- We also had a roundtable for **International Women's Day** in March. It brought women in the diaspora and African women on the continent discussing their areas of work and how they shatter stereotypes and break gender biases. To contribute to this further, **a podcast on Women in Wales and Africa** was developed and a webinar on gender and disability.
- **Mentoring Tallafi** - Provided mentoring support to Tallafi, a newly formed organization which we assisted to get registered and setting governance structures.

The year at HCA in numbers

- **21** people volunteered, including 12 new individuals
- **216** People from organisations attended our events
- **We** ran 9 sessions focusing on safeguarding

- **28** groups that we worked with successfully applied for funding
- We delivered **161 hours** of mentoring
- We ran **6 events** with the aim of building sustainability into the sector
- We received **21 positive** media coverage times
- We worked with **15 groups** for the first time
- **85% of groups** we work with had adopted digital development tools

2. Madaraja/Pont/Bridges Project Update

Project Overview:

Following the success of 'Days Ahead' project, we built on the lessons learnt and developed Madaraja/Pont/Bridges. The project is funded by the Arts Council Wales.

How can we imagine equal and decolonised arts when dominant cultural narratives continue to shape our experiences and collective imagination? We worked with 15 creatives in Wales and Africa to establish de-colonised vehicles or bridges for culture, combining digital and traditional tools and drawing on African and diasporic cultures. Acting locally but thinking globally, we will build bridges 'pont' in Welsh and 'madaraja' in Kiswahili that link Wales and the African continent. To do this, we

- Formed an active and growing community of creatives, leaders and change makers
- Engaged communities in workshops, creative activities, co-creation and debate. -fostering and empower art and creativity from the community
- Fostered collective action and the creation of new work in diverse media
- Connected to white-run institutions to collaborate, challenge, run takeovers and events
- Brought showcases to the community
- Used digital technology to connect and foster knowledge-exchange with creatives and change makers from the continent
- Grew sustainable and long-term networks
- Organised events and an exhibition in real life, within existing restrictions and health guidelines
- Imagined a decolonised Wales from the perspective of minoritized communities and that of African collaborators, moving our identity from a 'tolerant nation' to a nation that celebrates its diversity and global cultural allies.

Artists selected were

1. Abike Ogunlokun – portrait/identity/disconnect
2. Aisha Kigs – femininity/heritage/visual EP
3. Cherrell (Talk to Coco) – mental health/poetry/identity
4. Jessie Lezama – portrait/heritage/belonging
5. Hannah Newell - heritage/belonging
6. Chembo Liandisha – identity/heritage/spirituality
7. Kelvin Nziyoka – community/mental health/portrait/identity

8. Palmer Ngale – community workshop/film
9. Nnane Ntube – writer/activist/community
10. Jefferson Lobo – music/performance/community/spiritual
11. Erick Livumbazi Ngooba – writer/identity/philosophy/spirituality
12. Liynyuuy Mifikela Jean Samuel – community/identity
13. Stephen Ndavi – identity/community/philosophy
14. Fred Mdamanyi – identity/community/brand
15. Joseph Mdamanyi – identity/community/brand

3. SSAP Youth Update

SSAP's Youth Leadership Network has continued to grow and succeeding in having impact across various areas. The report aims to demonstrate SYLN's commitment towards community engagement with young Black people, particularly those from the African diaspora in Wales. Sub-Sahara Advisory Panel's overall objectives are to develop capacity, strengthen voice and bring together African people and community groups in Wales. These objectives also set the foundation for SSAP Youth Leadership Network's aims to develop skills, equip with resources, support the aspirations of and provide a platform to young Black diasporans. These aims are translated best in our delivered projects and events.



Reframing Picton

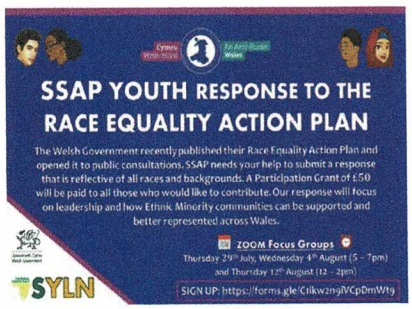
Our Reframing Picton project, in collaboration with Amgueddfa Cymru – National Museum Wales (NMW), was launched following the death of George Floyd which sparked global "Black Lives Matter" protests against police brutality and racism. The BLM protests also provided a space to revisit, reimagine and address uncomfortable conversation that were for so long swept under the carpet – this includes the brutal nature of Wales' highly decorated army officer Sir Thomas Picton. The project explored the hidden side of Picton's violent involvement in slavery, particularly his torture of enslaved/free Black people during his governorship of Trinidad (1797-1803).

The youth-led project sought to reinterpret a full-length portrait of Sir Thomas Picton from Wales' national art collection. Project activities included workshops, co-curation and public discussions with wider communities. The project received coverage from BBC, ITV, Western Mail, Wales Online, Independent and South Wales Argus. The project emphasises the fact Welsh-black history is part of Welsh history. SSAP Youth has many members who are passionate activists for equality and anti-racism campaigners, therefore our collaboration with NMW gave a voice to young Black people from communities that had been victimised and silenced in the past by Picton's reign and his supporters. The project was led by SSAP Youth's network members who were were able to retell the story of Picton by giving a fuller account of his history in the galleries at National Museum Cardiff. Reframing Picton highlighted one of SYLN's objectives – to provide a platform to young diasporans.

Race Equality Action Plan Consultation

In March 2021 Welsh Government stated that they would be developing a Race Equality Action Plan. Direct engagement with individuals and groups from Black, Asian and Ethnic minority communities was imperative for the Plan's relatability and objective success. Therefore Welsh Government published a consultation callout to encourage those from the aforementioned communities to reach out and share their responses towards the draft Race Equality Action plan. A grant was paid to community groups for their time and responses – We divided the grant amongst our participants.

Welsh Government were very flexible with the submission method for consultation responses; written, video, online discussion, physical focus groups, surveys etc. We posted a callout and a survey that asked attendees their preferred method of submission. "Online discussion" received the most votes. SYLN officer Billy Mazoya chaired three 1 hour 30 min sessions on Zoom in July & August 2021. The recorded discussions were submitted to Welsh Government in late August. We were pleased to hear that the Action Plan had been published in June 2022 and it included many of the suggestions wich we had discussed in our zoom sessions. Our organisation's visibility within Welsh Government's Action Plan reinforced the recognised and valued voices of our network members, within the Black diaspora community in Wales.

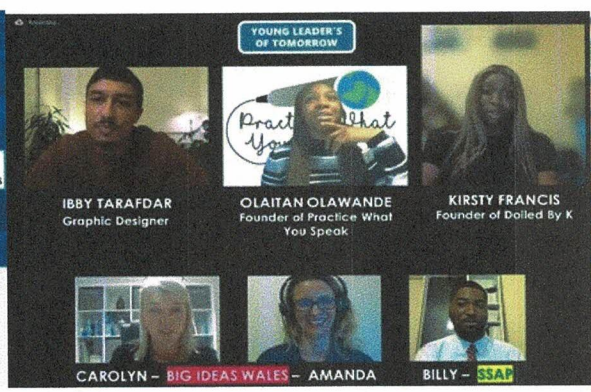


Other achievements!

- Black History Month Event & Launch of Mental Health Project (33 SLYN members involved)
- Big Ideas Wales Collaborative Event (17 SLYN members took part)
- BBC Wales Interview discussing voter ID policies from the UK Government's Elections Bill
- Changing Our Climate Project
- Black Brown & Green Podcast

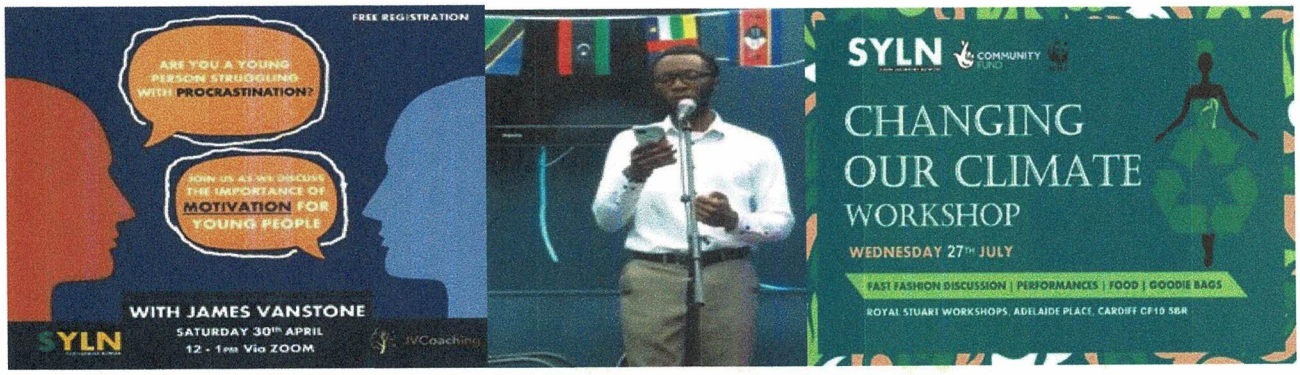
In pictures...











4. Africa Portfolio (Funded by the Lloyds Foundation)

Carol Adams, a long-standing member of SSAP joined the organisation as staff members in October 2021 with a specific remit – to develop effective and sustainable with community groups in Africa. Central to SSAP's work is utilising the knowledge and experience of African communities in Wales for general public benefit. For years, we have operated without having a dedicated member of staff to focus on this work. Funding from Lloyds Foundation allowed us to 'dip our toes' in developing the position and therefore stronger connections and collaboration with existing and new partners.

The last few months consisted of long, deep conversations with partners to understand their needs and collaboratively co-produced project ideas and proposals. It involves

- Due diligences of our partners
- Review of exiting partners.
- Highlighted the priorities for project development
- Meetings held with 6 of the exiting partners and two potential new partners.
- Funding applications submitted for 2 projects
- Started a database of potential funders with closing dates for applications. 3 funds identified for the first quarter 2022 so far. Working on another application for the Climate Change project above. Identifying suitable projects for the other 2 funders
- We also did a Feasibility Study for Welsh Government. Conducting a feasibility study to inform a potential Somaliland diaspora volunteering programme.

Communication

Re-framing Sir Thomas Picton

- https://www.walesonline.co.uk/news/re-interpreted-portrait-welsh-slave-24608738
- https://english.almayadeen.net/news/art-culture/controversial-portrait-of-slave-trader-rehung-at-cardiff-mus
- https://www.theartnewspaper.com/2022/08/03/controversial-slave-trader-painting-at-national-museum-cardiffremoved-in-wake-of-black-lives-matteris-rehung
- https://advisor.museumsandheritage.com/news/re-interpreted-portrait-thomas-picton-returns-national-museum-cardiff/
- https://www.museumsassociation.org/museums-journal/news/2022/08/picton-reinterpretation-aims-to-create-healthy-ways-of-addressing-trauma/
- https://newsday.co.tt/2022/08/02/reframing-picton-exhbition-opens-at-wales-museum/

SSAP Youth

- https://www.bbc.co.uk/news/uk-wales-59353957
- https://nation.cymru/culture/huge-mural-celebrating-contribution-of-ethnic-minority-communities-unveiled-in-cardiff/



Genye worked in collaboration with musicians, designers, filmmakers and photographers to create the work

Media Highlights



Future Plans



Thank you! Diolch!

Merci! Asante! Shukran

Financial review

A detailed analysis is shown within the financial statements.

All sources of funding were expended to meet the charity's objectives.

Reserves -
The charity holds unrestricted funds which are expendable at the discretion of the trustees. The current unrestricted fund is £35,044 (2021: £27,939).

Responsibilities of the trustees

The Charities Act 2011 requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2005;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK 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 do so.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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 trustees are also responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees annual report was approved on 30 November 2022 and signed on behalf of the board of trustees by:

Selina Moyo - Chair
Trustee



Fred Zimbar - Treasurer
Trustee



Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Independent Examiner's Report to the Trustees of Sub-Sahara Advisory Panel

Year ended 31 March 2022

I report to the trustees on my examination of the financial statements of Sub-Sahara Advisory Panel ('the charity') for the year ended 31 March 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Jonathan Rhodes BSC BFP FCA
Independent Examiner

24 Bridge Street
Newport
South Wales
NP20 4SF

30 November 2022

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

	Note	2022 Unrestricted funds £	2022 Restricted funds £	2022 **Total funds** £	2021 Total funds £
Income and endowments					
Donations and legacies	**4**	1,094	500	**1,594**	1,865
Charitable activities	**5**	25,150	125,651	**150,801**	210,950
Other trading activities	**6**	–	–	–	162
Total income		26,244	126,151	**152,395**	212,977
Expenditure					
Expenditure on charitable activities	**7,8**	19,139	131,003	**150,142**	161,881
Total expenditure		19,139	131,003	**150,142**	161,881
Net income and net movement in funds		7,105	(4,852)	**2,253**	51,096
Reconciliation of funds					
Total funds brought forward		27,939	71,907	**99,846**	48,750
Total funds carried forward		35,044	67,055	**102,099**	99,846

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Position

31 March 2022

	Note	2022 £	£	2021 £
Current assets				
Cash at bank and in hand		**106,334**		103,573
Creditors: amounts falling due within one year	**13**	**4,235**		3,727
Net current assets			**102,099**	99,846
Total assets less current liabilities			**102,099**	99,846
Net assets			**102,099**	99,846
Funds of the charity				
Restricted funds			**67,055**	71,907
Unrestricted funds			**35,044**	27,939
Total charity funds	**15**		**102,099**	99,846

For the year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 30 November 2022, and are signed on behalf of the board by:

Selina Moyo - Chair
Trustee

Fred Zimbar - Treasurer
Trustee

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and registered as a charitable incorporated organisation in England and Wales. The address of the registered office is: Temple of Peace, King Edward V11 Avenue, Cathays, Cardiff CF10 3AP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity. The figures in the financial statements are rounded to the nearest whole pound.

Going concern

The financial statements are prepared on a going concern basis, under the historical cost convention.

The charity is entirely dependent on continuing donations and grant aid and as a consequence the going concern basis is also dependent on continuing donations and grant aid.

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption available under paragraph 1.12 of FRS 102:

(a) No cash flow statement has been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3. Accounting policies *(continued)*

Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully the monitor the application of those funds in accordance with the restrictions placed upon them.

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above. Any other proposed transfer between funds would be considered on the particular circumstances.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

3. Accounting policies *(continued)*

Resources expended

Resources expended
Expenditure within the relevant activity categories of resources are recognised when there is a legal and constructive obligation committing the charity to expenditure, as described in Financial Reporting Standards 5 and 12.

In particular the policy for including items within costs of generating funds, charitable activities and governance costs is:

Costs of generating funds
Costs are included in generating income resources from all sources other than from undertaking charitable activity.

Charitable activities
Costs included in charitable activities comprise all resources applied by the charity in undertaking its work to meet its charitable objectives as opposed to the cost of raising the funds to finance these activities and governance costs.

Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**
Donations			
Donations	1,094	500	**1,594**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	–	1,865	1,865

5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**
Welsh Government Community Engagement REAP	–	–	**–**
Other restricted income	–	6,249	**6,249**
Arts Council Wales	–	61,305	**61,305**
Garfield Weston Foundation grant	–	–	**–**
BAWSO Ltd Covid 19 BAME Support grant Wales	–	–	**–**
National Lottery Community Fund COVID 19 Jamii project	–	–	**–**
National Lottery Community Fund Emerging Futures project	–	–	**–**
Comic Relief	–	7,650	**7,650**
Welsh Government HUB Cymru	–	32,947	**32,947**
The Postcode Community Trust	–	17,500	**17,500**
Lloyds Bank Foundation for England & Wales	25,150	–	**25,150**
	25,150	125,651	**150,801**

5. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Welsh Government Community Engagement REAP	–	5,000	5,000
Other restricted income	–	4,048	4,048
Arts Council Wales	–	–	–
Garfield Weston Foundation grant	–	10,000	10,000
BAWSO Ltd Covid 19 BAME Support grant Wales	–	8,511	8,511
National Lottery Community Fund COVID 19 Jamii project	–	74,625	74,625
National Lottery Community Fund Emerging Futures project	–	40,700	40,700
Comic Relief	–	5,526	5,526
Welsh Government HUB Cymru	–	37,540	37,540
The Postcode Community Trust	–	–	–
Lloyds Bank Foundation for England & Wales	25,000	–	25,000
	25,000	185,950	210,950

6. Other trading activities

	Unrestricted Funds £	**Total Funds 2022 £**	Unrestricted Funds £	Total Funds 2021 £
Fundraising events	–	–	162	162

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**
General fund	683	–	**683**
Other restricted funds	–	5,624	**5,624**
Welsh Government Race Equality Action Plan (REAP) Fund	–	2,140	**2,140**
Garfield Weston Foundation	–	9,289	**9,289**
BAWSO Ltd	–	4,343	**4,343**
Lloyds Foundation in England & Wales	18,456	–	**18,456**
Arts Council Wales Madaraja project	–	46,315	**46,315**
Comic Relief	–	–	**–**
Welsh Government HUB Cymru Africa	–	30,822	**30,822**
National Lottery Community Fund Next Generation	–	100	**100**
National Lottery Community Fund Awards for All	–	–	**–**
National Lottery Community Fund Emerging Futures Fund	–	2,289	**2,289**
National Lottery Community Fund Covid 19 Jamii Project	–	18,171	**18,171**
The Postcode Community Trust	–	10,938	**10,938**
Support costs	–	972	**972**
	19,139	131,003	**150,142**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
General fund	–	–	–
Other restricted funds	–	2,360	2,360
Welsh Government Race Equality Action Plan (REAP) Fund	–	3,358	3,358
Garfield Weston Foundation	–	–	–
BAWSO Ltd	–	2,426	2,426
Lloyds Foundation in England & Wales	–	–	–
Arts Council Wales Madaraja project	–	–	–
Comic Relief	–	1,200	1,200
Welsh Government HUB Cymru Africa	–	27,801	27,801
National Lottery Community Fund Next Generation	–	17,033	17,033
National Lottery Community Fund Awards for All	–	7,828	7,828
National Lottery Community Fund Emerging Futures Fund	–	39,251	39,251
National Lottery Community Fund Covid 19 Jamii Project	–	59,706	59,706
The Postcode Community Trust	–	–	–
Support costs	–	918	918
	–	161,881	161,881

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	**Total funds 2022 £**	Total fund 2021 £
General fund	683	–	**683**	–
Other restricted funds	5,624	–	**5,624**	2,360
Welsh Government Race Equality Action Plan (REAP) Fund	2,140	–	**2,140**	3,358
Garfield Weston Foundation	9,289	–	**9,289**	–
BAWSO Ltd	4,343	–	**4,343**	2,426
Lloyds Foundation in England & Wales	18,456	–	**18,456**	–
Arts Council Wales Madaraja project	46,315	–	**46,315**	–
Comic Relief	–	–	**–**	1,200
Welsh Government HUB Cymru Africa	30,822	972	**31,794**	28,719
National Lottery Community Fund Next Generation	100	–	**100**	17,033
National Lottery Community Fund Awards for All	–	–	**–**	7,828
National Lottery Community Fund Emerging Futures Fund	2,289	–	**2,289**	39,251
National Lottery Community Fund Covid 19 Jamii Project	18,171	–	**18,171**	59,706
The Postcode Community Trust	10,938	–	**10,938**	–
	149,170	972	**150,142**	161,881

9. Analysis of support costs

	Welsh Government HUB Cymru £	**Total 2022 £**	Total 2021 £
Governance costs	972	**972**	918

10. Independent examination fees

	2022 £	2021 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	**972**	918
Other financial services	**871**	767
	1,843	1,685

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	**99,719**	76,979
Social security costs	**2,444**	1,410
Employer contributions to pension plans	**2,708**	2,271
	104,871	80,660

The average head count of employees during the year was 6 (2021: 5). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of service delivery staff	**4**	4

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustee expenses have been incurred during the year (2021: nil).

13. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	**961**	497
Accruals and deferred income	**1,434**	1,327
Social security and other taxes	**1,840**	1,903
	4,235	3,727

14. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,708 (2021: £2,271).

15. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2021 £	Income £	Expenditure £	**At 31 Mar 2022 £**
General unrestricted funds	2,939	1,094	(683)	**3,350**
Lloyds Foundation England & Wales	25,000	25,150	(18,456)	**31,694**
	27,939	26,244	(19,139)	**35,044**

	At 1 Apr 2020 £	Income £	Expenditure £	At 31 Mar 2021 £
General unrestricted funds	2,777	162	–	2,939
Lloyds Foundation England & Wales	–	25,000	–	25,000
	2,777	25,162	–	27,939

Restricted funds

	At 1 Apr 2021 £	Income £	Expenditure £	**At 31 Mar 2022 £**
Other restricted funds	6,234	6,749	(5,166)	**7,817**
Welsh Government Race Equality Action Plan fund	1,642	–	(2,140)	**(498)**
Garfield Weston Foundation	10,000	–	(9,289)	**711**
BAWSO Ltd BAME Support Grant Wales	6,085	–	(4,343)	**1,742**
Comic Relief	8,804	–	–	**8,804**
Welsh Government HUB Cymru	14,374	32,947	(31,794)	**15,527**

15. Analysis of charitable funds *(continued)*

Comic Relief Global Majority fund	–	7,650	–	**7,650**
National Lottery Community Fund Next Generation project	6,384	–	(100)	**6,284**
National Lottery Community Fund Awards for All project	2,016	–	–	**2,016**
National Lottery Communirt Fund Emerging Futures Fund	1,449	–	(2,289)	**(840)**
National Lottery Community Fund Covid 19 Jamii project	14,919	–	(18,171)	**(3,252)**
The Postcode Community Trust	–	17,500	(10,938)	**6,562**
Arts Council of Wales	–	61,305	(46,773)	**14,532**
	71,907	126,151	(131,003)	**67,055**

	At 1 Apr 2020 £	Income £	Expenditure £	At 31 Mar 2021 £
Other restricted funds	2,681	5,913	(2,360)	6,234
Welsh Government Race Equality Action Plan fund	–	5,000	(3,358)	1,642
Garfield Weston Foundation	–	10,000	–	10,000
BAWSO Ltd BAME Support Grant Wales	–	8,511	(2,426)	6,085
Comic Relief	4,478	5,526	(1,200)	8,804
Welsh Government HUB Cymru	5,553	37,540	(28,719)	14,374
Comic Relief Global Majority fund	–	–	–	–
National Lottery Community Fund Next Generation project	23,417	–	(17,033)	6,384
National Lottery Community Fund Awards for All project	9,844	–	(7,828)	2,016
National Lottery Communirt Fund Emerging Futures Fund	–	40,700	(39,251)	1,449
National Lottery Community Fund Covid 19 Jamii project	–	74,625	(59,706)	14,919
The Postcode Community Trust	–	–	–	–
Arts Council of Wales	–	–	–	–
	45,973	187,815	(161,881)	71,907

Other restricted funds include grants less than £5,000 and include funds from the National Museum of Wales, Ty Cerydd, Cardiff City Council and Cardiff University.

16. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**
Current assets	35,044	67,055	**102,099**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Current assets	27,939	71,907	99,846

17. Related parties

There are no related party transactions that require disclosure in these financial statements (2021: nil)

SUB-SAHARA ADVISORY PANEL

England & Wales - Charity number 1159990

Accounts

C**OMPANY REGISTRATION NUMBER: CE002653**
CHARITY REGISTRATION NUMBER: 1159990

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Unaudited Financial Statements

31 March 2021

WALTER HUNTER & CO LIMITED
Chartered accountants
Walter Hunter & Co Limited
Chartered Accountants
24 Bridge Street
Newport
South Wales
NP20 4SF

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Financial Statements

Year ended 31 March 2021

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Statement of financial activities	**35**
Statement of financial position	**36**
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Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

Structure, governance & management ***(continued)***

STATUTORY INFORMATION

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2021.

Registered charity name	Sub-Sahara Advisory Panel
Charity registration number	1159990
Principal office and registered office	Temple of Peace Edward VII Avenue Cathays Park Cardiff CF10 3AP
The Trustees	Selina Moyo Chair Tariq Sanousi Vice Chair Fred Zimbar Treasurer Nasir Adam Secretary Lilian Matovu Board Member Dr Donald Mlewa Board Member Thoraya Mohamed Board Member E W Mbugua (retired 2020) M Merrill OBE (retired 2020)
Independent examiner	Jonathan Rhodes BSc BFP FCA Walter Hunter & Co Limited Chartered Accountants 24 Bridge Street Newport South Wales NP20 4SF

CHAIR'S WELCOME

Welcome to our annual report 2020/21 where this year we have excelled in our work to support diaspora communities living in Wales.

Our biggest achievements for the year have been the distribution of food parcels to families affected by the pandemic across both North and South Wales through the Jamii project.

In response to the ever-changing environment, we facilitated discussions on 'reframing the narrative' in diaspora and international development with various sessions held throughout the year.

Our youth projects continue to grow and as we move into a new year we will focus on growing our African Development portfolio.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

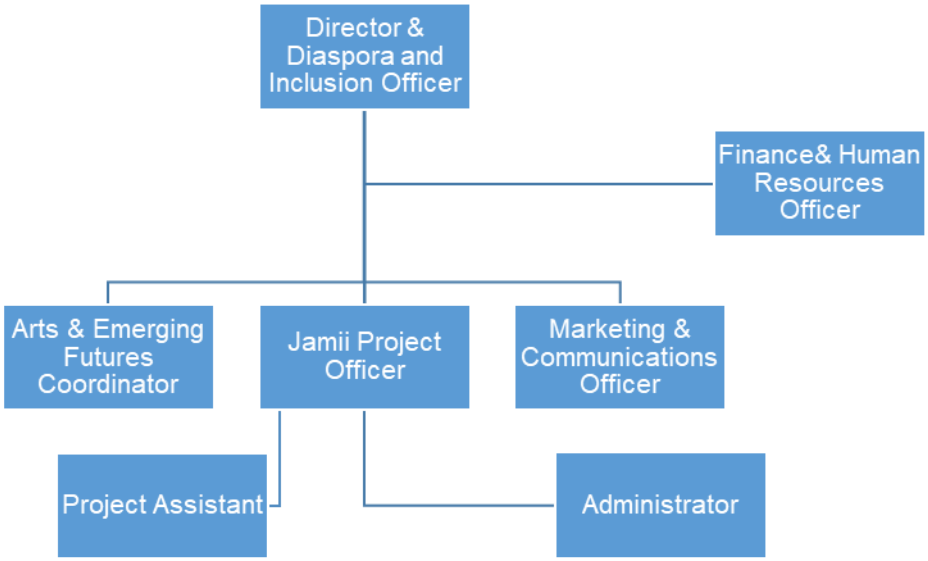
Structure, governance & management ***(continued)***
Once again thank you for your continued support and we hope you enjoy reading our Annual Report.

STRUCTURE, GOVERNANCE AND MANAGEMENT
The charity is a charitable incorporated organisation (CIO) governed according to its constitution.

The CIO is an independent charity, number CE002653

Sub-Sahara Advisory Panel (SSAP) was formed in 2009 to harness the knowledge, experience and skills of panel members and diaspora individuals from Africa. The SSAP advises on how to deliver effective international development interventions, to contribute to a sound understanding of the cultural, social and economic realities of everyday life in sub-Saharan African countries.

Organisational Structure 2020-2021.



STAFF

• Athika Ahmed	Project Assistant
• Fadhili Maghiya	Director and Diaspora & Inclusion Officer
• Raphael Esu	Jamii Project Officer
• Lara Griffiths	Administrator
• Billy Mazoya	Marketing and Communications Officer
• Basma Kamel	Arts and Emerging Futures Co-ordinator
• Angelique Umuhoza	Finance and Human Resources Officer

OUR FUNDERS & PROJECTS:

Bawso Ltd	COVID-19 BAME support grant Wales
Cardiff University	BAME International Students
The National Lottery Community Funds -	
- Awards for All	SSAP Youth Project (ended 30/10/2020)

Structure, governance & management ***(continued)***

- Lived Experience	Next Generation (ended 30/10/2020)
- Emerging Futures	Siku Za Mbele (Days Ahead)
- People and Places	Covid-19 Jamii Project
The National Museum of Wales	Youth & Heritage Project
Ty Cerdd - Music Centre Wales	SSAP Youth Project
Welsh Government	Community Engagement (ended 31/12/2020)
Welsh Government	Hub Cymru Africa - Wales for Africa Project

KEY PARTNERSHIP ORGANISATIONS

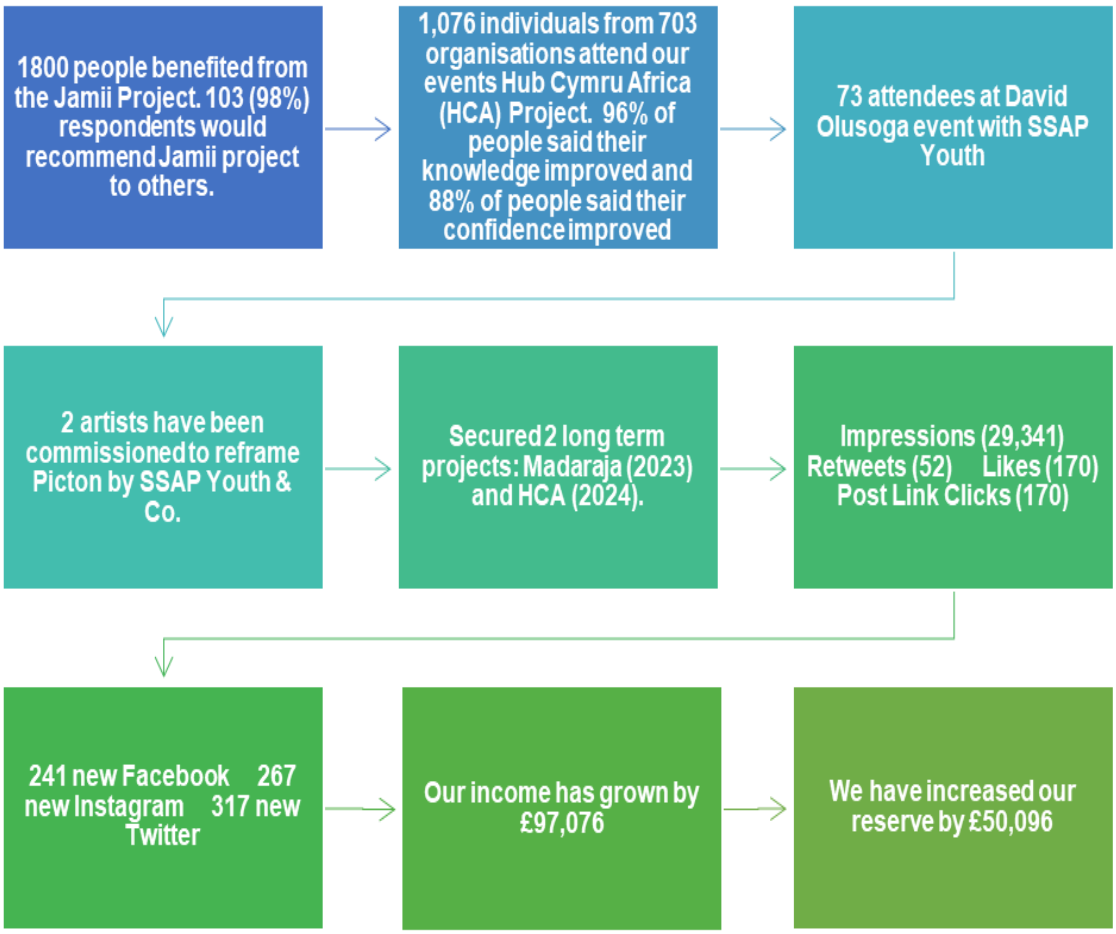
- Welsh Government's Wales Africa Programme
- Hub Cymru Africa (HCA) including; Fair Trade Wales (FTW), Welsh Centre for International Affairs, (WCIA) and Wales for Africa Health Link Network
- BAWSO Ltd.
- Partners on Tuwezeshe Akina Dada: FORWARD UK
- African Foundation for Development (AFFORD)
- Diaspora Volunteering Alliance
- Ty Cerdd
- Migrant Help
- Mojatu
- Disability in Wales and Africa
- Cardiff University
- Change and Control Consortium
- Africa Diaspora Organizations across Wales:
    1. Afribate
    2. African Community Centre
    3. Bigger Heart Zanzibar
    4. Chomuzangari Women's Co-operative
    5. Congolese Development Project
    6. DISN - Disability Information and Support Network
    7. Food Adventure Limited
    8. Ghana Enterprise Institute (GEI)
    9. Gift of Grace Education Project
    10. Hayaat Women Trust
    11. Lilies of Hope Africa
    12. Love Zimbabwe
    13. Madzimai Pamwe
    14. Maggies Exotic Foods
    15. North Wales African Society (NWAS)
    16. Nuhi Training
    17. River Africa
    18. Sef-Cymru
    19. Sight 2020 Direct
    20. Somaliland Mental Support Organisation
    21. South Peoples Projects
    22. Sub-Sahara Advisory Panel
    23. Tallafi
    24. The Centre for African Entrepreneurship

Structure, governance & management *(continued)*

25. The Maya Project
26. Umoyo
27. Wales and West of England Tanzania Diaspora (WaWeTD)
28. Wales Liberia Connect
29. Watch Africa CIC
30. Wrexham African Community
31. Zimbabwe Health Training Support (ZHTS)
32. Zimbabwe Newport Volunteering Association

- African partners:
  1. Action Pour Le Reinforcement des Capacites en Afrique (ARCA), Central African Republic
  2. Cerebral Palsy and Autism Renaissance Organization (CPARO), Uganda
  3. Living Sustainable Development (LSD), Congo
  4. Somaliland Nursing and Midwifery Association (SLNMA)
  5. University of Namibia Oshakati (UNAM), Namibia

HIGHLIGHTS 2020 - 2021



ACTIVITIES AND ACHIEVEMENTS

OUR FEATURED PARTICIPANTS FEEDBACK 2020 - 2021

•Covid-19 Jamii Project	• "...The food vouchers help me and my family a lot during this period of time because am not working for long periods. It was really difficult for me for a while. But with the help of the vouchers, I was able to enjoy it for some weeks. Thanks so much it's really helpful and well appreciated." • "It was extremely helpful to my family I have three daughters and I cannot afford a laptop for all of them especially during this online school period it took a big worry of my hands and ensured my children were able to complete assignments and homework to the best of their ability and without this I'm not sure what would have happened in terms of their schooling. This project has been extremely beneficial and is bridging the gap in terms of equal opportunities and without it I wouldn't be where I am currently."
•Diaspora & Inclusion	• ".. begun to look at creating an action plan and sourcing resources we can work with to address a lot of the issues being raised today, and in wider conversations. That includes both with our overseas projects and also our office and organisational culture and our outreach work" • ".. begun to look at creating an action plan and sourcing resources we can work with to address a lot of the issues being raised today, and in wider conversations. That includes both with our overseas projects and also our office and organisational culture and our outreach work"
•SSAP Youth/Picton Project	• "The project itself highlights the need for exploring multiple narratives. History is often written by those that are literate. However, this project teaches us about the other side of Thomas Picton. Many in Wales know him as a highly decorated war hero but very few know what he was fighting for and who he fought against. Luisa Calderon is a name which many people had never heard about up until this project, but I trust that more people will be made aware of her story" – Billy Mazoya, SSAP Youth Coordinator on 'Reframing Picton' in partnership with National Museum Wales."

SSAP PROJECTS:

1. HUB CYMRU AFRICA (HCA) PROJECT

https://hubcymruafrica.wales/

We are one of four organisations delivering the Hub Cymru Africa project. This is a **partnership** supporting the **Wales and Africa** community, bringing together the work of the **Wales and Africa Health Links Network**, the **Sub-Sahara Advisory Panel** and **FairTrade Wales**, based at the **Welsh Centre for International Affairs**.

"We represent the global solidarity sector in Wales."

What we do:
Through mentoring, training, events and communications, we support the global solidarity sector in Wales to increase its capacity and effectiveness.

What we want to achieve:
- Establish Wales as a globally responsible nation
- An inclusive programme of partnership with Africa and its diaspora living in Wales
- Collaboration between groups to catalyse action across Wales
- Build upon our status as a Fair Trade Nation to help create a fairer world

Development Support:
- 61 groups and individuals received development support
- 18 were health-related groups and individuals
- Over 210 hours of development support were given
- 35 were health-related support
- 20.5 hours were spent in face-to-face meetings
- 190 hours were remote support via Zoom
- Groups accessing support came from 28 Senedd constituencies
- Groups accessing support work in at least 17 Africa countries

Events:
We delivered 26 events throughout the year, highlights being

- **'Authentic African Voice'**- The calendar year ended with a programme of events. As part of the ongoing 'Reframing the Narrative' project, Hub Cymru Africa partnered with Disability in Wales and Africa (DWA) and Watch Africa Cymru to host a series of films, produced by partners in Africa. The films: Lisilojulikana (The Unknown), Everything Is Not Okay, Footsteps in the Dark, Rehema, River of Brown Waters and Chief's Court explored issues of disability rights, mental health, feminism and more. A fantastic showcase of authentic African voices, telling their own stories.

- **International Development Summit** - In the final quarter of the year Hub Cymru Africa were able to consolidate much of their learning. We delivered our keynote event the 'Global Solidarity Summit'. An outstanding event which consisted of **25 sessions over 5 days**. Around **214 people attended** at least 1 session. We had speakers from several African countries, as we begin to address our ambition to work in an equal partnership. As the event was online and budgetary barriers were removed we were able to invite partners in Africa, and in all cases feedback improved as a result. Feedback of the events was very **positive with 99% of sessions being rated good or excellent, 88% of attendees improving their confidence, 96% improving their knowledge and 73% reporting they will take some action following what they have learned**. One-month post summit we surveyed attendees and **40% had made changes to their practice as a result of attendance**, an additional 44% said they still intended to make change but had been prevented from doing so.

Highlights of Diaspora and Inclusion Specific activities

- **Decolonising Development** - SSAP led on the 'Decolonising Development' webinar series which questioned the 'frames' being used by Wales Africa groups in their communications. The webinars addressed public opinions and perceptions of Africa and Africans and asked them to question what are the messages they spread when looking for funding and support, how does it affect their audience and what are possible alternative approaches? How can we provide a balanced narrative of the continent? The series included **"Understanding International Development: Past, Present & Future Aid Sector"** attended by **68 people. "Poverty Porn and the White Saviour Complex"** attended by **64 people** and **"Diversity in Development"** attended by **44 people**.

  This was followed with a series of **4 Dialogue Days** as part of the **Reframing the Narrative** project. The first one on the 26th January focused on **Language and Terminologies** and was attended by **15 people** the second one on 2nd February addressed **Understanding Power and Privilege** and was attended6 **27 people**. The third session on **Anti-Racist Approaches** on 9th February was an invite only session and was attended by **18 people** and the final one on 16th February looked at **How to Develop Meaningful Partnerships** and was attended by **15 people**.

- **Mentoring** - SSAP has supported three diaspora organisations to develop through the Hub Cymru Africa Advance mentoring programme. These were Chomuzangari Women's Network, Zimbabwe Newport Volunteering Association and Tallafi.

- **Manifesto for Global** Solidarity'- The community's political engagement increased this year. As already mentioned, we hosted an insightful panel debate for the health conference, we had a digital presence at two of the party conferences, through our co-chairship of the Wales Overseas Agencies Group (WOAG), we hosted a hustings debate in the run-up to the Senedd election and deployed a campaign to encourage diaspora and young minoritised communities to register to vote. As part of our election activities, Hub Cymru Africa published its 'Manifesto for Global Solidarity', in which we set out 10 recommendations for the future of a sustainable global development model. This was supplemented by a blog post that analysed all the parties' manifestos and presented what they had to say about our sector.

2. NEXTGEN PROJECT

Next Generation BAME Activist' Leadership Development Programme - Next Gen Activists Change Programme was an exciting pilot project funded by the Big Lottery and delivered by Sub Saharan Advisory Panel (SSAP) in partnership with Choice and Control Consortium (CCC).

The Next Gen Activists Change Programme utilised the lived experiences of participants as strengths to the local activists and leaders from the racialised communities who want to make a positive change to their communities and to act with power and authenticity. It aimed to empower and enable strong leadership skills for those who rarely get the opportunity for high quality training in leadership.

Through the leadership training, we were able to recruit 20 activists who are working or volunteering for various organisations. They varied by age, ethnicity, gender and social backgrounds. 70% of the participants are women; 3 are persons with disability; 3 have gone through the asylum seeking and refugee system; 1 is still going through the system and 2 University students. Most of the participants work in the third sector with full or part time positions, a few are volunteers for various organisations. The composition of this group showcases the range of social sectors represented within the project and therefore impacted by this project.

The project encompassed:

- Module 1: Understanding and managing self as a leader with lived experience for maximum impact.
- Module 2: Understanding and maximizing potential of teams/groups they may work with in formal or informal leadership roles.
- Module 3: Understanding and learning to use informal and formal power when working with/within organizations.
- We also incorporated action learning sets, mentoring and stories of change.

Achievements

- We delivered 9 days of training which were spread out throughout the year.
- Delivered 2 stories of change events which included.
  - o Vaughan Gething AM (Health Minister& Social Care Minister).
  - o Sanjiv Vedi - Experienced Activists and Civil Servant from the Welsh Government.
  - o Gaynor Legall - Advocate for ethnic minority women and people across Wales. She's worked as a local Cardiff councillor, founded Bawso, on the board of Diverse Excellence Cymru, Bawso, Barnardos, Welsh Government and as Director of the Butetown History and Arts Centre.
- Mentees were linked to mentors.
- 2 Action learning sets were hosted
- WhattsApp group was set up for peer-to-peer support. It is still active.
- Developed a mentor/mentee guide.

3. COVID-19 JAMII PROJECT

The Jamii project was officially launched on 5th August 2020. Sub-Sahara Advisory Panel (SSAP) and the North Wales African Society (NWAS) worked together to deliver the project in Cardiff (South Wales) and Bangor (North Wales). It was funded by a £64,625 grant from the National Community Lottery Fund, followed by another £10,000. Jamii means community in Kiswahili and the aim was to foster a community spirit and community interdependence between and within African communities, to help them cope with and mitigate the effects of the coronavirus pandemic. The project ended on 31st March 2021.

We partnered with the following organisations to guide the delivery of the objectives of the Jamii project:

1. North Wales African Society (NWAS)
2. JukeBox Collective
3. Ethnic Minorities and Youth Support Team (EYST)
4. The Continental Butcher

Activities and Progress

a.) Providing culturally appropriate food parcels to families in Cardiff and North Wales.



Testimonies





Left: *One of our partner shops. Food vouchers distributed to beneficiaries in Cardiff.*



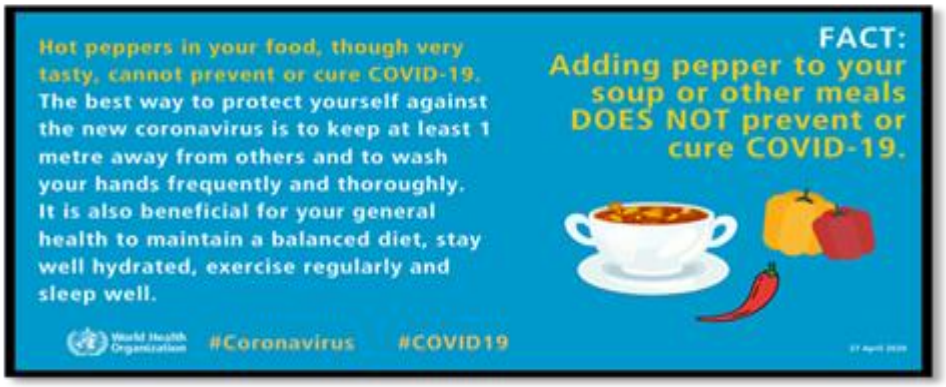
Right: *Food deliveries in Rhyl and in Llandudno to NWAS representatives.****Below****: Parcels made and door to door deliveries*





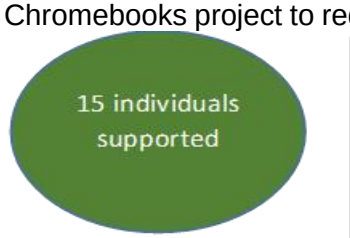
b.) Myth Busting

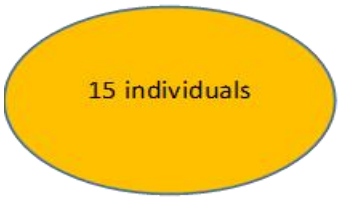
We undertook a robust anti-misinformation campaign by a dedicated team looking out for health-related myths going around in the community conveyed using social media, newsletters, website and events. Observations from various community groups has shown that there is a lot of fear, bad advice and misinformation given to members of the community and therefore misinformed and questionable practices on cures for Covid-19.



c.) Distribution of Chromebooks

Many of the youth and children in the African community have been digitally excluded from school during the long lockdown period. Our organizations received several complaints on how African families were struggling to cope with online learning. One family in Bangor had their three secondary school children using mobile phones to connect to Zoom and team meetings organized by their schools. It is in the light of these challenges that we developed the Chromebooks project to reduce and if possible, completely eliminate digital exclusion/poverty.









Photos of chrome books on delivery and a beneficiary on receipt of her Chromebook and the bag to protect it.

Feedback from recipient of Chromebook:

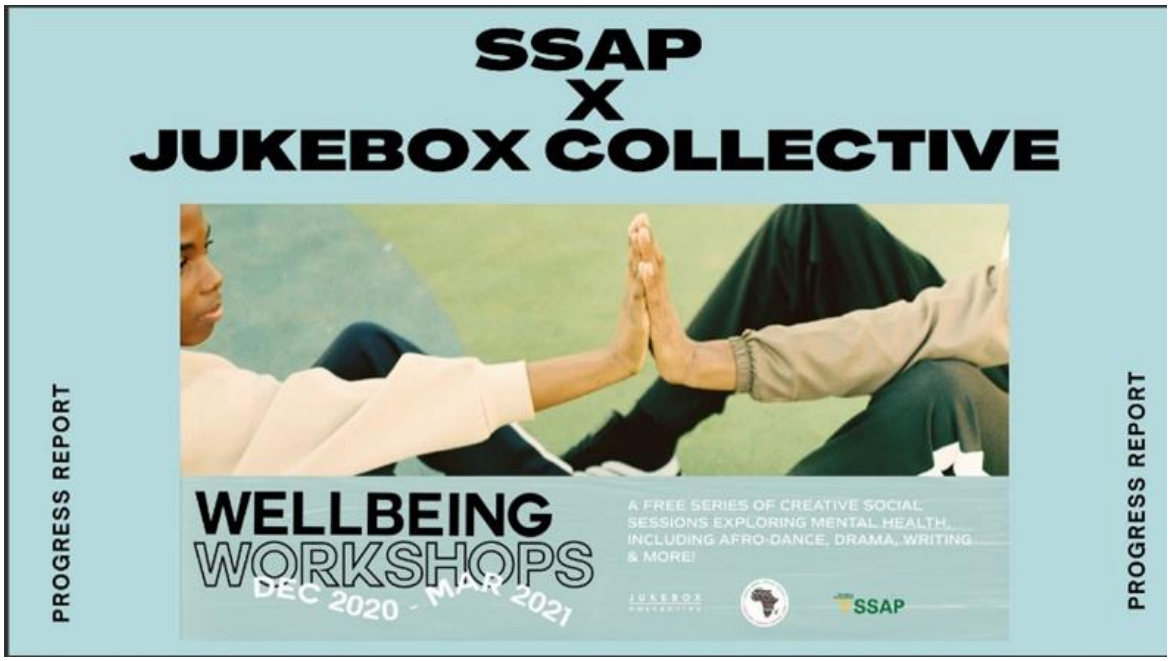
"It was extremely helpful to my family I have three daughters and I cannot afford a laptop for all of them especially during this online school period it took a big worry of my hands and ensured my children were able to complete assignments and homework to the best of their ability and without this I'm not sure what would have happened in terms of their schooling. This project has been extremely beneficial and is bridging the gap in terms of equal opportunities and without it I wouldn't be where I am currently." JJ

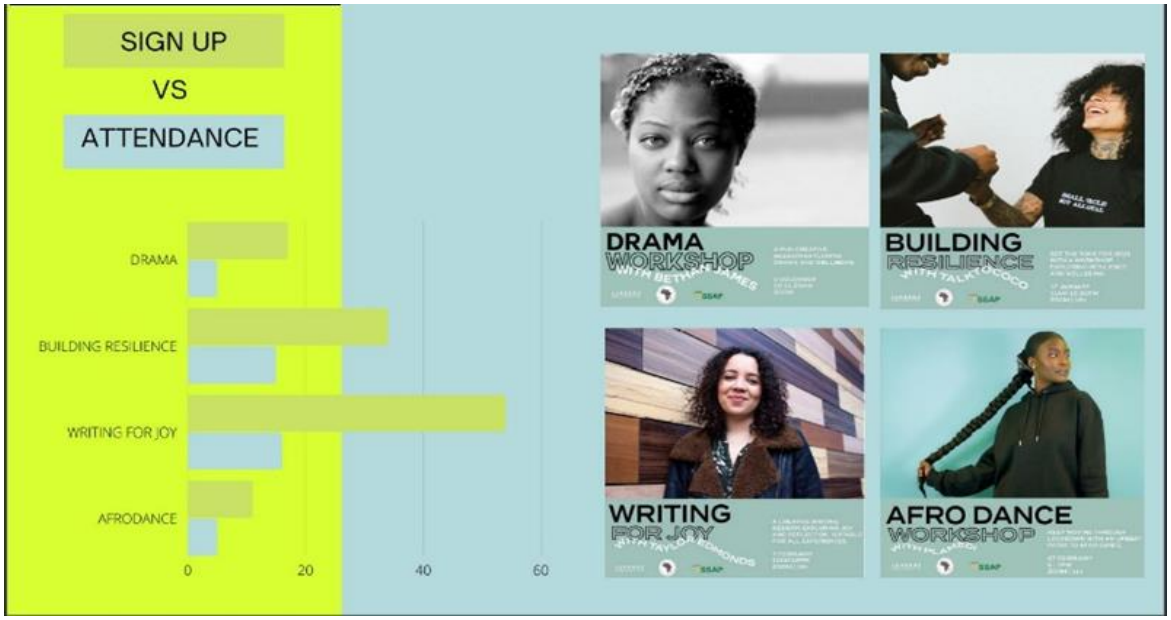
Me and my family are thankful to the sponsors and the organisation's (SSAP) initiative to help or assist students with laptops during this difficult time.
At least, my daughter she is now happy, she can concentrate on her studies without fighting over one computer with her sisters.
We appreciate and thank everyone involved in the project"

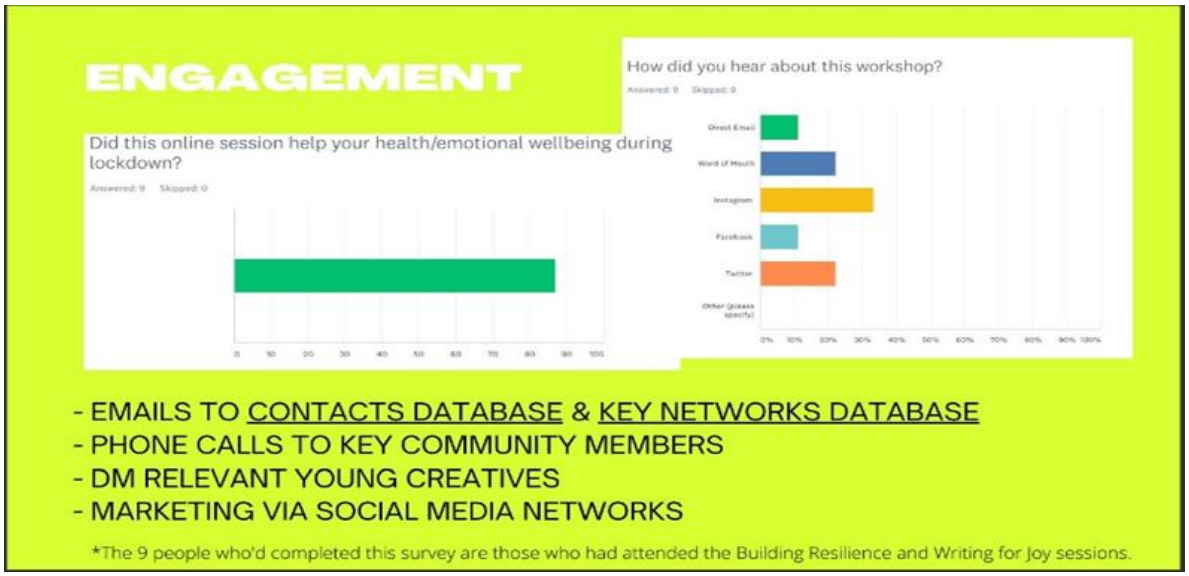
- KZD Slang

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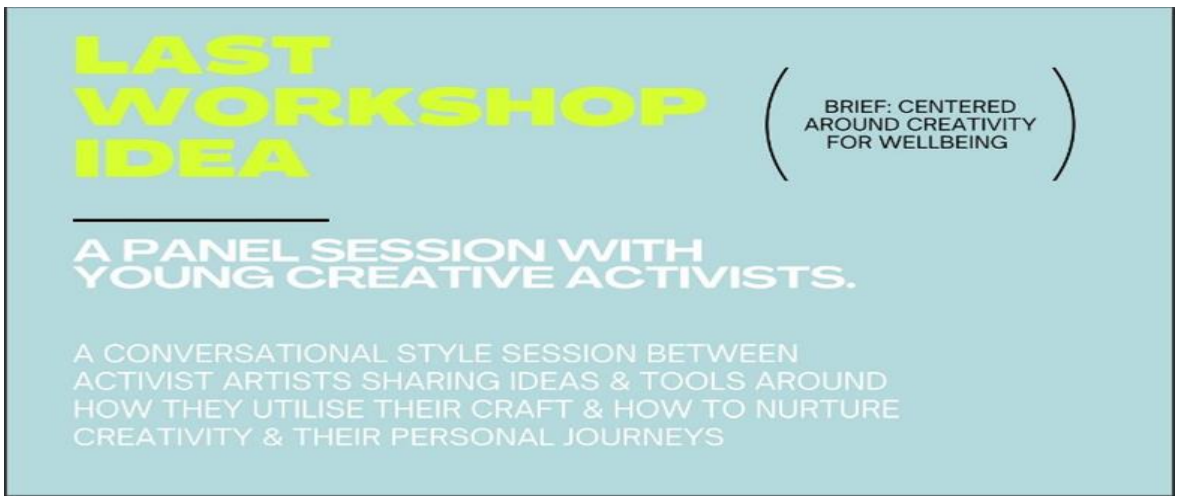
d.) 'Get Creative' Campaign.

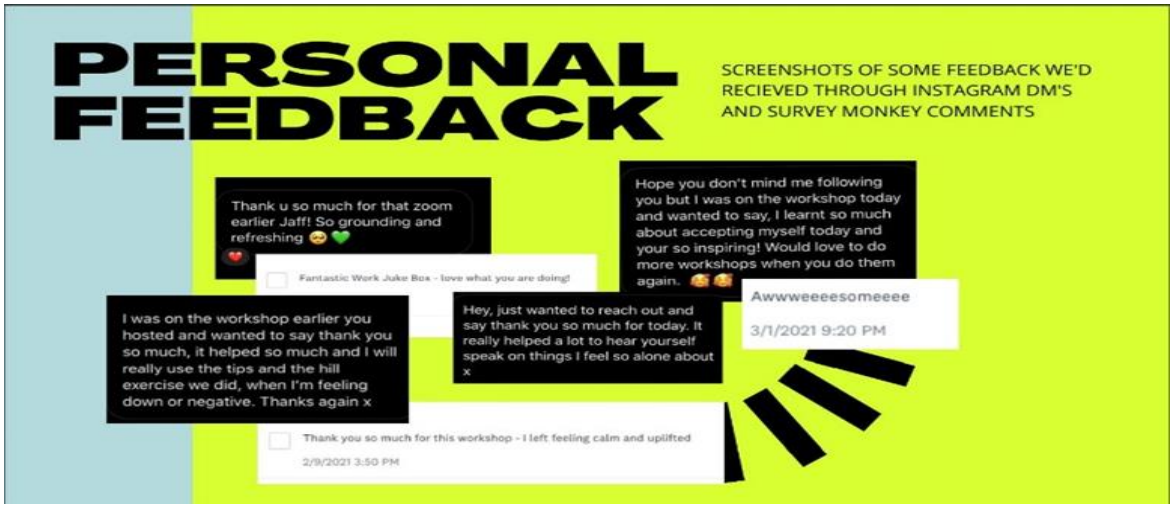



SIGN UP
VS
ATTENDANCE
DRAMA
BUILDING RESILIENCE
WRITING FOR JOY
AFRODANCE
0
20
40
60
DRAMA WORKSHOP
BUILDING RESILIENCE
WRITING FOR JOY
AFRO DANCE WORKSHOP


ENGAGEMENT
How did you hear about this workshop?
Did this online session help your health/emotional wellbeing during lockdown?
- EMAILS TO CONTACTS DATABASE & KEY NETWORKS DATABASE
- PHONE CALLS TO KEY COMMUNITY MEMBERS
- DM RELEVANT YOUNG CREATIVES
- MARKETING VIA SOCIAL MEDIA NETWORKS
*The 9 people who'd completed this survey are those who had attended the Building Resilience and Writing for Joy sessions.


HOW DO WE RETAIN SIGN UPS?
As the numbers have shown, we are getting approximately a third of people who had signed up to attend the workshop actually attending. Of course there are factors that are out of our control when it comes to this, but how can we reflect on what is within our control and manage it better?
REMINDERS
For the last 3 sessions, we've been sending out a reminder email 24 hours ahead of the workshop, notifying participants that they'll receive an email 1 hour before the workshop with the Zoom link along with details of the session and a contact number incase of any issues.
I had received feedback from an individual after a session making me aware that the reminder email and email with the Zoom link had gone to their junk mail, so they'd not seen it until it was too late.
Because of this, I have made phone number mandatory on our sign up forms so we are able to send out a reminder text for participants to check their emails.
As well as this, I have put a disclaimer on the sign up forms to notify them to check their inbox/junk mail.
LEAD UP CONTENT
Having lead up posts such as the 'Black Creative Writers' ahead of the Writing for Joy Workshop with Taylor had created a momentum leading up to the session. It engaged people who are interested in that subject area with Jukebox Collective and what we do as. It could be used as an indirect reminder of what we have up and coming.
THINGS TO CONTINUE
EMAILING ORGANISATIONS
Emailing to specifc organisations and networks as they have larger reaches and are often affliated to relevant key community members. For example Diverse Cymru, Princes Trust and Literature Wales had forwarded and shared our events with their wider networks.
DIRECT MESSAGING
Targeting our young creatives list has been a benefit as it not only resulted in them to signing up to sessions but also sharing posts to their stories to promote the event. Moving forward, I will be keeping a log of which young creatives we'd reached out to and who had responded as a way to track and monitor engagement.
LEAD UP CONTENT
Posting relatable content leading up to the workshop for example 'Black Creative Writers' leading up to the Writing For Joy workshop sets a good tone for upcoming sessions.

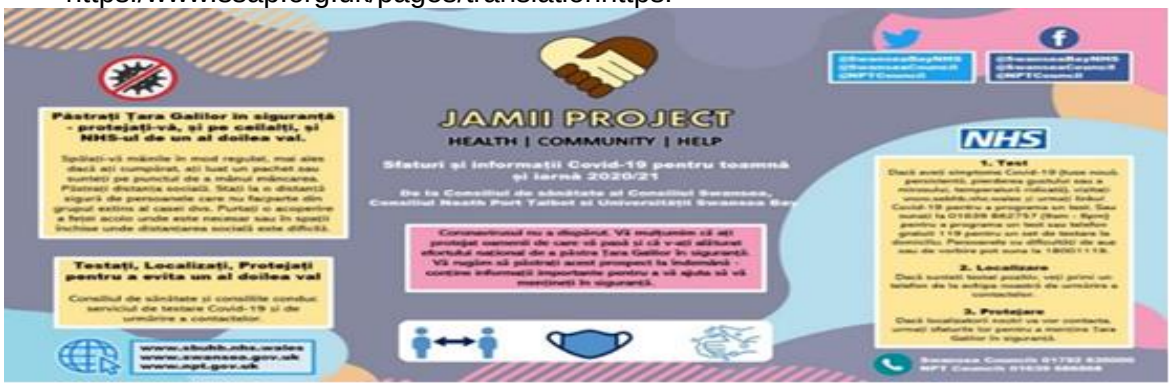

LAST WORKSHOP IDEA
BRIEF: CENTERED AROUND CREATIVITY FOR WELLBEING
A PANEL SESSION WITH YOUNG CREATIVE ACTIVISTS.
A CONVERSATIONAL STYLE SESSION BETWEEN ACTIVIST ARTISTS SHARING IDEAS & TOOLS AROUND HOW THEY UTILISE THEIR CRAFT & HOW TO NURTURE CREATIVITY & THEIR PERSONAL JOURNEYS



e.) Translation
We have begun translation of important health directives to languages of BME community with reasonable representation. So far, we have translated information to the following languages:

a.) Somali
b.) Zulu
c.) Arabic
d.) Swahili
e.) Hausa

This is disseminated on our website and social media platforms. For more info: https:/www.ssap.org.uk/pages/translationhttps.



f.) Creating a physical and online information
We took cognisance of the need for an online information desk for members of the African community to pre-emptively and reactively, cushion the effects of the pandemic and post-pandemic. This involved a dedicated team searching (and looking out) for necessary information. Such information has been far reaching and was not just limited to health information but extrapolated to the socio-economic effects of the pandemic including government policies, financial opportunities, et al. On this, we partnered with the Ethnic Minorities and Youth Support Team (EYST) to deliver on this by tapping into an existing programme they have on the same subject. See: www.bame.wales.

g.) Seminars
We hosted two seminars and engagement events with members of our community to engage

them on relevant issues and to supplement our aforementioned efforts.

Health Impact of COVID-19 on African & Ethnically Diverse Communities





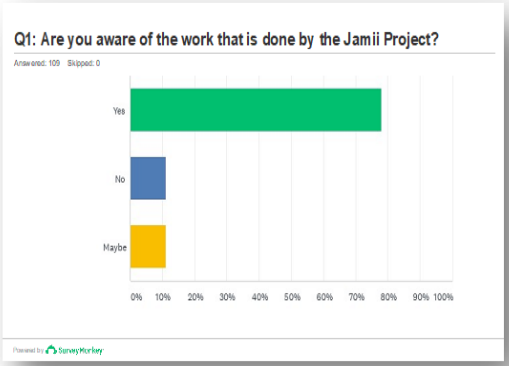
Held on 17th December 2020, this conference examined the impact of Covid-19 on African and ethnically diverse communities. We took a two-pronged approach; physical wellbeing and mental wellbeing. For the physical wellbeing, we were joined by Dr Zeb Sibanda, a senior Consultant Paediatrician at Royal Glamorgan Hospital and a support worker at the University of Zimbabwe Medical School. For mental well-being, we were joined by Yomi Olusunsle, a mental health advocate. We hosted a Q&A from attendees, and debunked common myths about coronavirus during the myth busting segment of the discussion. The event illuminated the various challenges faced by minority ethnic communities in Wales as a result of the pandemic. Community resolutions were set and lines of support were established.

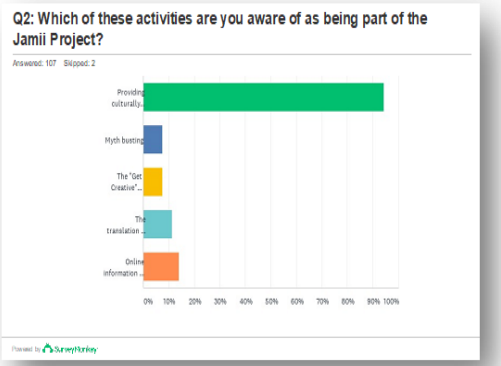
Financial Advice & Covid-19 Support for African Communities

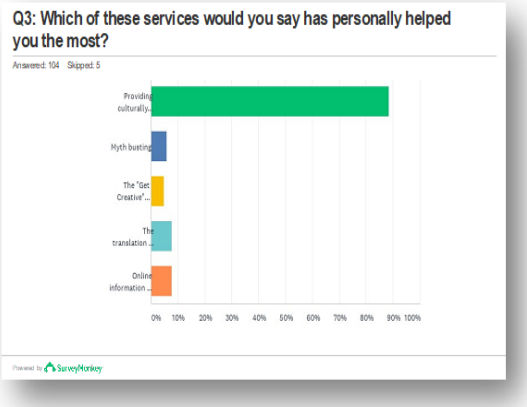
A core pillar of the Jamii Project was the provision of support to African diaspora communities across Wales to sustain their reintegration back into society. The event featured a segment by Cardiff & Vale Citizens Advice who sought to equip the African diaspora with tools to successfully access financial resources, grants and job opportunities. This was very helpful as members of the community got to know about the financial support services available to them. This event also featured representatives from Public Health Wales who we invited to give information about the vaccination drive, especially with regards to the concerns that members of the African community have. Members were able to communicate their reservations, apprehensions and worries about the vaccine programme while Public Health Wales were able respond.

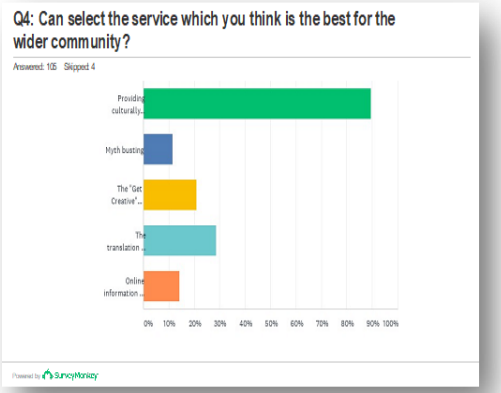
h.) General Project Feedback

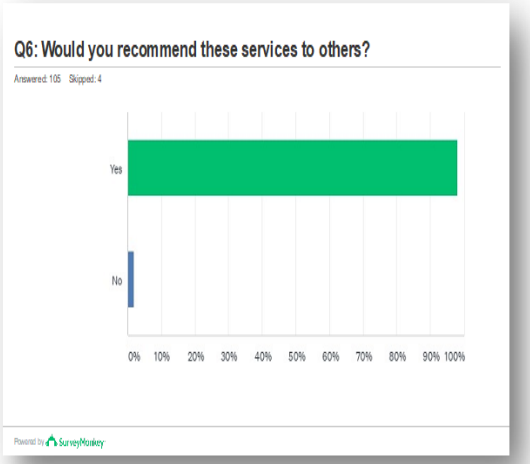
Our survey on the impact of Jamii project had 109 respondents

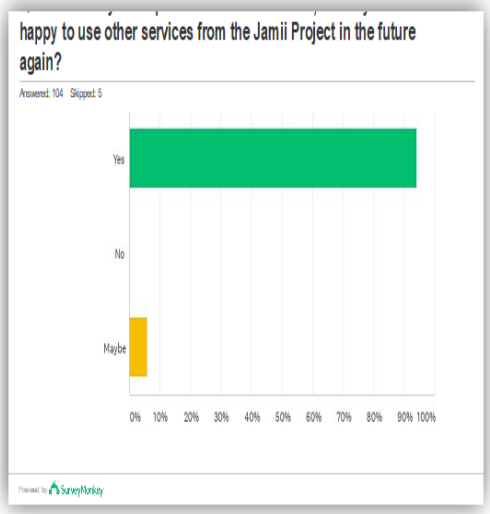












4. SIKU ZA MBELE/DAYS AHEAD/ DYDDIAU O'N BLAENAU





This project began with a call-out for young creatives from the African community and Diaspora and the vision to explore deep narratives, tracing colonial tropes and creating new knowledge in their stead.

During our weekly online sessions, we invited Black, African and Diaspora artists to share their practice and journey with us, and discussed the importance of creativity, activism and heritage. New artworks, narratives and understandings grew from these workshops which you can view here workshops.

But we also found new questions; what unites the creatives involved in this project? From Black Welsh to White African, Mixed Heritage, Third Culture Kid, Asylum Seeker to Butetown Native or British Ghanaian the identities we carry are individual and unique, and many of us know more than one sense of self. Hazel Ravu describes her hidden selves like an undercover agent, code-switching to fit in as the only Black girl in her school and neighbourhood.

There is no one Black or African identity. And yet, this cohort of artists know they carry these labels - it seems the luxury of 'neutrality' is reserved for white artists only.

To be a Black Artist can be a source of joy, as Gabin Kongolo's performance My Skin Is My Logo proudly states. It can also be a reductive label and a source of conflict. Sean Suter's poems question Where Do I Belong?

African creativity is not confined to Western labels and disciplines; it is multidimensional and cross-disciplinary. We have brought together poems and stories, performance, paintings, zines, photographs and graffiti for this online exhibition. Our artwork explores digital and physical spaces, from Instagram to the pub to football stands, reflecting on how we inhabit our bodies and environments.

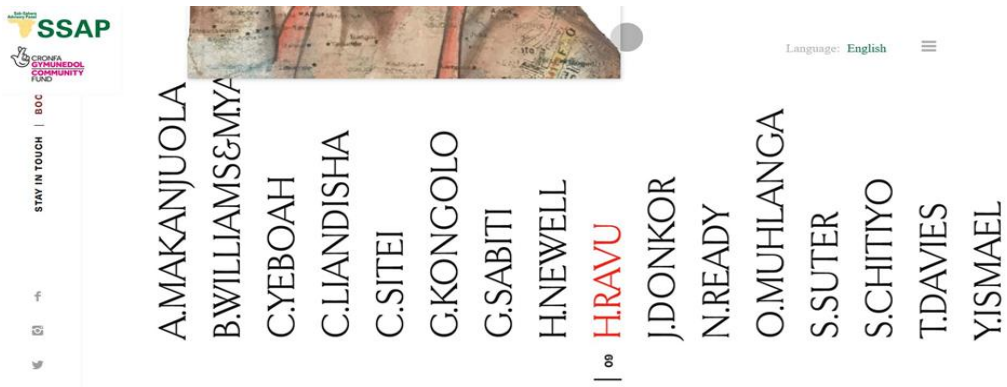
Through the artworks we share with you, we are telling our stories, speaking of our struggles and experiences in a beautiful way, vibrant and powerful and in your face. We are not a monolithic people, but a movement, rich with global connections. We occupy multiple spaces, at the margins, at the centre and in-between. Some of our work will connect universally, some may challenge or confuse those who do not share our lived experiences.

Through this showcase we invite you to question hierarchies and labels. Our artworks reflect on where we come from, where we are, and where we want to go next. We share with you our points of view and our journeys.

As Charles Obiri-Yeboah writes in his pilot script:

> "Try this fufu, this jollof and this waakye…"

Have a look at the works created through https://daysahead.info/artists.



5. (SSAP) YOUTH LEADERSHIP NETWORK – SYLN

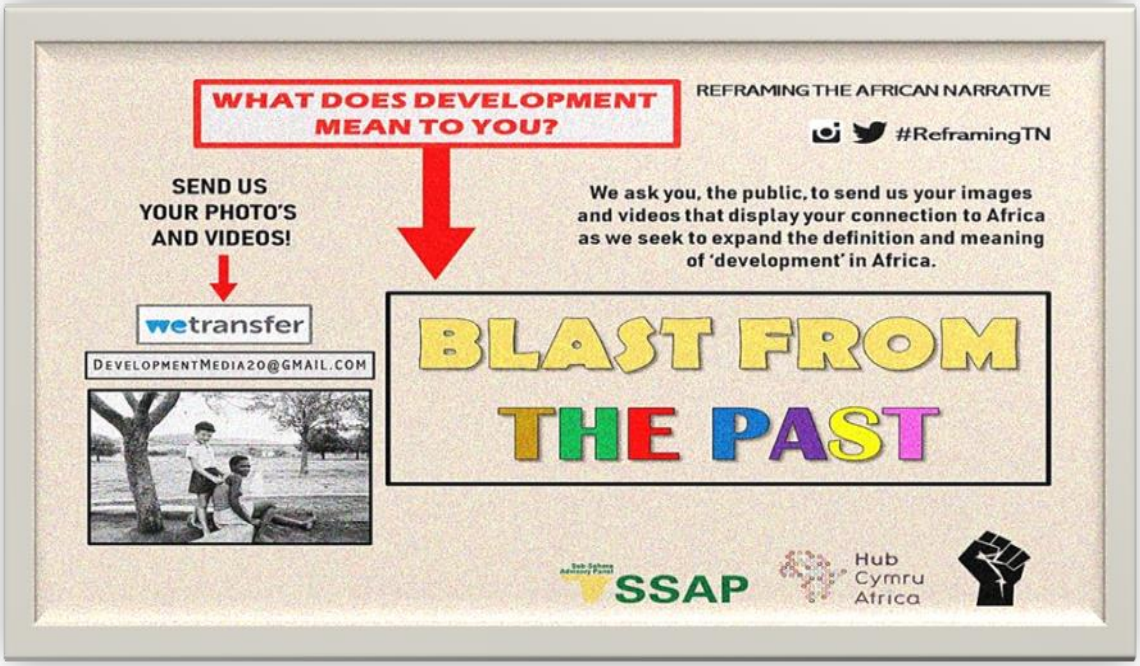
The SSAP Youth Leadership Network-project is based on observations, feedback and conversations we have had with young people who attended our events, are part of the youth network or have taken part in one of our projects. This is a youth-led initiative and was started by young people from the community who felt that their voices are not heard or considered. The group was then set up following consultations and feedback we received from them. We also spoke to elders in the community who are also in support of the project, insisting that we need something that bring not only these young people together but also older generations to share their lived experiences. Many young people do not know who their local councillor or parliamentary representative is and they struggle with issues of identity, racism, integration and progression in education or employment.



The Network is youth led with young people from the community and University taking part in it. African young people, as many other minority groups, are experiencing barriers that are preventing them from flourishing. Many of our young people are marginalised, unemployed, not in education, suffer poor mental health, are in care (or are care leavers), are asylum seekers, refugees, disabled, from low income households or are an ethnic minority.

Click to see the video: https://www.youtube.com/watch?v=t-nodXxlc9E&feature=emb_title

i. Reframing the Narrative (on-going project)



SSAP Youth in collaboration with Hub-Cymru Africa are doing a project called 'Reframing the Narrative in Development'. The project aims to address power inequalities in development and how we define the term. More information can be found here https://www.ssap.org.uk/blog/reframing-the-african-narrative-beyond-the-pitiful-victim-new-frames-and-narratives-for-the-african-continent.

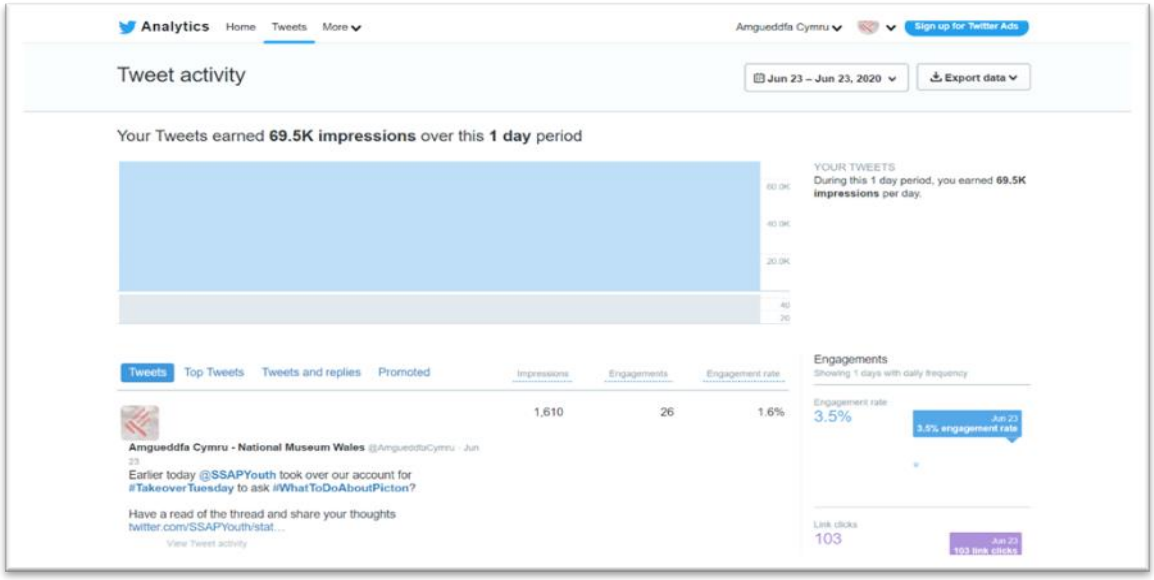
ii #WhatToDoAboutThomasPicton Campaign

As a result of the racial conversations happening in the US. many Europeans countries and especially the U.K., there has been the issue of bringing down statues, pictures, names of buildings and anything done to immortalise people who played a role in racial oppression, especially the slave trade.

Here in Cardiff, Thomas Picton's monument is going to be removed soon following a council decision and we can cautiously guess that many others will follow. The National Museum took cognisance of this and is actively considering taking an action is light of these events as they have a painting of Thomas Picton. SSAP Youth were consulted to lead conversations on this subject.

The outcome was the following:

i. An online conference with historians, network members and the leadership on the museum to have a conversation on the subject. Historical, social and political perspectives were thoroughly discussed, and meaningful resolutions agreed on.



ii. The Museum #Twittertakeover:

We took over the museum's twitter page for a moment to have conversation with the public about Thomas Picton and what to do about the painting. It garnered a lot of interaction.

iii.Letter to the Cardiff Council:

Following our successful #Twittertakeover of Cardiff Museum's Account, we were keen to see changes happening in Wales. We were grateful that Cardiff Council had agreed to remove the statue of Thomas Picton. We believed the most appropriate course of action should begin with this significant symbolic gesture: replacing his statue with that of Louisa alderon; the woman he famously tortured. We drafted a letter and had it signed by more than 70 persons.



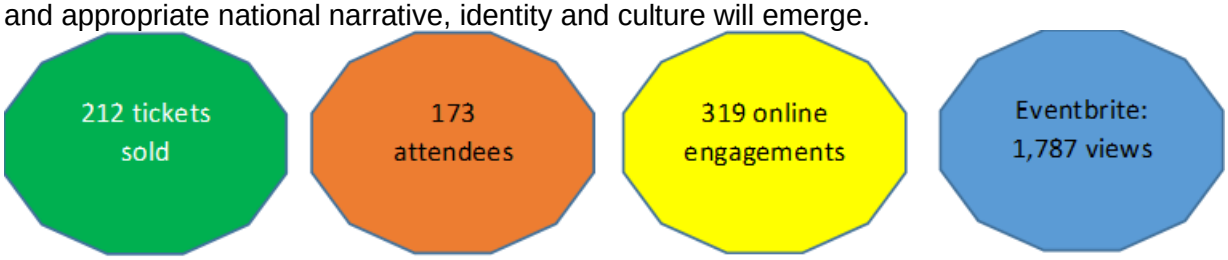


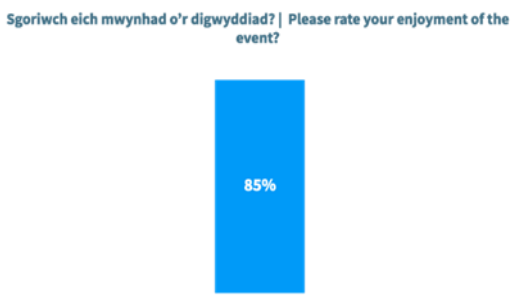
iv. In Conversation with David Olusoga

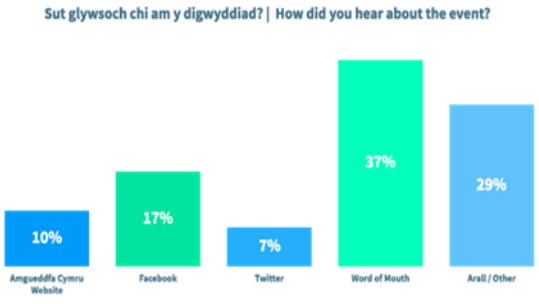


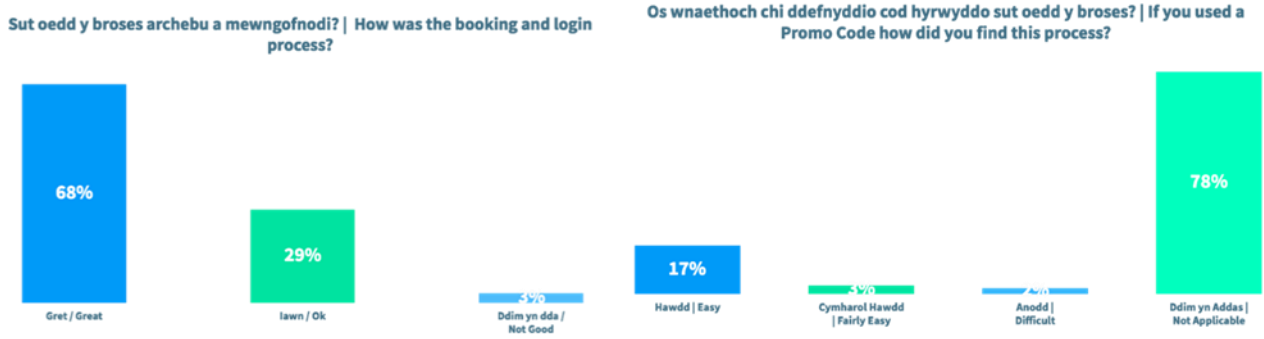
In this event, the Sub Sahara Advisory Panel (SSAP) and historian David Olusoga discussed how this period in British and Welsh history has been considered, what kind of collective memory has developed, and the impact of such memories on framing our national identity and constructing a distorted and incomplete national story. As statues are labelled controversial and public monuments are being removed, it is clear that Britons are deconstructing and reconstructing national stories. As Britain and Wales continue to reckon with a dark and painful past, this event debated the proper way in which it should be represented and commemorated. This raises serious questions regarding the role of historical and cultural institutions and how they can be both creative and oppressive social forces; the people and voices who have been commonly excluded; and the possibility of inclusivity and diversity in the retelling of British and Welsh history.

As new and old expressions of national identity dominate the public imagination and Britain faces another period of uncertainty regarding its meaning: this event reflected on how Britain and Wales are remaking themselves once again and asked whether if, in its remaking, a new and appropriate national narrative, identity and culture will emerge.









v. #BlackLivesMatter



O'Molemo is one of the organisers of the #BlackLivesMatter protest in North Wales and member of SSAP Youth. In his campaigning, SSAP Youth worked with him to create a film about the protest specifically highlighting what actions protestors want. The film will be used as an introduction into developing a film resource and we hope to hold workshops around the content in future.

6. AFRICAN DEVELOPMENT PORTFOLIO.

We plan to recruit the Africa Portfolio officer who will lead and expand our Africa Portfolio. Program activities will be carried out as part of the organisation's Strategic Plan. The SSAP Africa Portfolio officer will report to SSAP Director who will be the link between the program in Africa and SSAP Board of Trustees.

In this capacity, the role of SSAP Africa Portfolio Manager will include the following responsibilities:-

Project Portfolio Development

- Co-produce project proposals in close consultation with partners and developing viable projects for delivery by in-country partners in Africa.
- Sharing Good Practice from Wales in project management with partners in Africa to enhance their skills base in community needs assessment, project design, proposal writing, monitoring and evaluation and report writing.

Partnership Strengthening

- Nurturing existing partnership between SSAP and in-country partners in Africa.
- Gain an understanding of the reality and needs of our partners and target groups through shared learning visits to partners for meaningful engagement to gain a better understanding of their work culture, environment and challenges.

Resource Mobilisation

- Fundraising: Identifying funding sources, funding proposal writing with SSAP as the Lead Partner and in-country partners as the Implementing Partners.
- Recruiting volunteers as need arises in accordance with SSAP Volunteer Policy.

SSAP Publicity and Network Development

- Improve SSAP visibility among International Development organisations.
- Develop strategic partnerships with like-minded organisations for mutual benefit to Wales and Africa.

7. OTHER PROJECTS AND PARTNERSHIP

i. Cardiff University - Developing a Directory for Black/African students coming to Cardiff.

The transition into UK student life for international students can often be a treacherous road especially for African/BAME students where cultures are vastly different. Coupled with the added pressure of university and visa fees often the experiences of the first year will either make or break a student. Working in collaboration with Cardiff University, SSAP designed a resource that the University can share with African/BAME/International students and will have information about

- o Preparation travel advice and documents prior to coming to Cardiff.
- o Setting yourself up, upon arrival.
- o Information about where local African services are e.g. shops, churches, markets.
- o Information on processing a National Insurance number and how to seek p/t job opportunities.
- o Planning ahead for Christmas, Spring, and Summer vacations.
- o Links to diaspora communities from countries they come from.
- o Links to High Commissioners' offices and other supporting institutions.
- o Build a knowledge base of understanding needs and interests of African students and areas to support them.
- o Local volunteering and placements opportunities.
- o Other available resources that they could benefit from within the Institution that are not normally taken advantage of e.g. counselling.

ii. Research on Covid-19 and economic activities within ethnic minorities in Wales.

Against the backdrop delineated above, the overarching aim of this research is to facilitate and encourage the production of policy and sociological research in the context of Wales, with a focus on its labour market in particular. The research was carried out by Umalkaire Goran, member of the SSAP Youth.

The research addressed these questions.

a. What is the employment profile of ethnic minorities and immigrants in Wales in November 2020?
b. What are the experiences of ethnic minorities and immigrants in the labour market in Wales?

In this study we have identified the changing employment profile of the ethnic minority and immigrant groups in Wales. Crucially, this study also addresses the problem of persisting employment inequalities in Wales along the lines of race and ethnicity. The experiences of ethnic minorities and immigrants in Wales' labour market collected in November 2020 for this study highlights the disadvantages and challenges facing minorities and migrants both prior to and during the coronavirus pandemic in addition to its likely continuation or worsening if substantial reforms are not made. This conclusion is in line with recent commentary in mainstream media as well as corresponding findings from the literature produced by academics, governmental bodies and equality groups. Racism must be taken more seriously in Wales and more effective anti-racism strategies need to be implemented across all sectors. Finally, the findings from this report identify a number of areas where targeted action and improvements can be made:

- Further research on ethnic minorities and immigrants in the labour market in Wales needs to be conducted and requires more investigation.
- Remove barriers to the entry of people from ethnic minorities into higher-paying occupations.
- Workplace training on anti-racism, unconscious bias, cultural diversity and other such topics should be delivered in every sector across Wales and should be provided regularly and annually.
- Creating mechanisms where there currently are none, and strengthening already existing procedures, whereby racism and discrimination can be reported in the workplace and in schools. In this process, it is crucial that victims of racism and discrimination feel supported and not fearful of the negative impact it may have for themselves e.g. loss of employment. Further, there must be real and serious consequences for those who behave in discriminatory and racist ways in the workplace and in schools.
- In schools the impact of 'racist bullying' on the mental health and learning outcomes of children must be taken more seriously. Teachers must be trained on how to effectively and sensitively handle this.
- Increasing the number of Black and minority ethnic mental health counsellors in Wales.

You can read the research here!

8. CAMPAIGNING AND INFLUENCING POLICY

These campaigns have contributed to recent changes in the curriculum where Black history lessons to be made mandatory in Welsh schools.

• Three members of SSAP Youth have been leading on the campaign to ask the Welsh Government to include colonial history in school's curriculum. Fatima Altaily, Lucemo Mlewa, Umalkhayr Goran teamed up with Angharad Owen who initiated an online petition with 34, 000 signatories to get the issue discussed at the Senedd. See https:/petitions.senedd.wales/petitions/200034 and media coverage

https://nation.cymru/news/petition-for-teaching-of-bame-history-in-wales-schools-signed-by-10000-in-12-hours/.

• Fatima Altaiy had also started a petition on **'Introduce anti-racist teaching materials to children in schools in Wales to reduce hate crimes**.' which has so far amassed 3688 signatories (https://petitions.senedd.wales/petitions/200056).

SSAP has also contributed to:

- the International Strategy for Wales and the action plan for Wales and Africa Programe.
- THET's report 'From Competition to Collaboration Ethical leadership in an era of health worker mobility'.
- Welsh Government's Task and Finish Group on 'The Slave Trade and the British Empire: An Audit of Commemoration in Wales'

9. COMMUNICATION

Social Media Engagement



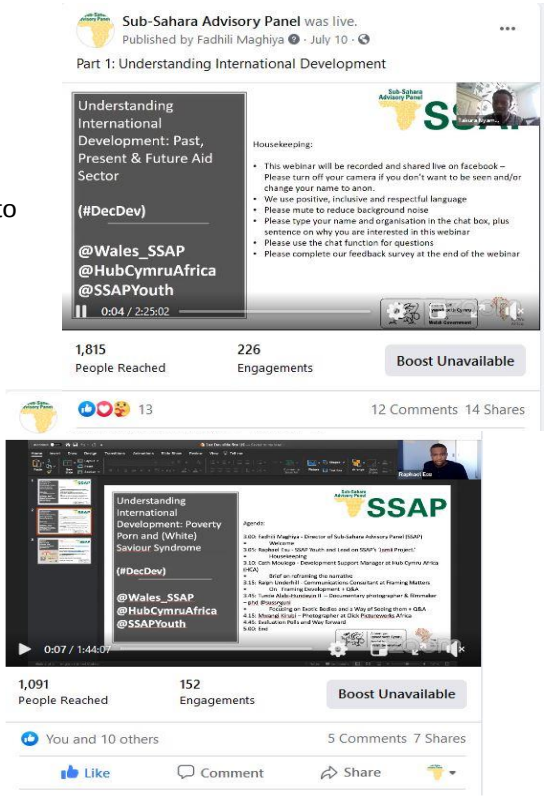
A new five-year SSAP strategy was completed for 2019 to 2024.

Five newsletters were sent to 420 diaspora members.

The website was completed and new groups were added to the directory including: We now have 35 diaspora groups. New ones are

- Wales Sierra Leone Association
- North Wales African Society (NWAS)
- Guinea Bissau Association
- Congolese Development Project
- Trinity Women Initiative
- Maudelias Foundation
- Magandiwa Trust
- Rugby Talent Connect Africa

SSAP Youth Members: We have 43 members as of 31 March 2021.



IMPACT AND REVIEW

Challenges and Lessons Learnt

The implementation of the Jamii project, like everything else, has come with unexpected challenges. Firstly, NWAS committee members had used personal cars to travel to Manchester for previous cultural food parcel purchases and deliveries. It was possible because the previous project supported only 30 families and individuals in Bangor and Menai Bridge. With the Jamii project the number of individuals we planned to support were 62 and therefore we had to hire a van (see photo below) to travel to Manchester to be able to accommodate the bulk of food to be purchased and shared. This van had to be hired and insurance had to be paid in case of any unforeseen circumstances.

Also, the more deliveries we made, the newer families and individuals appeared and asked to be supported as well. Unfortunately, our budget is not adequate to meet the growing demand of people in need.

An additional challenge was that we were not able to involve many people in the team for purchase and deliveries because of the COVID 19 restrictions.

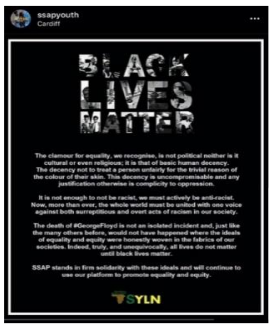


There was also the issue of volunteer costs. The Jamii project lasted for an eight-month period (August 2020 to March 2021). For NWAS 385 culturally appropriate food parcels were delivered. It took two volunteers 84 hours each to travel to and back from Manchester to ensure the success of this project. Jamii became popular among the Bangor University students as we saw a rise in the Gwynedd area numbers month after month.

Picture above: Hired van from Enterprise to contain the bulk of food bought and transported from Manchester.

A note on BlackLivesMatter and the pandemic

#BlackLivesMatter



The death of George Floyd on May 2020 sparked #BlackLivesMatter movement aimed to address social inequalities globally. With roots in ra inequalities, the movement combined with the health inequalities exposed the pandemic opened a space for civil society to proactively challenge status quo. SSAP has played part not only in supporting the movemen Wales but also combating some of the social inequalities affecting racialis communities. We:

- Delivered Decolonising development sessions with Hub Cymru Africa. One of them had a focus on diversity and inclusion
- hosted Dialogue days with Hub Cymru Africa
- Developed a Glossary of terms to use in the development sector
- SSAP's Director spoke at the BOND conference following SSAP's 'reframing the narrative' campaign.
- Lobbied along with other partners for Black history to be taught in schools.

O'Molemo is one of the organisers of the #BlackLivesMatter protest in North Wales and member of SSAP Youth. In his campaigning, SSAP Youth has worked with him to create a film about the protest specifically highlighting what actions protestors want. The short documentary will be accompanied by an art piece that someone else will create and will be displayed in Bangor.

The film will be an introduction into developing a film resource and we hope to hold workshops around the content in future.

#Covid-19

The communities we serve are amongst the hardest hit by the global pandemic. Death-rates among Ethnic Minority communities have been disproportionally high, as has been the impact of the economic fallout of the pandemic.

SSAP has also been severely impacted by the Covid-19 pandemic. The pandemic has severely affected our organisation across all areas from delivery to staff wellbeing and outreach to our communities.

Covid-19 has financially impacted SSAP. Lockdown came into effect on 22nd March 2020 as we closed one financial year and looked forward to the start of this year with a realistic budget, and an 'oven-ready' Annual Fundraising Plan. The impact of the pandemic on available funding streams and fundraising opportunities such as community events has been devastating. Staff and Volunteers are forced to continue using personal devices, and pick up overhead costs (phone, electricity and internet bills) in order to keep activities going

Remote working robs our work environment of human contact. Members of our team lost family, social distancing and remote working restricted opportunities to offer condolences and respond in culturally-appropriate ways. Trustees too feel detached despite fortnightly zoom meetings.

Young people from our community and networks have been among the most severely impacted. Many of our young people are at the point of starting their independent personal and professional journeys, but the pandemic has robbed them of opportunities, of their peers and of the possibility of launching their futures.

FINANCIAL REVIEW

A detailed analysis is shown within the financial statements.

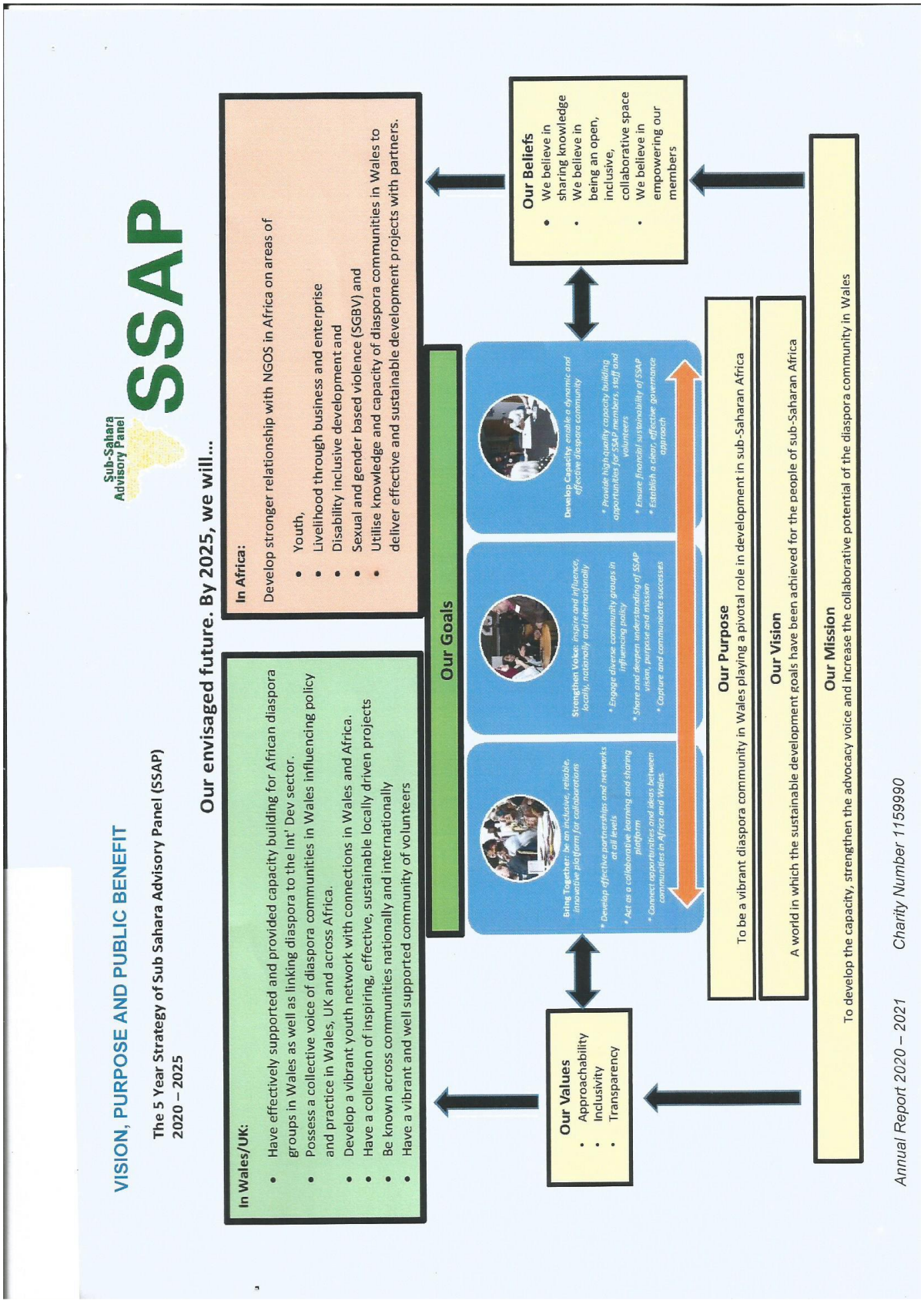
All sources of funding were expended to meet the charity's objectives.

Reserves -
The charity holds unrestricted funds which are expendable at the discretion of the trustees. The current unrestricted fund is £27,939 (2020: £2,777).

The charity relies upon grant aid from the donors identified in the financial statements.

FUTURE PLANS




VISION, PURPOSE AND PUBLIC BENEFIT
The 5 Year Strategy of Sub Sahara Advisory Panel (SSAP)
2020 – 2025
Sub-Sahara Advisory Panel
SSAP
Our envisaged future. By 2025, we will...
In Wales/UK:
Have effectively supported and provided capacity building for African diaspora groups in Wales as well as linking diaspora to the Int' Dev sector.
Possess a collective voice of diaspora communities in Wales influencing policy and practice in Wales, UK and across Africa.
Develop a vibrant youth network with connections in Wales and Africa.
Have a collection of inspiring, effective, sustainable locally driven projects
Be known across communities nationally and internationally
Have a vibrant and well supported community of volunteers
In Africa:
Develop stronger relationship with NGOS in Africa on areas of
Youth,
Livelihood through business and enterprise
Disability inclusive development and
Sexual and gender based violence (SGBV) and
Utilise knowledge and capacity of diaspora communities in Wales to deliver effective and sustainable development projects with partners.
Our Goals
Bring Together: be an inclusive, reliable, innovative platform for collaborations
* Develop effective partnerships and networks at all levels
* Act as a collaborative learning and sharing platform
* Connect opportunities and ideas between communities in Africa and Wales
Strengthen Voice: inspire and influence, locally, nationally and internationally
* Engage diverse community groups in influencing policy
* Share and deepen understanding of SSAP vision, purpose and mission
* Capture and communicate successes
Develop Capacity: enable a dynamic and effective diaspora community
* Provide high quality capacity building opportunities for SSAP members, staff and volunteers
* Ensure financial sustainability of SSAP
* Establish a clear, effective governance approach
Our Beliefs
We believe in sharing knowledge
We believe in being an open, inclusive, collaborative space
We believe in empowering our members
Our Values
Approachability
Inclusivity
Transparency
Our Purpose
To be a vibrant diaspora community in Wales playing a pivotal role in development in sub-Saharan Africa
Our Vision
A world in which the sustainable development goals have been achieved for the people of sub-Saharan Africa
Our Mission
To develop the capacity, strengthen the advocacy voice and increase the collaborative potential of the diaspora community in Wales
Annual Report 2020 – 2021
Charity Number 1159990

RESPONSIBILITIES OF THE TRUSTEES

The trustees (who are also the directors of Sub Sahara Advisory Panel for the purposes of company law) are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the profit or loss of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK 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 charitable company will continue in operation.

The trustees are responsible for:

- keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.
- safeguarding the assets of the charitable company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities, and
- where appropriate maintaining the integrity of the corporate and financial information included on the charitable company's website in line with United Kingdom legislation.

Independent Examiner
A resolution to re-appoint Mr Jonathan Rhodes BSc BFP FCA, Walter Hunter & Co Limited as Independent Examiner for the ensuing year will be proposed at the Annual General Meeting.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 01/12/2021 and signed on behalf of the board of trustees by:

S Moyo – Chair
Trustee

F Zimba - Treasurer
Trustee

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Independent Examiner's Report to the Trustees of Sub-Sahara Advisory Panel

Year ended 31 March 2021

I report to the trustees on my examination of the financial statements of Sub-Sahara Advisory Panel ('the charity') for the year ended 31 March 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Jonathan Rhodes BSc BFP FCA
Independent Examiner

Walter Hunter & Co Limited
Chartered Accountants
24 Bridge Street
Newport
South Wales
NP20 4SF

1 December 2021

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Activities

Year ended 31 March 2021

	Note	Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
Income and endowments					
Donations and legacies	**4**	–	1,865	**1,865**	3,445
Charitable activities	**5**	25,000	185,950	**210,950**	109,271
Other trading activities	**6**	162	–	**162**	3,185
Total income		25,162	187,815	**212,977**	115,901
Expenditure					
Expenditure on charitable activities	**7,8**	–	161,881	**161,881**	99,082
Total expenditure		–	161,881	**161,881**	99,082
Net income and net movement in funds		25,162	25,934	**51,096**	16,819
Reconciliation of funds					
Total funds brought forward		2,777	45,973	**48,750**	31,931
Total funds carried forward		27,939	71,907	**99,846**	48,750

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Position

31 March 2021

	Note	2021 £	£	2020 £
Current assets				
Debtors	**13**	**–**		6,157
Cash at bank and in hand		**103,573**		46,822
		103,573		52,979
Creditors: amounts falling due within one year	**14**	**3,727**		4,229
Net current assets			**99,846**	48,750
Total assets less current liabilities			**99,846**	48,750
Net assets			**99,846**	48,750
Funds of the charity				
Restricted funds			**71,907**	45,973
Unrestricted funds			**27,939**	2,777
Total charity funds	**16**		**99,846**	48,750

For the year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 01.12.2021....., and are signed on behalf of the board by:

S Moyo - Chair
Trustee

F Zimba - Treasurer
Trustee

Company registration number**: CE002653**

The notes on pages 37 to 47 form part of these financial statements.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements

Year ended 31 March 2021

1. General information

The charity is a public benefit entity and registered as a charitable incorporated organisation in England and Wales. The address of the registered office is Temple of Peace, King Edward VII Avenue, Cathays Park, Cardiff, CF10 3AP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation
The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity. The figures in the financial statements are rounded to the nearest whole pound.

Going concern

The financial statements are prepared on a going concern basis, under the historical cost convention.

The charity is entirely dependent on continuing donations and grant aid and as a consequence the going concern basis is also dependent on continuing donations and grant aid.

Covid-19
The Covid-19 pandemic has had a major impact on the UK in many ways. The charity has taken all the necessary steps to allow it to operate.

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

No cash flow statement has been presented for the company.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

3. Accounting policies *(continued)*

Fund accounting

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully the monitor the application of those funds in accordance with the restrictions placed upon them.

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above. Any other proposed transfer between funds would be considered on the particular circumstances.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

3. Accounting policies *(continued)*

Resources expended

Resources expended
Expenditure within the relevant activity categories of resources are recognised when there is a legal and constructive obligation committing the charity to expenditure, as described in Financial Reporting Standards 5 and 12.

In particular the policy for including items within costs of generating funds, charitable activities and governance costs is:

Costs of generating funds
Costs are included in generating income resources from all sources other than from undertaking charitable activity.

Charitable activities
Costs included in charitable activities comprise all resources applied by the charity in undertaking its work to meet its charitable objectives as opposed to the cost of raising the funds to finance these activities and governance costs.

Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
Donations			
Donations	–	1,865	**1,865**
Grants			
Home Office Analysis & Insight	–	–	**–**
	–	1,865	**1,865**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	385	2,615	3,000
Grants			
Home Office Analysis & Insight	445	–	445
	830	2,615	3,445

5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
Welsh Government Community Engagement REAP	–	5,000	**5,000**
Other restricted income	–	4,048	**4,048**
Garfield Weston Foundation grant	–	10,000	**10,000**
Bawso Ltd Covid 19 BAME Support grant Wales	–	8,511	**8,511**
National Lottery Community Fund COVID 19 Jamii project	–	74,625	**74,625**
National Lottery Community Fund Emerging Futures project	–	40,700	**40,700**
National Lottery Community Fund Awards for All project	–	–	**–**
National Lottery Community Fund Next Generation project	–	–	**–**
Comic Relief	–	5,526	**5,526**
Welsh Government HUB Cymru	–	37,540	**37,540**
Hub Cymru - on behalf of SSAP	–	–	**–**
Lloyds Bank Foundation for England & Wales	25,000	–	**25,000**
	25,000	185,950	**210,950**

5. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Welsh Government Community Engagement REAP	–	–	–
Other restricted income	–	–	–
Garfield Weston Foundation grant	–	–	–
Bawso Ltd Covid 19 BAME Support grant Wales	–	–	–
National Lottery Community Fund COVID 19 Jamii project	–	–	–
National Lottery Community Fund Emerging Futures project	–	–	–
National Lottery Community Fund Awards for All project	–	10,000	10,000
National Lottery Community Fund Next Generation project	–	50,000	50,000
Comic Relief	–	18,407	18,407
Welsh Government HUB Cymru	–	30,000	30,000
Hub Cymru - on behalf of SSAP	864	–	864
Lloyds Bank Foundation for England & Wales	–	–	–
	864	108,407	109,271

6. Other trading activities

	Unrestricted Funds £	**Total Funds 2021 £**	Unrestricted Funds £	Total Funds 2020 £
Fundraising events	162	**162**	3,185	3,185

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
General fund	–	–	**–**
Other restricted funds	–	2,360	**2,360**
Welsh Government Race Equality Action Plan (REAP) Fund	–	3,358	**3,358**
Bawso Ltd	–	2,426	**2,426**
Comic Relief	–	1,200	**1,200**
Welsh Government HUB Cymru Africa	–	27,801	**27,801**
National Lottery Community Fund Next Generation	–	17,033	**17,033**
National Lottery Community Fund Awards for All	–	7,828	**7,828**
National Lottery Community Fund Emerging Futures Fund	–	39,251	**39,251**
National Lottery Community Fund Covid 19 Jamii Project	–	59,706	**59,706**
Support costs	–	918	**918**
	–	161,881	**161,881**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
General fund	4,666	–	4,666
Other restricted funds	–	–	–
Welsh Government Race Equality Action Plan (REAP) Fund	–	–	–
Bawso Ltd	–	–	–
Comic Relief	–	32,019	32,019
Welsh Government HUB Cymru Africa	–	34,740	34,740
National Lottery Community Fund Next Generation	–	26,583	26,583
National Lottery Community Fund Awards for All	–	156	156
National Lottery Community Fund Emerging Futures Fund	–	–	–
National Lottery Community Fund Covid 19 Jamii Project	–	–	–
Support costs	–	918	918
	4,666	94,416	99,082

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	**Total funds 2021 £**	Total fund 2020 £
General fund	–	–	**–**	4,666
Other restricted funds	2,360	–	**2,360**	–
Welsh Government Race Equality Action Plan (REAP) Fund	3,358	–	**3,358**	–
Bawso Ltd	2,426	–	**2,426**	–
Comic Relief	1,200	–	**1,200**	32,019
Welsh Government HUB Cymru Africa	27,801	918	**28,719**	35,658
National Lottery Community Fund Next Generation	17,033	–	**17,033**	26,583
National Lottery Community Fund Awards for All	7,828	–	**7,828**	156
National Lottery Community Fund Emerging Futures Fund	39,251	–	**39,251**	–
National Lottery Community Fund Covid 19 Jamii Project	59,706	–	**59,706**	–
	160,963	918	**161,881**	99,082

9. Analysis of support costs

	Welsh Government HUB Cymru £	**Total 2021 £**	Total 2020 £
Governance costs	918	**918**	918

10. Independent examination fees

	2021 £	2020 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	**918**	894
Other financial services	**767**	498
	1,685	1,392

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021 £	2020 £
Wages and salaries	**76,979**	53,148
Social security costs	**1,410**	1,075
Employer contributions to pension plans	**2,271**	1,865
	80,660	61,277

11. Staff costs *(continued)*

The average head count of employees during the year was 5 (2020: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of service delivery staff	**4**	2

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustee expenses have been incurred during the year (2020: nil).

13. Debtors

	2021	2020
	£	£
Prepayments and accrued income	**–**	6,157

14. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	**497**	264
Accruals and deferred income	**1,327**	894
Social security and other taxes	**1,903**	3,071
	3,727	4,229

15. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,271 (2020: £1,865).

16. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2020 £	Income £	Expenditure £	**At 31 Mar 2021 £**
General unrestricted funds	2,777	162	–	**2,939**
Lloyds Foundation England & Wales	–	25,000	–	**25,000**
	2,777	25,162	–	**27,939**

	At 1 Apr 2019 £	Income £	Expenditure £	At 31 Mar 2020 £
General unrestricted funds	2,564	4,879	(4,666)	2,777
Lloyds Foundation England & Wales	–	–	–	–
	2,564	4,879	(4,666)	2,777

16. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Apr 2020 £	Income £	Expenditure £	**At 31 Mar 2021 £**
Other restricted funds	2,681	5,913	(2,360)	**6,234**
Welsh Government Race Equality Action Plan fund	–	5,000	(3,358)	**1,642**
Garfield Weston Foundation	–	10,000	–	**10,000**
Bawso Ltd BAME Support Grant Wales	–	8,511	(2,426)	**6,085**
Comic Relief	4,478	5,526	(1,200)	**8,804**
Welsh Government HUB Cymru	5,553	37,540	(28,719)	**14,374**
National Lottery Community Fund Next Generation project	23,417	–	(17,033)	**6,384**
National Lottery Community Fund Awards for All project	9,844	–	(7,828)	**2,016**
National Lottery Community Fund Emerging Futures Fund	–	40,700	(39,251)	**1,449**
National Lottery Community Fund Covid 19 Jamii project	–	74,625	(59,706)	**14,919**
	45,973	187,815	(161,881)	**71,907**

	At 1 Apr 2019 £	Income £	Expenditure £	At 31 Mar 2020 £
Other restricted funds	–	2,615	66	2,681
Welsh Government Race Equality Action Plan fund	–	–	–	–
Garfield Weston Foundation	–	–	–	–
Bawso Ltd BAME Support Grant Wales	–	–	–	–
Comic Relief	18,156	18,407	(32,085)	4,478
Welsh Government HUB Cymru	11,211	30,000	(35,658)	5,553
National Lottery Community Fund Next Generation project	–	50,000	(26,583)	23,417
National Lottery Community Fund Awards for All project	–	10,000	(156)	9,844
National Lottery Community Fund Emerging Futures Fund	–	–	–	–
National Lottery Community Fund Covid 19 Jamii project	–	–	–	–
	29,367	111,022	(94,416)	45,973

17. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
Current assets	27,939	71,907	**99,846**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Current assets	2,777	45,973	48,750
Net assets	2,777	45,973	48,750

18. Related parties

There are no related party transactions that require disclosure in these financial statements (2020: nil)