

COMPANY 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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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.

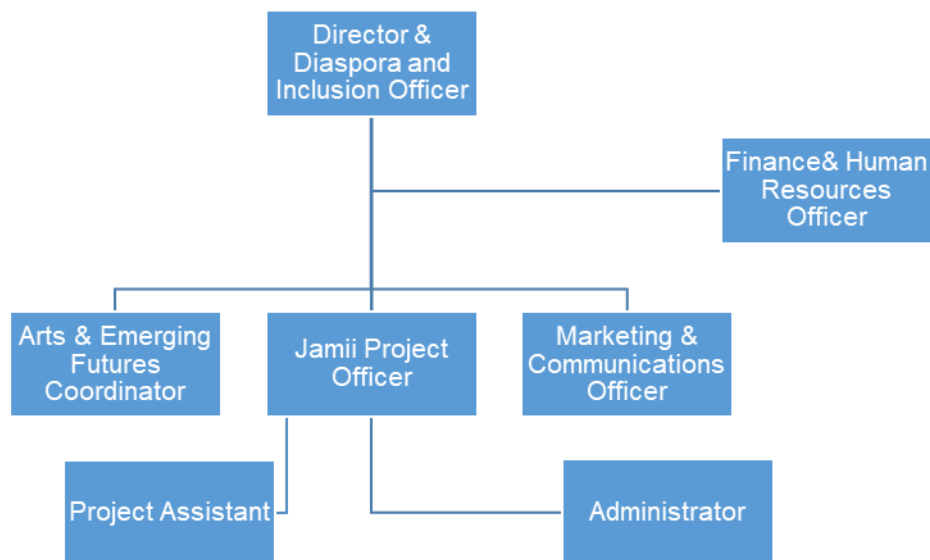
STRUCTURE, GOVERNANCE AND MANAGEMENT

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
Cardiff University
The National Lottery Community Funds -
- Awards for All

COVID-19 BAME support grant Wales
BAME International Students

SSAP Youth Project (ended 30/10/2020)

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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. Maggie's 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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

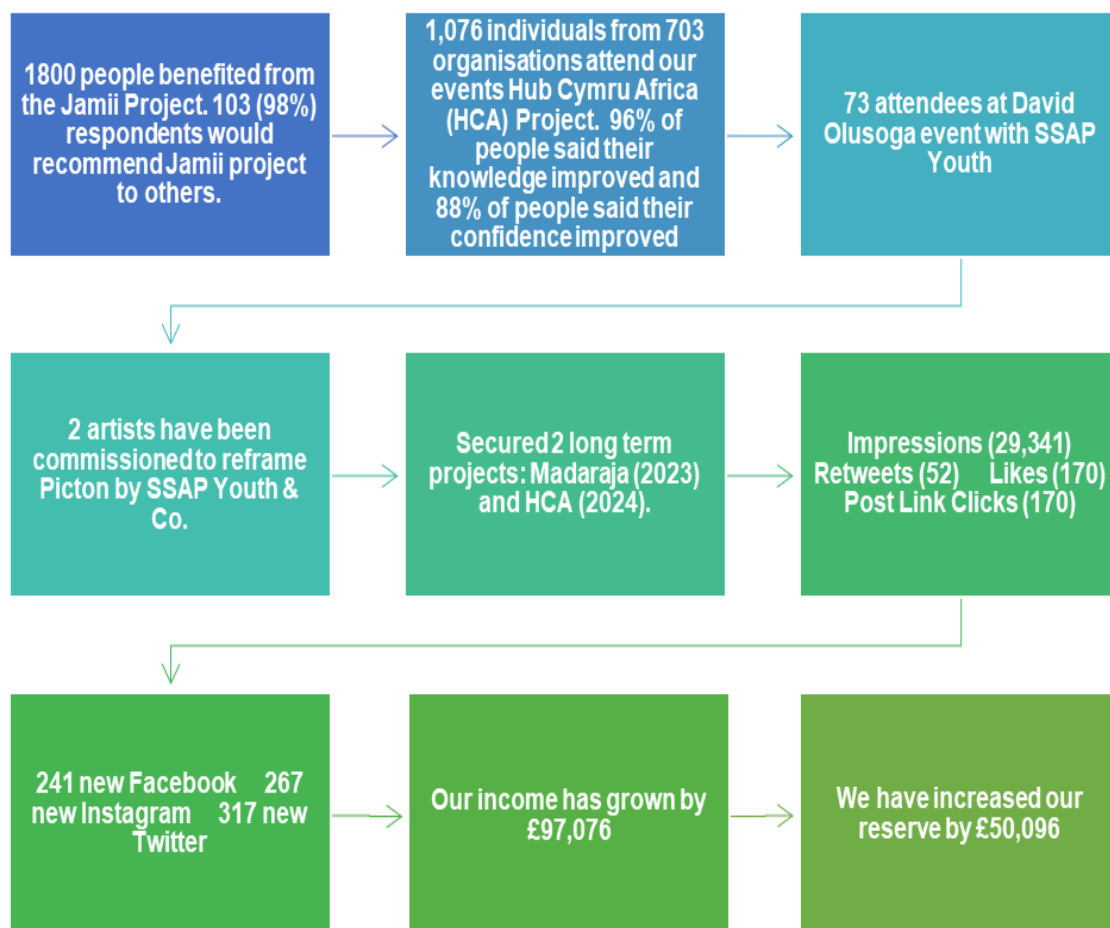
Trustees Annual Report *(continued)*

Year ended 31 March 2021

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 Renforcement 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



Sub-Sahara Advisory Panel

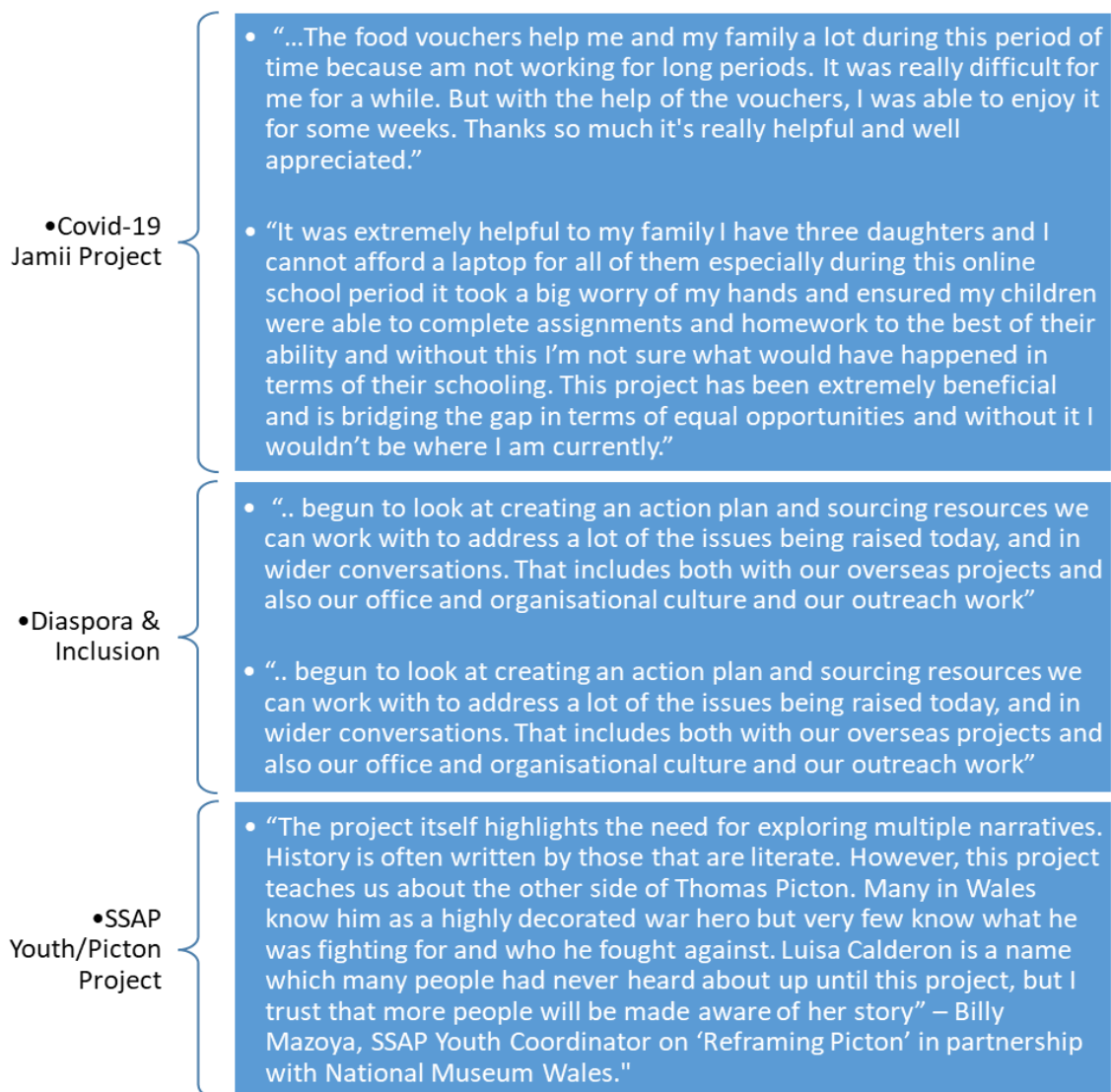
Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

ACTIVITIES AND ACHIEVEMENTS

OUR FEATURED PARTICIPANTS FEEDBACK 2020 - 2021



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."

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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 attended **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.

Sub-Sahara Advisory Panel

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Trustees Annual Report *(continued)*

Year ended 31 March 2021

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
- WhatsApp 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

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Trustees Annual Report *(continued)*

Year ended 31 March 2021

Activities and Progress

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

Over 400 families supported (1600 people in total) in Cardiff alone

£18,800 worth of food was distributed in total

201 people supported on a monthly basis in North Wales

Testimonies

Thank you for your help. It's very useful to help people. Thank you for all." BC

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 enjoyed for some weeks. Thanks so much it's really helpful and well appreciated. AG

Once again thank you for the food voucher it really helps me and family during this hard time. I use my voucher without any problem, with this am giving the organisation millions thank for their support." FP

it was so helpful life changing thanks so much for your help good service - MM

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Trustees Annual Report *(continued)*

Year ended 31 March 2021



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

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



b.) Myth Busting

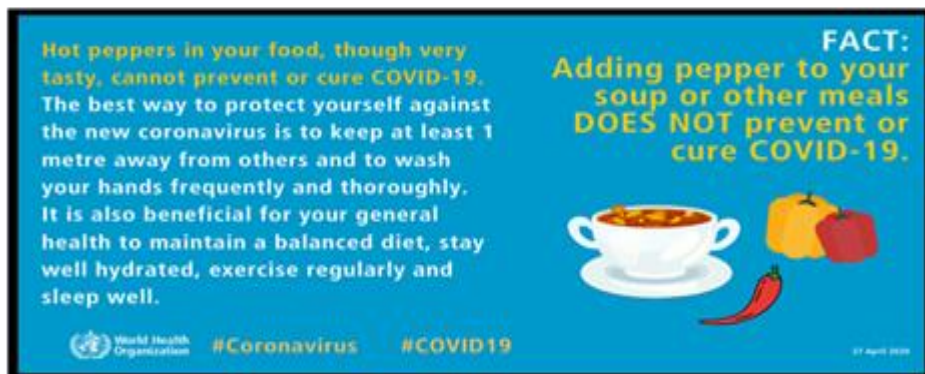
We undertook a robust anti-misinformation campaign by a dedicated team looking out for health-related myths going around in the community conveyed using social media, newsletters, website and events. Observations from various community groups has shown that there is a lot of fear, bad advice and misinformation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

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Trustees Annual Report *(continued)*

Year ended 31 March 2021



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.

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Trustees Annual Report *(continued)*

Year ended 31 March 2021

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

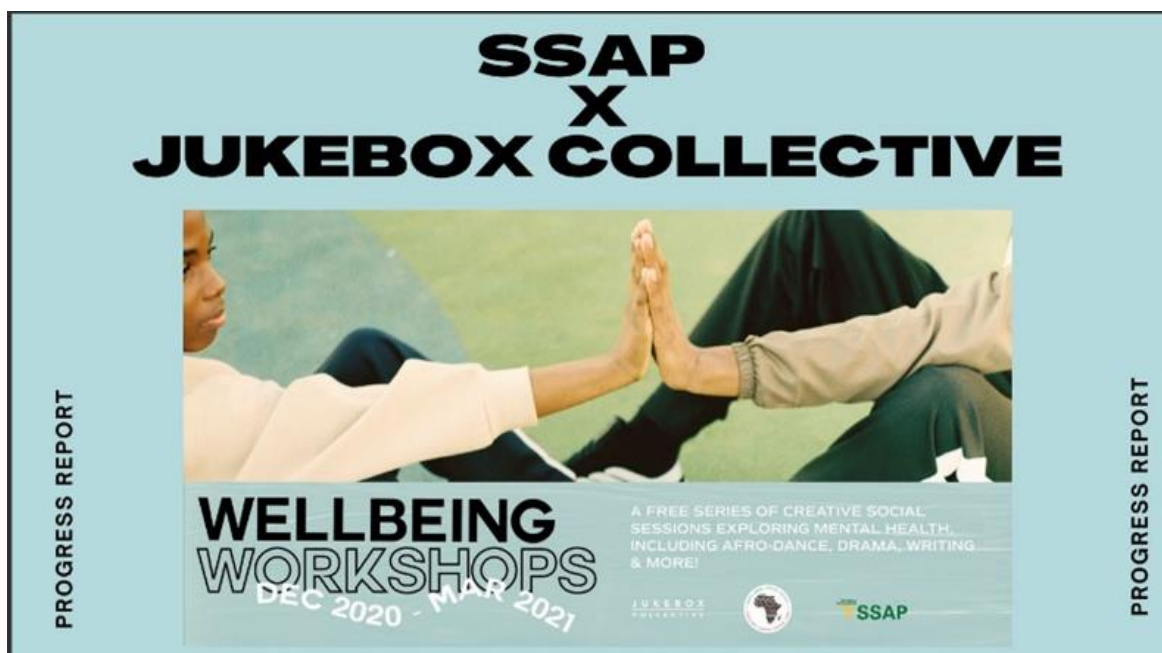
Me and my family are thankful to the sponsors and the organisation's (SSAP) initiative to help or assist students with laptops during this difficult time.

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

d.) 'Get Creative' Campaign.

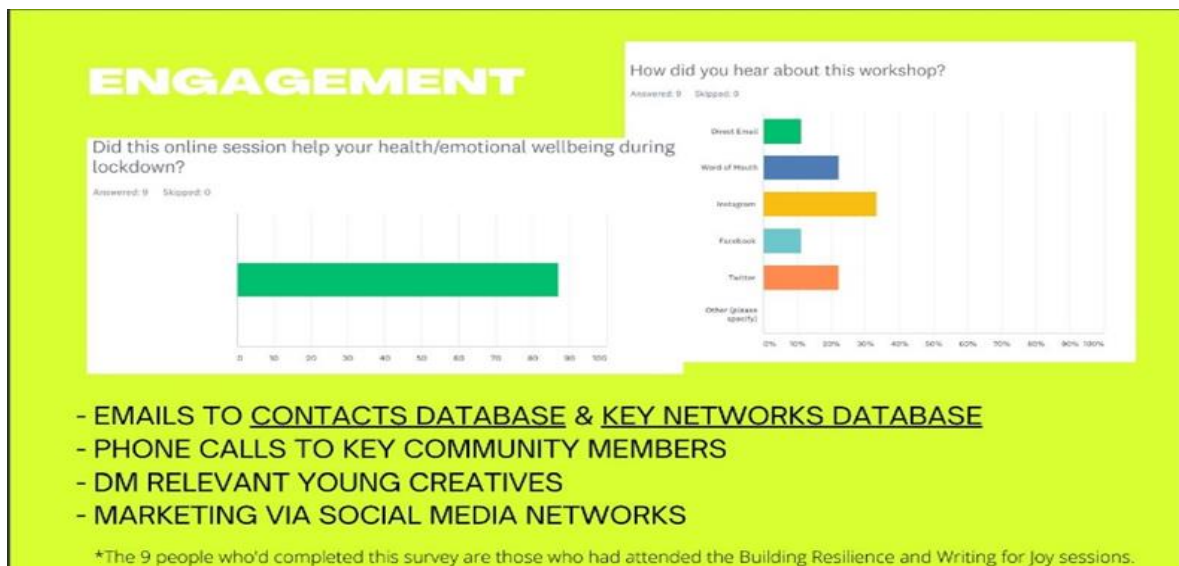
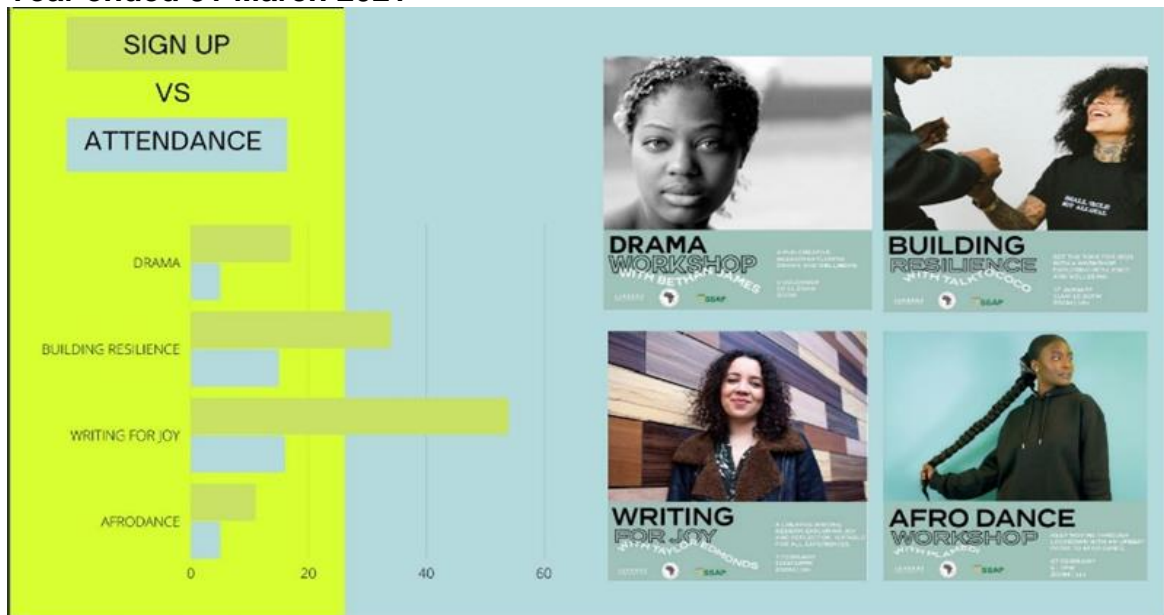


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Trustees Annual Report *(continued)*

Year ended 31 March 2021



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Trustees Annual Report *(continued)*

Year ended 31 March 2021

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 in case 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

DIRECT MESSAGING

Targeting our young creatives list has been a benefit as it not only resulted in them 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.

EMAILING ORGANISATIONS

Emailing to specific organisations and networks as they have larger reaches and are often affiliated to relevant key community members. For example Diverse Cymru, Princes Trust and Literature Wales had forwarded and shared our events with their wider networks.

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

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Trustees Annual Report *(continued)*

Year ended 31 March 2021



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

Sub-Sahara Advisory Panel

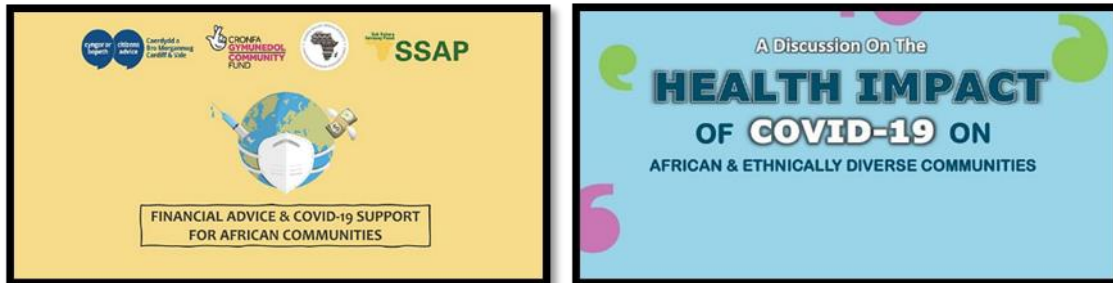
Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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 to respond.

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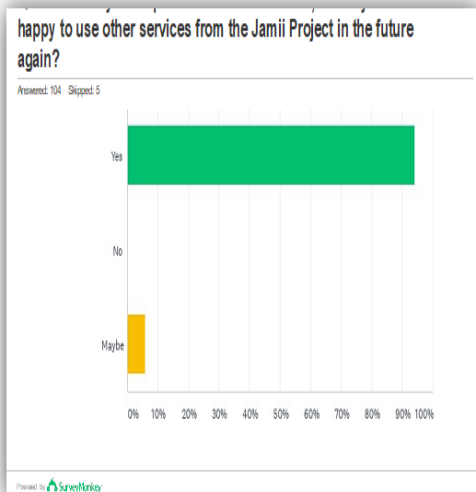
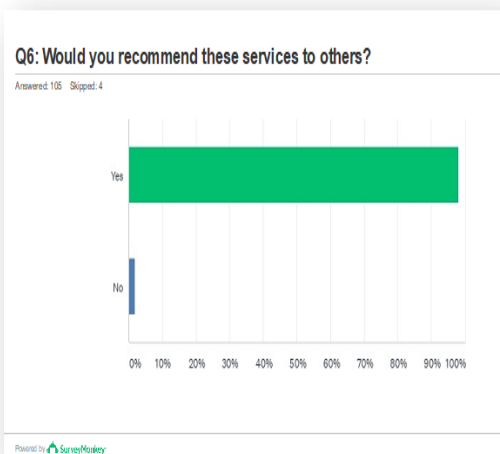
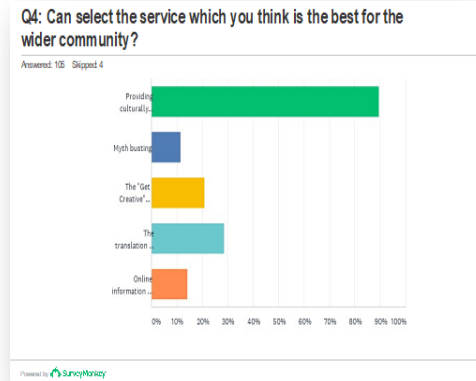
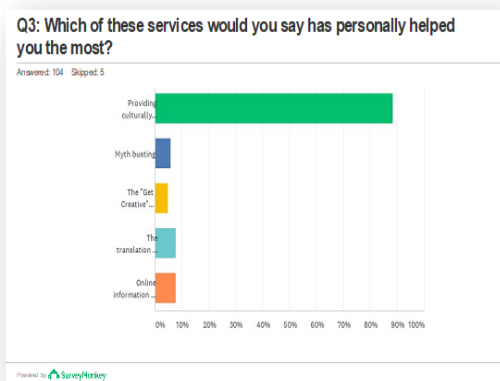
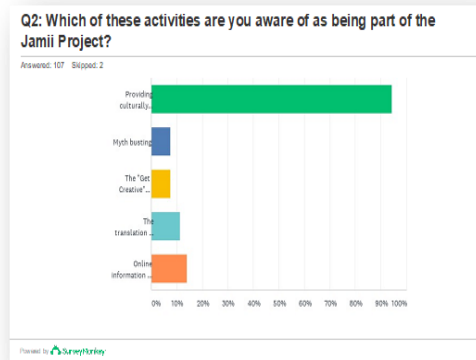
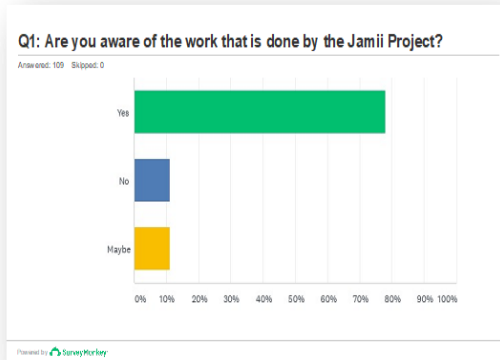
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Trustees Annual Report *(continued)*

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h.) General Project Feedback

Our survey on the impact of Jamii project had 109 respondents



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Trustees Annual Report *(continued)*

Year ended 31 March 2021

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.

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Trustees Annual Report *(continued)*

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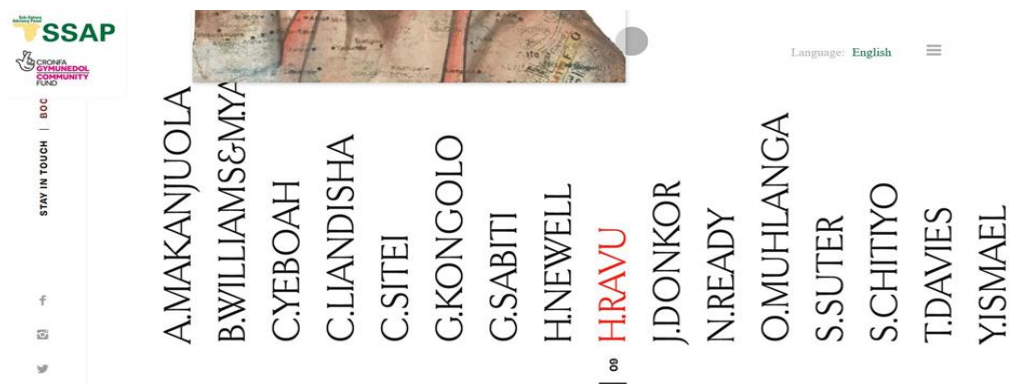
Through the artworks we share with you, we are telling our stories, speaking of our struggles and experiences in a beautiful way, vibrant and powerful and in your face. We are not a monolithic people, but a movement, rich with global connections. We occupy multiple spaces, at the margins, at the centre 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>.



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Trustees Annual Report *(continued)*

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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

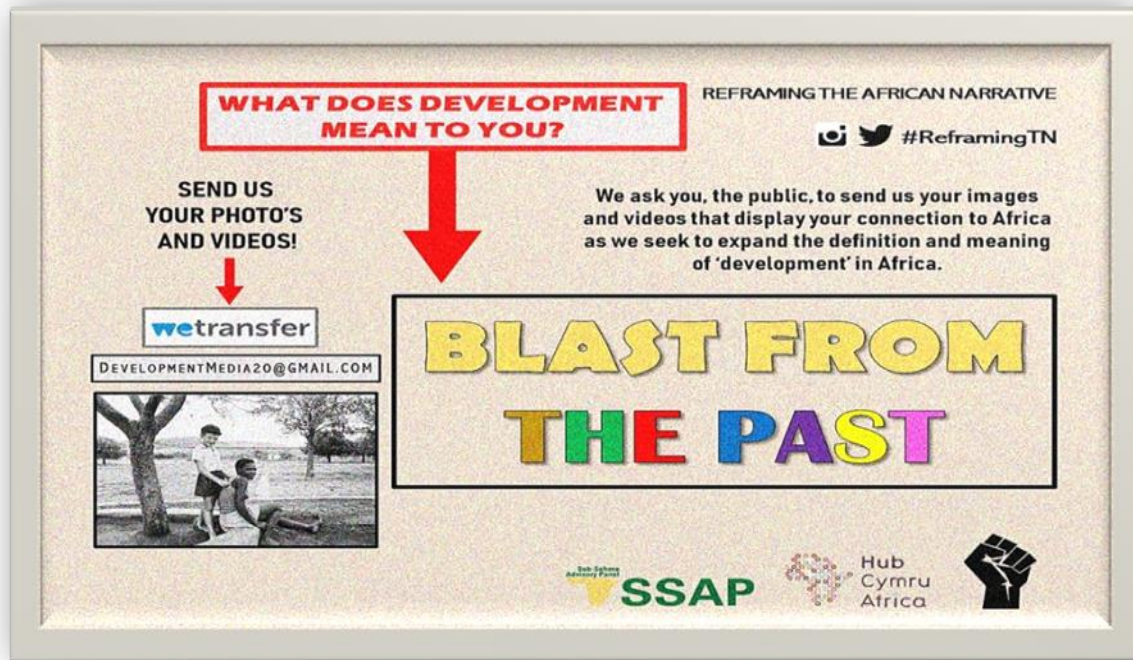
- i. *Reframing the Narrative (on-going project)*

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021



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 European 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 in 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:

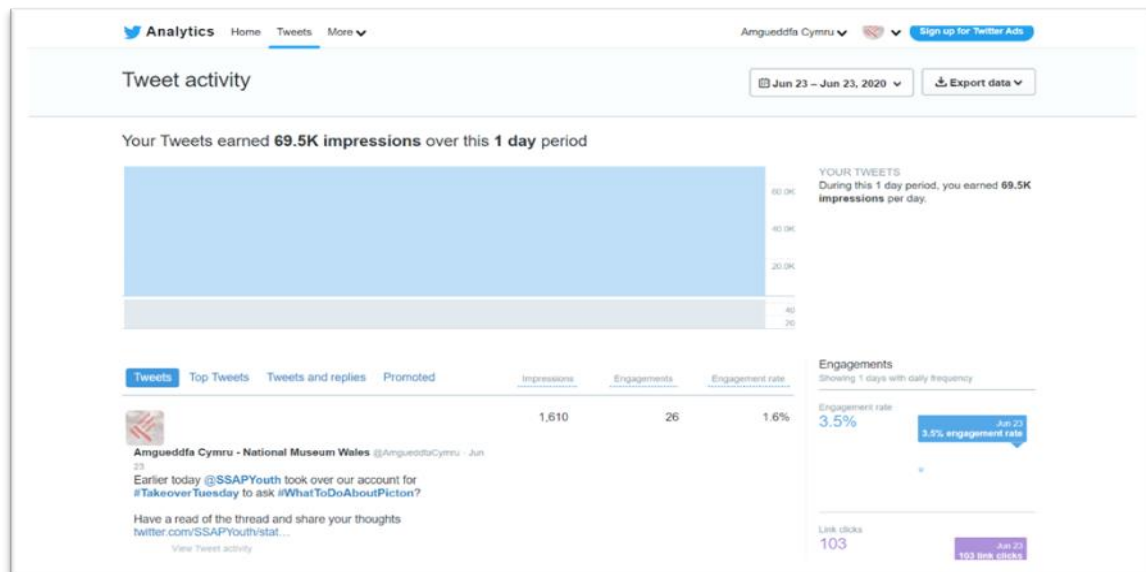
- i. An online conference with historians, network members and the leadership on the museum to have a conversation on the subject. Historical, social and political perspectives were thoroughly discussed, and meaningful resolutions agreed on.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

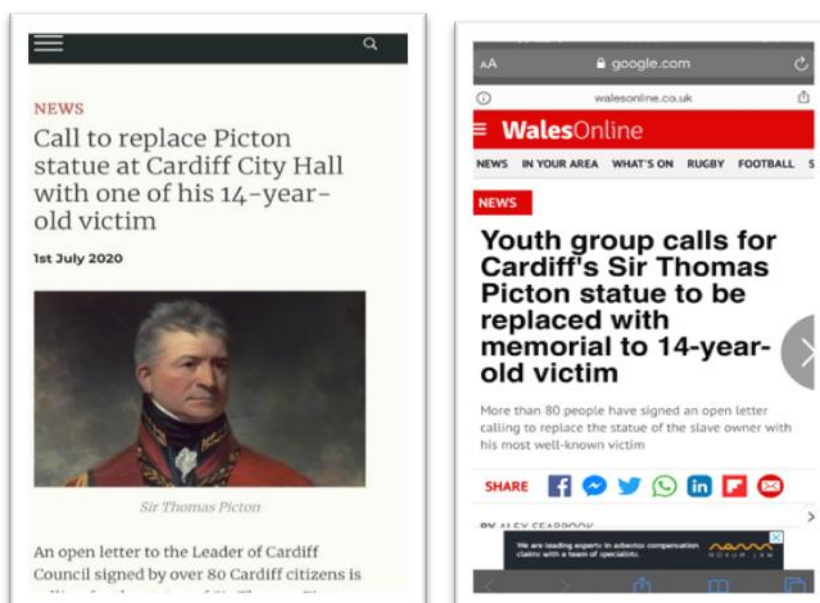


ii. The Museum #Twittertakeover:

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.



Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

iv. In Conversation with David Olusoga



In Conversation: David Olusoga & the Sub Sahara Advisory Panel

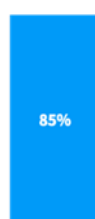


In this event, the Sub Sahara Advisory Panel (SSAP) and historian David Olusoga discussed how this period in British and Welsh history has been considered, what kind of collective memory has developed, and the impact of such memories on framing our national identity and constructing a distorted and incomplete 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.

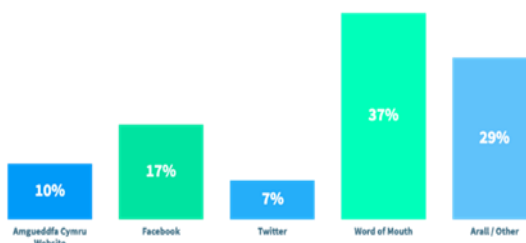
As new and old expressions of national identity dominate the public imagination and Britain faces another period of uncertainty regarding its meaning: this event reflected on how Britain and Wales are remaking themselves once again and asked whether if, in its remaking, a new and appropriate national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



Sgoriwrch eich mwynhad o'r digwyddiad? | Please rate your enjoyment of the event?



Sut glywsych chi am y digwyddiad? | How did you hear about the event?



Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

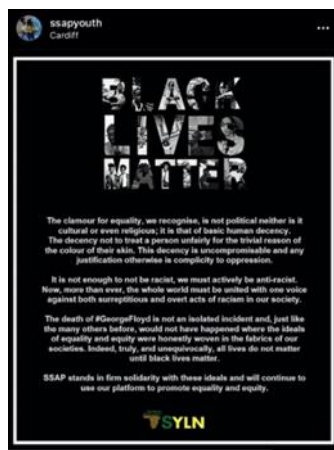
Sut oedd y broses archebu a mewngofnodi? | How was the booking and login process?



Os wnaethoch chi ddefnyddio cod hyrwyddo sut oedd y broses? | If you used a Promo Code how did you find this process?



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.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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:

- o Further research on ethnic minorities and immigrants in the labour market in Wales needs to be conducted and requires more investigation.
- o Remove barriers to the entry of people from ethnic minorities into higher-paying occupations.
- o 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.
- o 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.
- o 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.
- o Increasing the number of Black and minority ethnic mental health counsellors in Wales.

[You can read the research here!](#)

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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 Altaiy, 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 Programme](#).
- 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



Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

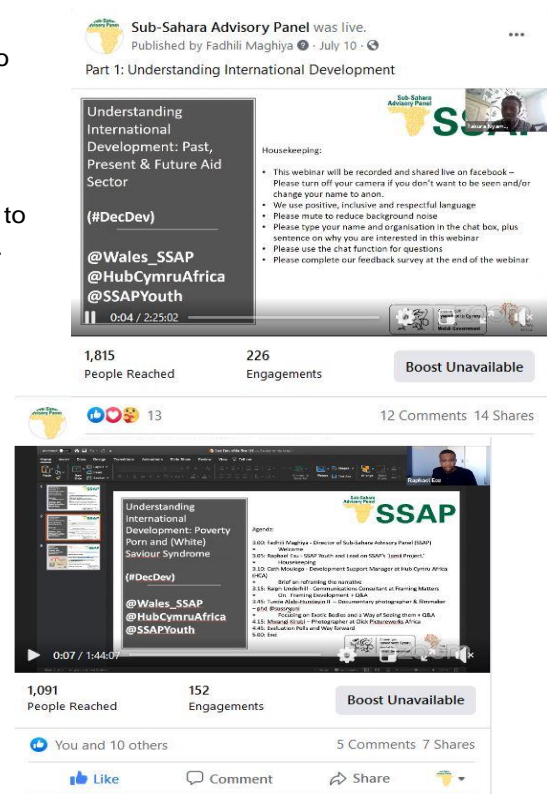
A new five-year SSAP strategy was completed for 2019 to 2024.

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 (NWAAS)
- 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, NWAAS 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.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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.

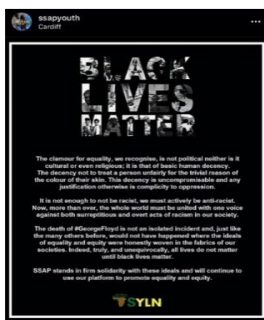


There was also the issue of volunteer costs. The Jamii project lasted for an eight-month period (August 2020 to March 2021). For NWAS 385 culturally appropriate food parcels were delivered. It took two volunteers 84 hours each to travel to and back from Manchester to ensure the success of this project. 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 racial 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 movement in Wales but also combating some of the social inequalities affecting racialised 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.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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 disproportionately 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.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

FUTURE PLANS

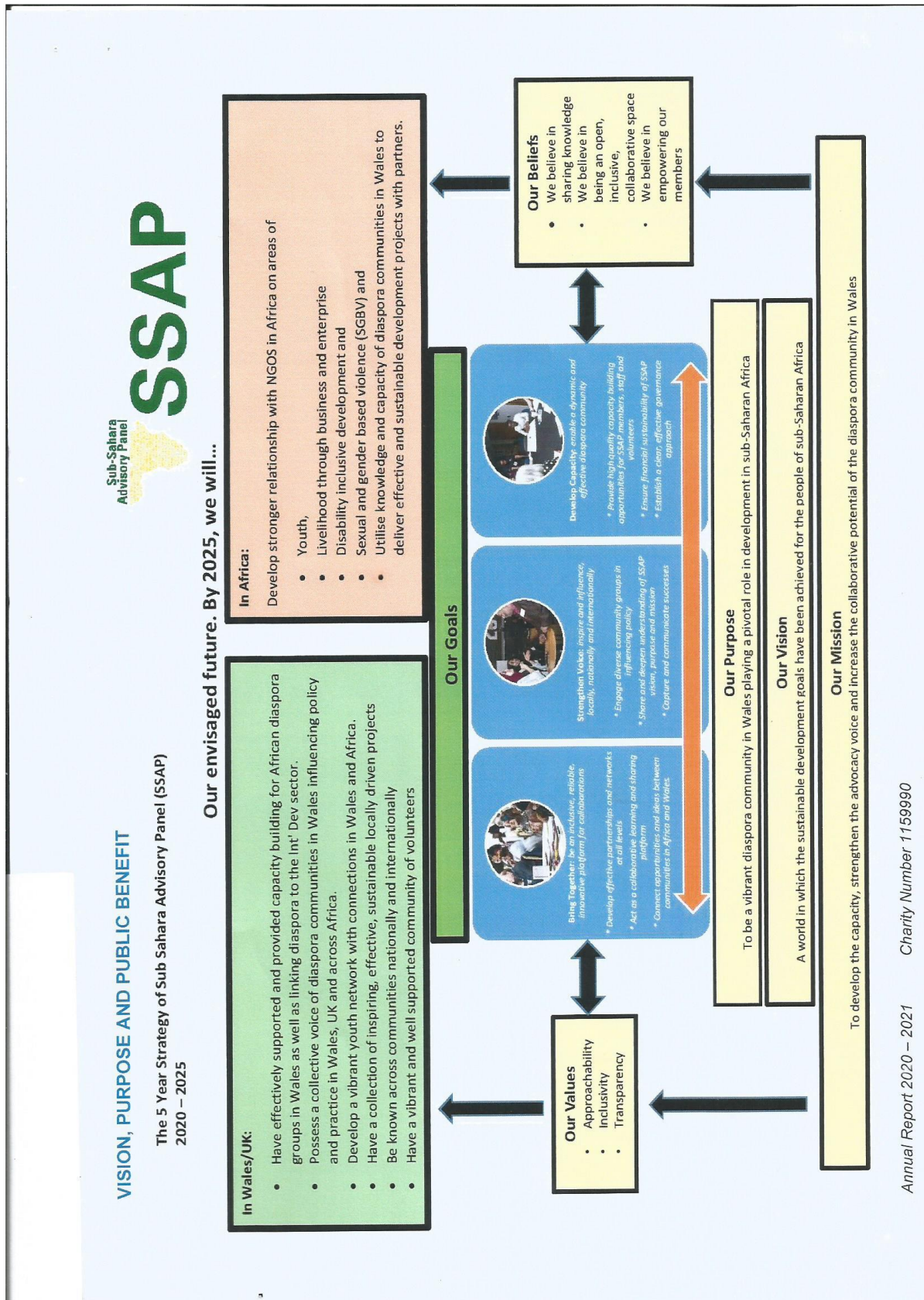


Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021



Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2021

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

			2021		2020
	Note	Unrestricted funds £	Restricted funds £	Total funds £	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		<u>25,162</u>	<u>187,815</u>	<u>212,977</u>	<u>115,901</u>
Expenditure					
Expenditure on charitable activities	7,8	–	161,881	161,881	99,082
Total expenditure		<u>–</u>	<u>161,881</u>	<u>161,881</u>	<u>99,082</u>
Net income and net movement in funds		<u>25,162</u>	<u>25,934</u>	<u>51,096</u>	<u>16,819</u>
Reconciliation of funds					
Total funds brought forward		2,777	45,973	48,750	31,931
Total funds carried forward		<u>27,939</u>	<u>71,907</u>	<u>99,846</u>	<u>48,750</u>

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

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

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
		<u>103,573</u>		<u>52,979</u>
Creditors: amounts falling due within one year	14	<u>3,727</u>		<u>4,229</u>
Net current assets			<u>99,846</u>	<u>48,750</u>
Total assets less current liabilities			<u>99,846</u>	<u>48,750</u>
Net assets			<u>99,846</u>	<u>48,750</u>
Funds of the charity				
Restricted funds			71,907	45,973
Unrestricted funds			27,939	2,777
Total charity funds	16		<u>99,846</u>	<u>48,750</u>

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.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

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 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.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

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.

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Charitable Incorporated Organisation

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	–	1,865	1,865
Grants			
Home Office Analysis & Insight	–	–	–
	<u>–</u>	<u>1,865</u>	<u>1,865</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	385	2,615	3,000
Grants			
Home Office Analysis & Insight	445	–	445
	<u>830</u>	<u>2,615</u>	<u>3,445</u>

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
	<u>25,000</u>	<u>185,950</u>	<u>210,950</u>

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Charitable Incorporated Organisation

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

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	—	—	—
	<u>864</u>	<u>108,407</u>	<u>109,271</u>

6. Other trading activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Fundraising events	<u>162</u>	<u>162</u>	<u>3,185</u>	<u>3,185</u>

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Charitable Incorporated Organisation

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

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

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Charitable Incorporated Organisation

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

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	–
	<u>160,963</u>	<u>918</u>	<u>161,881</u>	<u>99,082</u>

9. Analysis of support costs

	Welsh Government HUB Cymru £	Total 2021 £	Total 2020 £
Governance costs	<u>918</u>	<u>918</u>	<u>918</u>

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
	<u>1,685</u>	<u>1,392</u>

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
	<u>80,660</u>	<u>61,277</u>

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Charitable Incorporated Organisation

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

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 No.	2020 No.
Number of service delivery staff	<u>4</u>	<u>2</u>

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	<u>–</u>	<u>6,157</u>

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
	<u>3,727</u>	<u>4,229</u>

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).

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

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
	<u>2,777</u>	<u>25,162</u>	<u>—</u>	<u>27,939</u>

	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	—	—	—	—
	<u>2,564</u>	<u>4,879</u>	<u>(4,666)</u>	<u>2,777</u>

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Charitable Incorporated Organisation

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

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
	<u>45,973</u>	<u>187,815</u>	<u>(161,881)</u>	<u>71,907</u>

	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	–	–	–	–
	<u>29,367</u>	<u>111,022</u>	<u>(94,416)</u>	<u>45,973</u>

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Charitable Incorporated Organisation

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Current assets	<u>27,939</u>	<u>71,907</u>	<u>99,846</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Current assets	<u>2,777</u>	<u>45,973</u>	<u>48,750</u>
Net assets	<u>2,777</u>	<u>45,973</u>	<u>48,750</u>

18. Related parties

There are no related party transactions that require disclosure in these financial statements (2020: nil)