

**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  
Dr D Mlewa - Board Member  
N Adaan - Secretary  
H A Adedapo  
M M Sexton  
D T Mutale

(Appointed 5 December 2022)

**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.



## **Annual Report 2022 - 2023**

**Sub-Sahara Advisory Panel**

**Charity Number: 1159990**

Fadhili Maghiya

9/27/23

Chief Executive Officer

**Sub-Sahara Advisory Panel**  
**Charitable Incorporated Organisation**  
**Trustees Annual Report**  
**Year ended 31 March 2023**

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## **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 managed 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.

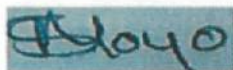
Each year we have seen an increase in the diaspora communities that engage with us and the influence that they have on our activities and strategy.

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



## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

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**Year ended 31 March 2023**

## **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



## **Sub-Sahara Advisory Panel**

**Charitable Incorporated Organisation**

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*(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.



## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

### **Trustees Annual Report**

**Year ended 31 March 2023**

## **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

## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Trustees Annual Report** *(continued)*

**Year ended 31 March 2023**

#### **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

## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Trustees Annual Report *(continued)***

#### **Year ended 31 March 2023**

#### **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 Renforcement 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

## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Trustees Annual Report (*continued*)**

#### **Year ended 31 March 2023**

#### **Highlights 2022 – 2023**

## **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.

## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Trustees Annual Report *(continued)***

#### **Year ended 31 March 2023**

#### **(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 (Soultier Trust)



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



## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Trustees Annual Report *(continued)***

**Year ended 31 March 2023**

## **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.



## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Trustees Annual Report *(continued)***

**Year ended 31 March 2023**

#### **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.

## **Sub-Sahara Advisory Panel**

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#### **Trustees Annual Report *(continued)***

**Year ended 31 March 2023**

- **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 roll 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

## **Sub-Sahara Advisory Panel**

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#### **Trustees Annual Report *(continued)***

#### **Year ended 31 March 2023**

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.

## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Trustees Annual Report *(continued)***

**Year ended 31 March 2023**

**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.

## Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2023

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.*





## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

#### Trustees Annual Report *(continued)*

Year ended 31 March 2023

Activities and achievements from our projects *(continued)*

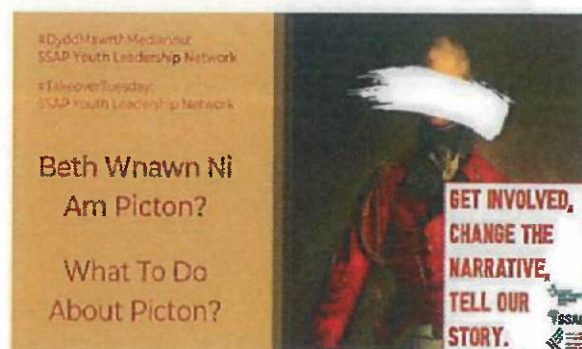
### 3. SSAP Youth Update

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.



## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

### Trustees Annual Report *(continued)*

Year ended 31 March 2023

### 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.



## Sub-Sahara Advisory Panel

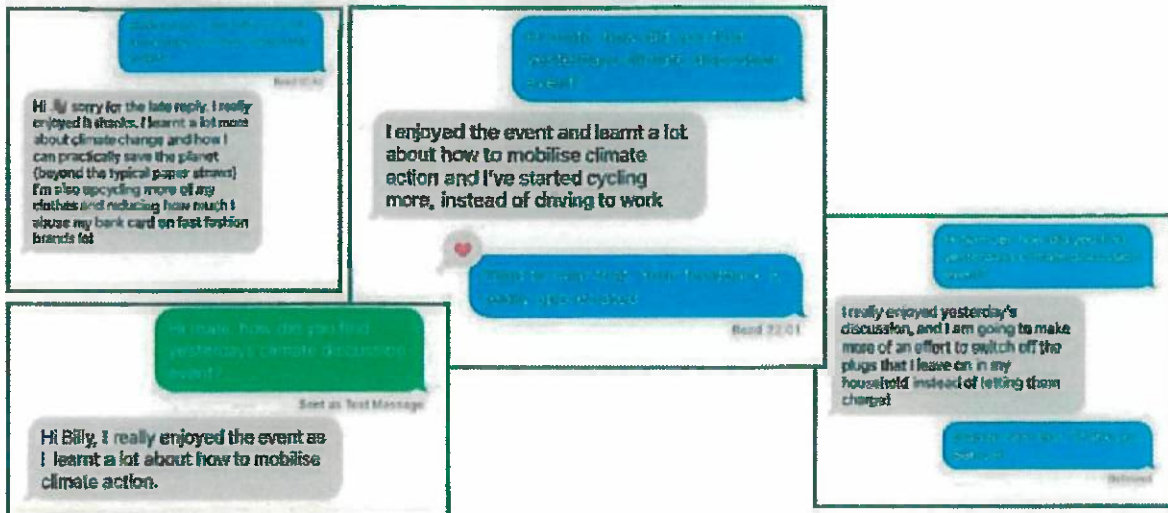
### Charitable Incorporated Organisation

### Trustees Annual Report *(continued)*

### Year ended 31 March 2023

### 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.



## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

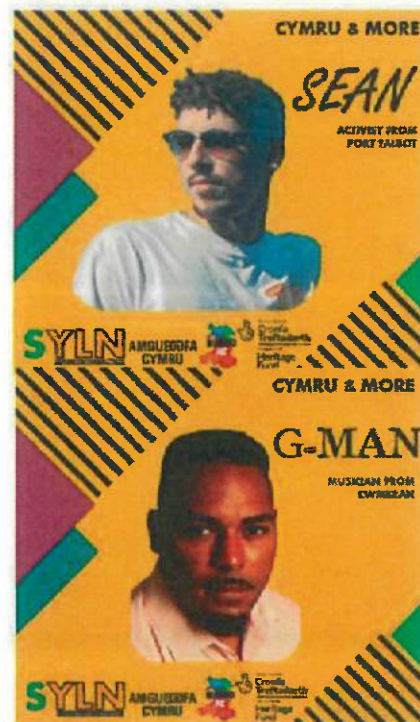
### Trustees Annual Report *(continued)*

Year ended 31 March 2023

#### 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.



## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Trustees Annual Report *(continued)***

**Year ended 31 March 2023**

#### **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.



## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

#### Trustees Annual Report *(continued)*

Year ended 31 March 2023

## Communication

### A. Social media analytics

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

### B. Follower demographics

#### Instagram and Facebook

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

#### LinkedIn

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

<sup>1</sup> *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.*

<sup>2</sup> *Impressions- the number of times a post was seen.*

## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

### Trustees Annual Report *(continued)*

Year ended 31 March 2023

#### C. Mailchimp

|                                     |                          |
|-------------------------------------|--------------------------|
| Total number of emails sent         | 43                       |
| Total number of deliveries          | 17,167                   |
| Average open rate <sup>3</sup> (%)  | 49%                      |
| Average click rate <sup>4</sup> (%) | 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%   |

| <i>Subscriber list</i> | <i>Active Subscribers</i> |
|------------------------|---------------------------|
| 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)

<sup>3</sup> Open rate- the percentage of recipients who opened an email that was sent to them.

<sup>4</sup> Click rate- the percentage of successfully delivered emails that registered a click.

## Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report *(continued)*

Year ended 31 March 2023

## Future Plans



Thank you! Diolch!

## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Trustees Annual Report** *(continued)*

**Year ended 31 March 2023**

##### **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:



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

|   |      | Unrestricted<br>funds<br>£ | 2023<br>Restricted<br>funds<br>£ | Total funds<br>£ | 2022<br>Total funds<br>£ |
|---|------|----------------------------|----------------------------------|------------------|--------------------------|
|   | Note |                            |                                  |                  |                          |
| <b>Income and endowments</b>                              |      |                            |                                  |                  |                          |
| Donations and legacies                                    | 4    | —                          | 972                              | 972              | 1,594                    |
| Charitable activities                                     | 5    | 2,250                      | 205,796                          | 208,046          | 150,801                  |
| <b>Total income</b>                                       |      | <u>2,250</u>               | <u>224,090</u>                   | <u>226,340</u>   | <u>152,395</u>           |
| <b>Expenditure</b>  |      |                            |                                  |                  |                          |
| Expenditure on charitable activities                      | 6,7  | 27,716                     | 200,416                          | 228,132          | 150,142                  |
| <b>Total expenditure</b>                                  |      | <u>27,716</u>              | <u>200,416</u>                   | <u>228,132</u>   | <u>150,142</u>           |
| <b>Net (expenditure)/income and net movement in funds</b> |      | <u>(25,466)</u>            | <u>23,674</u>                    | <u>(1,792)</u>   | <u>2,253</u>             |
| <b>Reconciliation of funds</b>                            |      |                            |                                  |                  |                          |
| Total funds brought forward                               |      | 35,044                     | 67,055                           | 102,099          | 99,846                   |
| <b>Total funds carried forward</b>                        |      | <u>9,578</u>               | <u>90,729</u>                    | <u>100,307</u>   | <u>102,099</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 31 to 39 form part of these financial statements.

## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

### Statement of Financial Position

31 March 2023

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

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:



Selina Moyo - Chair  
Trustee  
08 Dec 2023



Fred Zimba - Treasurer  
Trustee

08 Dec 2023

The notes on pages 31 to 39 form part of these financial statements.

# **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.

## **Sub-Sahara Advisory Panel**

### **Charitable Incorporated Organisation**

#### **Notes to the Financial Statements *(continued)***

##### **Year ended 31 March 2023**

#### **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 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 2023**

#### **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.

## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

#### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 4. Donations and legacies

|           | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|-----------|----------------------------|--------------------------|--------------------------|
| Donations | —                          | 972                      | 972                      |

|           | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
|-----------|----------------------------|--------------------------|--------------------------|
| Donations | 1,094                      | 500                      | 1,594                    |

#### 5. Charitable activities

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| 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                    |
|  | <u>2,250</u>               | <u>205,796</u>           | <u>208,046</u>           |

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| 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                   |
|  | <u>25,150</u>              | <u>125,651</u>           | <u>150,801</u>           |



## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

#### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

##### 5. Expenditure on charitable activities by fund type

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| 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                    |
|  | <u>27,716</u>              | <u>200,416</u>           | <u>228,132</u>           |

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| 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                      |
|  | <u>19,139</u>              | <u>131,003</u>           | <u>150,142</u>           |

## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

#### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 7. Expenditure on charitable activities by activity type

|   | Activities<br>undertaken<br>directly | Support<br>costs | Total funds    | Total fund     |
|---|--------------------------------------|------------------|----------------|----------------|
|   | £                                    | £                | 2023<br>£      | 2022<br>£      |
| General fund  | 1,385                                | —                | 1,385          | 683            |
| Other restricted funds                                    | 13,179                               | —                | 13,179         | 5,624          |
| Welsh Government Race Equality<br>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<br>Generation        | —                                    | —                | —              | 100            |
| National Lottery Community Fund<br>Emerging Futures Fund  | —                                    | —                | —              | 2,289          |
| National Lottery Community Fund<br>Covid 19 Jamii Project | 65,219                               | —                | 65,219         | 18,171         |
| Community Fund & WWF - MCCA<br>project                    | 2,297                                | —                | 2,297          | —              |
| The Postcode Community Trust                              | 7,108                                | —                | 7,108          | 10,938         |
|   | <u>227,094</u>                       | <u>1,038</u>     | <u>228,132</u> | <u>150,142</u> |

#### 8. Analysis of support costs

|                  | Analysis of<br>support costs | Total 2023   | Total 2022 |
|------------------|------------------------------|--------------|------------|
|                  | £                            | £            | £          |
| Governance costs | <u>1,038</u>                 | <u>1,038</u> | <u>972</u> |

#### 9. Independent examination fees

|   | 2023<br>£    | 2022<br>£    |
|---|--------------|--------------|
| Fees payable to the independent examiner for:       |              |              |
| Independent examination of the financial statements | 1,038        | 972          |
| Other financial services                            | 1,064        | 871          |
|   | <u>2,102</u> | <u>1,843</u> |

## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

#### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2023

##### 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          |
|   | <u>136,464</u> | <u>104,871</u> |

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 | <u>5</u> | <u>4</u> |

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        |
|                                 | <u>4,437</u> | <u>4,235</u> |

##### 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).

## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

#### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2023

#### 14. Analysis of charitable funds

##### Unrestricted funds

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

|                                   | At<br>1 Apr 2021 | Income        | Expenditure     | At<br>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            |
|                                   | <u>27,939</u>    | <u>26,244</u> | <u>(19,139)</u> | <u>35,044</u>     |

##### Restricted funds

|   | At<br>1 Apr 2022 | Income         | Expenditure      | At<br>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)          |
|   | <u>67,055</u>    | <u>224,090</u> | <u>(200,416)</u> | <u>90,729</u>     |

## Sub-Sahara Advisory Panel

### Charitable Incorporated Organisation

#### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2023

|  | At<br>1 Apr 2021<br>£ | Income<br>£    | Expenditure<br>£ | At<br>31 Mar 2022<br>£ |
|--|-----------------------|----------------|------------------|------------------------|
| Other restricted funds                                     | 6,234                 | 6,749          | (5,166)          | 7,817                  |
| Welsh Government Race Equality<br>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<br>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<br>Generation project | 6,384                 | —              | (100)            | 6,284                  |
| National Lottery Community Fund<br>Awards for All project  | 2,016                 | —              | —                | 2,016                  |
| National Lottery Community Fund<br>Emerging Futures Fund   | 1,449                 | —              | (2,289)          | (840)                  |
| National Lottery Community Fund<br>Covid 19 Jamii project  | 14,919                | —              | (18,171)         | (3,252)                |
| Community Fund/WWF Climate<br>project                      | —                     | —              | —                | —                      |
| The Postcode Community Trust                               | —                     | 17,500         | (10,938)         | 6,562                  |
| Arts Council of Wales                                      | —                     | 61,305         | (46,773)         | 14,532                 |
|  | <u>71,907</u>         | <u>126,151</u> | <u>(131,003)</u> | <u>67,055</u>          |

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<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|----------------|----------------------------|--------------------------|--------------------------|
| Current assets | <u>9,578</u>               | <u>90,729</u>            | <u>100,307</u>           |
|                | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
| Current assets | <u>35,044</u>              | <u>67,055</u>            | <u>102,099</u>           |

#### 16. Related parties

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