

Sub-Sahara Advisory Panel
Charitable Incorporated Organisation
Unaudited Financial Statements
31 March 2024

WALTER HUNTER & CO LIMITED

Chartered accountants
24 Bridge Street
Newport
South Wales
NP20 4SF

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Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report

Year ended 31 March 2024

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



Annual Report 2023 - 2024

Sub-Sahara Advisory Panel

Charity Number: 1159990

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report

Year ended 31 March 2024

Chair's Welcome

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

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

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

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

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

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

Once again thank you all for your hard work.

Fred Zimba

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

CEO's Message

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

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

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

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

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

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

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

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

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



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

Sub-Sahara Advisory Panel
Charitable Incorporated Organisation
Trustees Annual Report (continued)
Year ended 31 March 2024

Structure, governance and management

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

The trustees

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

Independent examiner

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

Structure, governance and management

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

Staff

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

Trustees

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

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 Cerd
- Disability in Wales and Africa
- Cardiff University

Africa-based partners

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

Funders

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

Highlights - Organisational Developments 2023-24

• Staff

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

• Trustees

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

● Strategy Development Income Generation

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

● Office Move

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

● Funding

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

● Governance

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

● New areas of work

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

● Partnership Work

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

Achievements from our projects

1. Hub Cymru Africa

Overview

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

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

Activities and achievements from our projects

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

Highlights

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

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

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

2. Jamii II

Project Overview:

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

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

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

Experiences of inequality and racism have also created a sense of mistrust in our community, with many cautious to access health services and mental health support. In many African and Black communities, engagement with health services must be tackled from within.

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

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Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

Activities and achievements from our projects (continued)

Achieving Jamii's Outcomes

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

What we and our partners delivered

SSAP:

- Activities: Zumba, Yoga, Swimming
- Frequency: Average of 2 sessions per month
- Participants: 10 participants per session
- Activity: Football: 1 session per week, average 20 participants per month

- New Activities: Swimming, Nutrition Class, Community Garden, Nature Walk, Anxiety Management Course

- Frequency: Average of 12 participants per session
- Rationale: These activities were introduced to address the growing need for both physical and mental health support within the community. By providing a variety of activities we aim to cater to different interests and promote holistic well-being.

Soel Connect:

- Choir:

- Frequency: Average of 2 sessions per month
- Participants: 20 participants

- Rationale: The choir sessions foster a sense of community and belonging, providing a creative outlet for expression and emotional release. Music has therapeutic benefits contributing to the mental well-being of participants

NWAS:

- Board Games Night:

- Frequency: Every Friday night
- Participants: Average of 13 participants

- Yoga and Dance:

- Frequency: Twice a month
- Participants: 11 for dance, 4 for yoga (yoga sessions stopped due to low attendance)

Sub-Sahara Advisory Panel

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Trustees Annual Report (continued)

Year ended 31 March 2024

Activities and achievements from our projects (continued)

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

Impact and Milestones

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

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

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

Activities and achievements from our projects (continued)

The Climate Crisis is highlighting pre-existing inequalities:

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

The Good Ancestors Club aims to:

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

Achievements so far

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

Activities and achievements from our projects (continued)

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

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

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

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

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

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

Activities and achievements from our projects (continued)

5. Africa Portfolio (Funded by the Lloyds Foundation)

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

• Project Name: **Education for all Children**

• Funder – **British and Foreign School Society**

• 2 Year Project Grant **£60,000**

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

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

This 2 years project aims to:

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

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

Our CEO visited the partner in April this year.

Achievements:

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

Activities and achievements from our projects (continued)

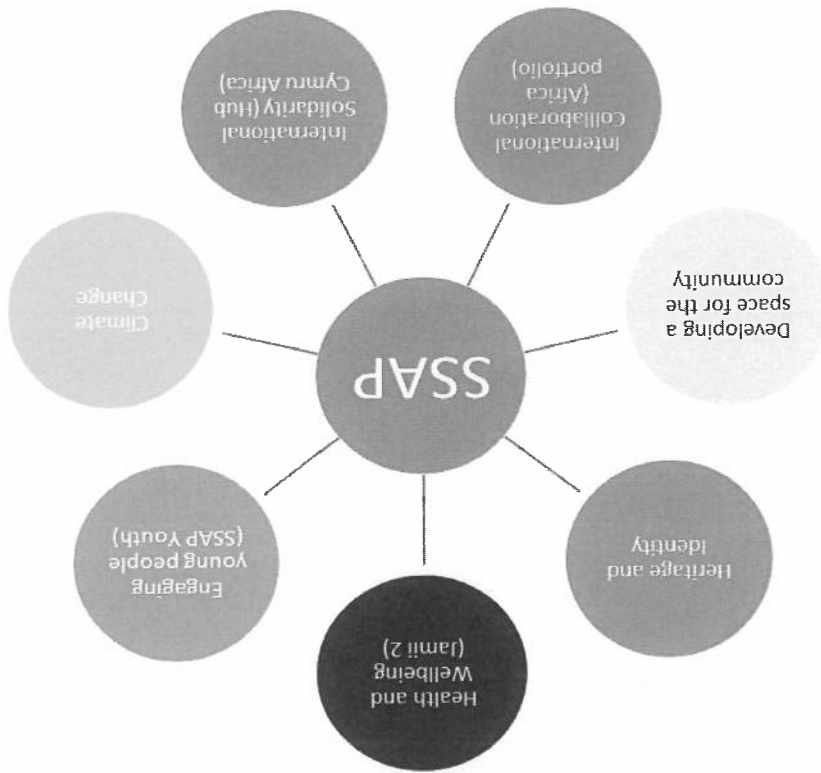
- At the start of the project, it was established that 100% of the children were bullied in school, 60% now report that they are not being bullied and that there is more acceptance in the community
 - We have scheduled monthly meetings. 6-month report was submitted to BFSS and was successful.
 - Partner requested a learning exchange with teachers in Wales. Callout was made in our newsletter and socials. No response.
- Lessons learnt.** Some of our partners are young organisations and do not have a lot of experience in writing funding applications. We have started to have sessions with partners. We envisioned doing a big workshop inviting all partners but with connectivity issues, this has been easier to do with one partner at a time. So far, a session has been held with Purple Foundation and Keynes Disability.

6. SSAP Youth Network

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

7. Future Plans

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



Sub-Sahara Advisory Panel

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Trustees Annual Report (continued)

Year ended 31 March 2024

For 2024 - 25, SSAP will focus on:

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

Financial review

A detailed analysis is shown within the financial statements.

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

Reserves

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

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

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Charitable Incorporated Organisation

Trustees Annual Report (continued)

Year ended 31 March 2024

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. 09 Dec 2024

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



Fred Zimba - Co-Chair
Trustee



H A Adedapo - Treasurer
Trustee 04 Dec 2024

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

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

Year ended 31 March 2024

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

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

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

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

Jonathan Rhodes BSC BFP FCA
Independent Examiner

24 Bridge Street
Newport
South Wales
NP20 4SF

9 Dec 2024

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Activities

(including income and expenditure account)

Year ended 31 March 2024

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

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 21 to 31 form part of these financial statements.

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Statement of Financial Position

31 March 2024

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

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

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
 - The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.
- These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

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



Fred Zimba - Co-Chair
Trustee



H A Adedapo - Treasurer
Trustee 04 Dec 2024

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements

Year ended 31 March 2024

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.

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 2024

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 2024

4. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds
2024	£ 3,715	£ –	£ 3,715
2023	£ –	£ 972	£ 972

5. Charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds
Welsh Government Community Engagement REAP	£ –	£ 7,850	£ 7,850
Other restricted income	£ –	£ 38,988	£ 38,988
Arts Council Wales	£ –	£ 40,685	£ 40,685
project	£ –	£ 76,412	£ 76,412
National Lottery Community Fund COVID 19 Jamii	£ –	£ 20,000	£ 20,000
Dovedale Foundation	£ –	£ 30,000	£ 30,000
British & Foreign School Society	£ –	£ 34,419	£ 34,419
Welsh Government HUB Cymru	£ –	£ –	£ –
Lloyds Foundation for England & Wales	£ –	£ –	£ –
Community Fund & WWF MCCA Project	£ –	£ 248,354	£ 248,354
Unrestricted Funds	£ 2,250	£ 223,118	£ 225,368
Welsh Government Community Engagement REAP	£ –	£ 2,140	£ 2,140
Other restricted income	£ –	£ 10,685	£ 10,685
Arts Council Wales	£ –	£ 30,652	£ 30,652
National Lottery Heritage Fund Kumbukumbhu	£ –	£ –	£ –
Memories project	£ –	£ –	£ –
National Lottery Community Fund COVID 19 Jamii	£ –	£ 130,063	£ 130,063
project	£ –	£ –	£ –
Dovedale Foundation	£ –	£ 15,000	£ 15,000
British & Foreign School Society	£ –	£ 32,256	£ 32,256
Welsh Government HUB Cymru	£ –	£ –	£ –
Lloyds Foundation for England & Wales	£ 2,250	£ 2,322	£ 2,322
Community Fund & WWF MCCA Project	£ –	£ 223,118	£ 225,368

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Charitable Incorporated Organisation

Notes to the Financial Statements (continued)

Year ended 31 March 2024

8. Expenditure on charitable activities by activity type

Activities undertaken directly	Support costs	Analysis of support costs		Governance costs
		£	£	£
General fund	806	—	1,090	1,038
Other restricted funds	5,082	—	—	—
Welsh Government - other projects	—	—	—	—
Garfield Weston Foundation	—	—	—	—
Lloyds Foundation in England & Wales	8,020	—	—	—
Arts Council Wales Madaraja project	1,725	—	—	—
Arts Council Wales - Good Ancestors	—	—	—	—
Club	26,127	—	—	—
Comic Relief - Global Majority project	—	—	—	—
British & Foreign School Society	26,638	—	—	—
Welsh Government HUB Cymru Africa	35,477	1,090	—	—
Dovedale Foundation	640	—	—	—
National Lottery Community Fund	131,648	—	—	—
Covid 19 Jamii Project	—	—	—	—
Community Fund & WWF - MCCA project	25	—	—	—
National Lottery Heritage Fund	57,754	—	—	—
The Postcode Community Trust	—	—	—	—
Total funds	295,032	1,090	1,090	1,038
Total fund	2023	£	£	£
26,331	8,020	1,725	—	—
5,043	—	—	—	—
13,179	5,082	—	—	—
1,385	806	—	—	—
—	—	—	—	—
517	26,127	—	—	—
14,388	26,638	—	—	—
31,704	36,567	—	—	—
—	640	—	—	—
65,219	131,648	—	—	—
2,297	25	—	—	—
7,108	57,754	—	—	—
228,132	295,032	1,090	1,090	1,038

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements (continued)

Year ended 31 March 2024

10. Independent examination fees

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

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:		
	2024	2023
Wages and salaries	174,134	130,132
Social security costs	6,744	3,122
Employer contributions to pension plans	4,374	3,210
	185,252	136,464

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

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

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

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.
No trustee expenses have been incurred during the year (2023: nil).

13. Creditors: amounts falling due within one year

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

14. Pensions and other post retirement benefits

Defined contribution plans

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements (continued)

Year ended 31 March 2024

15. Analysis of charitable funds (continued)

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

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

Sub-Sahara Advisory Panel

Charitable Incorporated Organisation

Notes to the Financial Statements (continued)

Year ended 31 March 2024

16. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds
Current assets	10,518	46,976	57,494
	£	£	£
Unrestricted Funds	9,578	90,729	100,307
	£	£	£
Restricted Funds			
Total Funds			
2024			
2023			

17. Related parties

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