



NOMAD – Nations of Migration Awakening the Diaspora Annual Report & Accounts 31st March 2025

REPORT OF THE BOARD OF TRUSTEES FOR THE YEAR ENDED 31 March 2025

The Board of Trustees presents its report and unaudited financial statements for the year ended 31 March 2024

REFERENCE AND ADMINISTRATIVE INFORMATION

Company / Charity Name **NOMAD – Nations of Migration Awakening the Diaspora**

Charity registration number 1168763

Registered Office and operational The Lodge - 64 Pinner Road

Address Harrow, HA1 4HZ

Directors & Trustees

A. Mohamed- Director

A. Sheikh,

O. Abati

P. Fitzpatrick

P. Vassie- Chair

M. Hale

Independent Examiner

Bell's Accountant
10a High Street
Chislehurst
Kent
BR7 5AN

Bank The Co-operative Bank
Po box 250

REPORT OF THE DIRECTORS / TRUSTEES

STRUCTURE, GOVERNANCE AND MANAGEMENT

NOMAD – Nations of Migration Awakening the Diaspora, is a Charitable Incorporated Organisation (CIO) operating in the UK under a Constitution adopted on 22 July 2016, which states the objectives of NOMAD as follows:

For the public benefit to act as a resource for young people (primarily but without limitation) who are currently residing in London and across the UK as a result of breaches of human rights, war or civil disturbance, public calamity (including famine, earthquake or pestilence), the immediate or continuing effects of lack of natural or other resources or any other cause of poverty, distress, suffering and oppression in their countries or origin by providing advice, support, assistance and organising programmes of physical, educational and other activities as a means of:

- (a) Advancing them in life and helping them by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;**
- (b) Advancing their education and learning in particular through the use of the arts;**
- (c) Preventing or relieving their poverty including financial need, hardship, distress and suffering, and relieving the effects of oppression;**
- (d) Promoting their physical, emotional, and mental good health and wellbeing; (e) Relieving unemployment; and**
- (f) Providing or supporting the provision of recreational and leisure time activity in the interest of social welfare with a view to improving their conditions of life.**

NOMAD has developed into a vibrant network of young people who originate from all parts of the world taking initiatives to make positive change in their own lives and the wider community.

Trustees

The Constitution states there must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee.

Operational Management

The day-to-day management of the CIO is through the two co-founders of the charity, who report to the Board of Trustees. Four members of staff provide specialised services to the CIO, and there are 25 young leaders involved as volunteers.

Policies

NOMAD has the following policies regulating its operations, which will be regularly updated:

- Child Protection
- Health and Safety
- Equal Opportunities
- Financial Policy and Procedures

Risk Management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

A Year of Growth and Reflection

From March 2024 to March 2025, this has been a year of significant growth and reflection for Nomad. We've focused on strengthening our internal structures, building a values-led culture, and putting systems in place that have made our organisation stronger and more sustainable for the future.

A key part of this journey has been investing in our people through training, development, and coaching to ensure our team feels supported, confident, and equipped to grow in their roles. This focus on people and culture has created a stronger sense of shared purpose and collective responsibility across Nomad.

Alongside this, we have been building both local and national partnerships to support our strategic growth. These relationships are helping us extend our reach, strengthen our voice, and deepen our impact not only through direct work with young people but also in shaping policy and contributing to wider social change.

This has been a year of learning, transformation, and consolidation. We've faced challenges and celebrated achievements, and through it all, we've grown into a more cohesive, transparent, and resilient organisation. The lessons of this year have laid a solid foundation for the future one rooted in community, collaboration, and clarity of purpose.

While we know there's always more to do, we are genuinely excited about the direction we're heading and the possibilities ahead. As we look back on this year, we are deeply grateful for the support of our team, trustees, partners, and community. The challenges we've faced have only strengthened our commitment to growing Nomad into a truly sustainable organisation one that continues to make a meaningful and lasting impact for years to come.

We look forward to the next chapter with purpose, optimism, and renewed energy.

Nomad elder woman's project

This year, we launched our **Women's Elders Group** as part of our intergenerational work. Since the launch, we have brought together **over 50 women from some of the most isolated communities from Somalia, Bangladesh, Syria, Afghanistan, England, Pakistan, Isreal, Jamaica and India.**

Many of these elders have experienced a **loss of belonging and identity**, having spent years in survival mode after fleeing war and then raising their children in a country and system they barely understood.

Our project has created a safe and welcoming space for women who are often **unable to leave their homes**, as there are very few social spaces for those who don't attend bingo halls, pubs, or mosques. We often say we are the **forgotten women of society** unseen and unheard.

Through our weekly sessions, this is beginning to change. Each week, women come together for workshops that use **traditional dance, storytelling, and cooking** to connect communities that rarely mix. They have been able to **build confidence, self-esteem, and joy**, and have formed

genuine friendships that extend beyond our sessions visiting each other's homes and travelling together, something many had not done in years.

We have also run a range of **creative and wellbeing workshops**, including **sewing, arts and crafts, dancing, healthy eating, and sessions on domestic violence awareness**. These sessions have not only provided new skills and knowledge but have also created spaces for healing, laughter, and rediscovery of identity and belonging.

Partnership with Kol Chai - Hatch End Reform Jewish Community

We have been working in partnership with Kol Chai - Hatch End Reform Jewish Community, coming together through shared Iftar meals and the development of a community cookbook with elders, centred around food, culture, and storytelling. This work created meaningful intergenerational spaces for connection, learning, and dialogue, using food as a powerful tool to build understanding and strengthen relationships. At a time of heightened global conflict, the partnership created a rare and safe space for Muslim and Jewish communities to come together, break bread, and learn from one another. Bringing elders from the Somali community into the synagogue for Iftar was deeply significant, fostering trust, solidarity, and a shared sense of humanity across faiths and communities.



Shaah and Sheeko + Yoga Project

What began as a simple idea — bringing elders together over tea and conversation — has grown into one of Nomad's most meaningful and transformative community projects. **Shaah and Sheeko** was created to offer a welcoming space for elders from **diverse backgrounds** to connect, share stories, and engage in real dialogue. Through listening to participants' feedback, the project evolved to include walking and yoga — combining social connection with physical and mental well-being.

The introduction of yoga has had a remarkable impact. Participants have reported **improved mental health, increased mobility, and a renewed sense of energy and confidence**. For many, these weekly sessions have become an essential part of their lives — a safe, inclusive space where people from different cultures and experiences come together to move, breathe, and belong.

Beyond the physical benefits, the emotional and social impact has been profound. Elders have shared how the project has helped them **overcome loneliness, build friendships across communities, and rediscover a sense of joy and purpose**. What began as a small gathering has become a vibrant hub of connection — a reminder of how simple, culturally rooted activities can break down barriers and bring people together.

Shaah and Sheeko now stands as a cornerstone of our community engagement work,

celebrating diversity and demonstrating Nomad’s commitment to holistic well-being, inclusion, and intergenerational care. Its success continues to inspire how we design meaningful projects that nurture both body and spirit.



Girls’ Group

The **Girls’ Group at Arc House** has become a vital part of Nomad’s work in supporting young women’s wellbeing, confidence, and voice. It provides a safe, nurturing space where young women can come together, build trust, and talk openly about the challenges they face — from relationships and self-esteem to mental health and identity.

Sessions have explored **healthy relationships, forced and arranged marriages, domestic violence, and self-harm**, blending honest discussion with creativity and care. Led by **Claire, our project facilitator**, the group uses creative activities such as cross-stitching, beadwork, and making well-being kits to encourage expression and self-reflection. Over the summer, participants designed handmade bags and keychains for the Nomad Youth Festival — celebrating their creativity and contribution to the wider community.

To extend our reach, Nomad has also delivered **workshops at Whitefriars School**, one of the most deprived areas in Harrow. These sessions provide early support for **young women at risk**, creating space to explore difficult issues and access guidance **before reaching crisis point**.

In total, the Girls’ Group and workshops have engaged **over 60 young women**, many of whom have shared personal experiences of self-harm, family pressure, and isolation for the first time. For these young women, the sessions have been more than a programme — they have been **a lifeline**. The work has helped participants build resilience, find their voice, and begin to see themselves as leaders of their own lives.

The Girls’ Group reflects Nomad’s wider vision: **creating safe, preventative, and empowering spaces where young people can heal, grow, and thrive.**

Workshops

- Arrange marriages
- Forced marriages
- Healthy relationships
- Enthusiastic consent
- Self - harm kits

“The girls are from different backgrounds it gave me different perspectives and also be myself, it feels like a support group and I can lean on people.” Young woman



Music Sessions

The **Creative Writing Project**, which concluded in December 2023, laid the foundation for our **Music Sessions**, launched in June 2024. What began as an exploration of storytelling through words evolved into a powerful platform for young people to **express their emotions, experiences, and identities through music**. Lyrics written in the creative writing workshops became the foundation for songs and raps developed during the sessions — turning personal stories into art.

Supported by three talented facilitators, the sessions provided an **inspiring and safe environment** where young people could experiment creatively and share their truths. They used music to talk openly about **the issues they face at home, mental health challenges, and the pressures of growing up**, transforming pain and uncertainty into creativity and connection.

Music nights at Arc House became more than rehearsals — they were spaces of freedom, culture, and belonging. Through drumming, dance, and live performance, young people celebrated who they are and the stories that shaped them. The sessions also prepared them for the **Nomad Summer Youth Festival**, where they proudly performed their original work — a culmination of courage, confidence, and community.

The impact was profound. The process **gave young people a voice and a sense of ownership over their stories**. They gained confidence, developed musical and lyrical skills, and found a supportive community that encouraged authenticity and self-expression.

For one young woman, the project became especially transformative. She shared that she had **never been allowed to sing at home due to her family’s religious beliefs**, but through Nomad’s music sessions, she finally found the freedom and encouragement to use her voice. Her story reflects what these sessions stand for — **a space for liberation, healing, and empowerment**.

The Music Sessions continue to represent Nomad’s belief that creativity can transform lives — **supporting young people turn their struggles into strength, and their voices into power**.



Summer Youth Festival

“The festival was genuinely inspiring, you could see the legacy on the young people. I was in awe of not only their talent, but also the loving environment created to provide these young people to be creative and thrive.” (Ayan Moaden) award winning poet from Birmingham

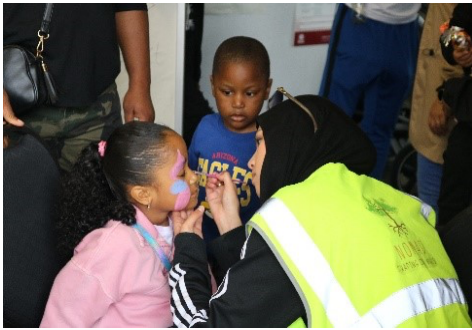
The Summer Youth Festival was a resounding success, showcasing the incredible talents and dedication of our young participants. Over 3 months of preparation for the festival which involved various creative sessions, including art and music workshops, where participants explored activities like hand-stitching. The event featured a vibrant art exhibition, live music band performances, and cultural showcases, uniting the diverse communities of Harrow.

The festival also provided a platform to celebrate the elders involved in the Shaah and Sheeko sessions, who shared their rich Somali culture and traditions through an educational clip. Over **150** community members attended the festival, which hosted 8 stalls, including 3 showcasing businesses by former Nomad young members. These stalls offered a range of services, such as clothing and free haircuts for the young attendees.



This festival was more than just a series of performances—it was an opportunity to build lasting friendships and foster a sense of belonging among the participants. Over the course of three months, we slowly built the festival, with a focus on growing our network and discovering a shared sense of purpose in Harrow especially after the riots.

The impact on the young people involved was profound. They were exposed to a variety of artistic and creative expressions, which not only inspired them but also encouraged them to explore their own potential. The festival provided a safe and supportive environment where young people could express themselves, connect with others, and gain confidence in their abilities. For many, it was a transformative experience, helping them to develop new skills, forge new friendships, and find a sense of belonging within their community.



Impact on Young People

The work we do at Arc House has had a significant positive impact on the lives of young people. We have seen first hand how providing a safe and supportive environment can lead to increased confidence, improved mental health, and a stronger sense of community among our participants. The opportunities for learning, creativity, and personal growth that Arc House facilitates are invaluable.

Nomad plays in filling a gap within youth services in our community. At a time when resources are stretched thin, and young people are facing unprecedented challenges, Nomad has stepped in to bring much-needed resources, projects, and advocacy to those who need it most.

“ The events, projects and Nomad has had a huge impact on our lives. I respect you guys incredibly so much, in a time where I felt I had nothing I found friendship and people at the Arc people who I can call family who inspire me.” (Muschat young person)

Partnerships and Collaborations

One of the key ways we maximize our presence at Arc House is through strategic partnerships with other community groups and services:

- **Evolve Initiative**
- Giving them space to run wellbeing and life coaching sessions for 18 young people once a month since December 2023.
- **Ignite:** Through our partnership with Ignite, we have been able to offer leadership and skillbuilding programs that empower young people to become active members of the community. We also allowed them to run events in the arc house
- **Harrow Young Foundation:** Working alongside Harrow Young Foundation, we have developed initiatives that provide essential support to vulnerable youth, ensuring they have access to the resources they need to thrive and challenge these services.
- **Harrow College:** Our collaboration with Harrow College has opened up educational opportunities for our participants and also Nomad became the
- **Jubilee:** Partnering with Jubilee has allowed us to integrate arts and performance into our programs, offering young people a creative outlet to express themselves.
- **Side eYe Productions:** Award winning **Dugsi** Dayz is a riotous and authentic comedy exploring Somali, Muslim culture and female friendship, inspired by the 1985 movie The Breakfast Club. This partnership has been instrumental in giving young people hands-on experience in theatre and production, equipping them with valuable skills for the future. They are also an award winning group who play had been featured in the guardian. They are currently working on their next production using the Arc house as a rehearsal space every Saturday.

- **Harrow law centre:** over the summer they have been key in supported young women and men who needed immediate support such as domestic violence and homelessness. We are also looking forward to workshops they will be delivering at the end of September about stop and search, protesting.

We had 14 students on placements who were actively involved within Nomad over the summer

- **Helix school**
- **Hatch end High school**
- **Harrow high**
- **Rooksheath**
- **Saint Dominics**

Safeguarding Training with Staff and Young Leaders

This year, we delivered a **safeguarding workshop specifically tailored for Nomad**, addressing the real challenges we face when working with **vulnerable young people**, particularly around issues of **violence, safety, and staff wellbeing**. The session created space for open reflection, helping our team and young leaders strengthen their understanding of responsibility, boundaries, and care within our community.

We explored what Nomad is responsible for — both **inside and outside our spaces** — and how to communicate those boundaries clearly to the community we serve. The training encouraged honest discussions about how to keep both **young people and staff safe**, while remaining compassionate and supportive.

Key Themes:

- **Boundaries and Responsibilities:** Understanding Nomad’s role and limitations, and what staff should and should not do in case of emergencies.
- **Shared Understanding:** Working with young people to co-create clear boundaries, ensuring they understand what Nomad can and cannot offer.
- **Politics and Safe Conversations:** Exploring how to hold space safely when people bring their lived experiences, stories, and trauma into Nomad — and how to maintain a respectful, nonjudgmental environment for all.

This training has been instrumental in strengthening our safeguarding culture — ensuring that Nomad continues to be a place of **safety, transparency, and trust** for both staff and the young people we work with.

Young People feedback Youth Council

“Holly”

- It is good that young people have a space to be themselves and not fit into the stereotypes that are imposed on young people.
- It is great for young people to
- have a space outside of academic settings.

“Mahado”

- Being a part of the youth council means opportunity creating space where young people and ourselves can be - it feels special.

“Hanad”

- Being apart of the youth council means that i am the voice of the youth

Acknowledgements

We would like to take a moment to reflect and give thanks to our community of elders and young people who have walked alongside us on this journey. We are deeply grateful to our staff and trustees for your unwavering commitment and resilience in delivering work that is so deeply needed. We also want to acknowledge and thank our partners, volunteers, and organisations we have worked closely with throughout the year. Finally, we extend our heartfelt thanks to all of our funders whose commitment and support have made this work possible and allowed it to be truly impactful.

Nomad
Statement of Financial Activities
For the Year Ended 31st March 2025

	Note	Total 24/25	Total 23/24
Income			
Unrestricted grants		£10,375	£77,000
Restricted grants	1	£122,500	£118,705
Other income		£712	£1,616
Total Income		£133,587	£197,321
Expenditure			
Charitable activities	2	£59,969	£31,489
Movement in reserves		£15,922	£-
Operating expenses		£141,713	£92,592
Total Expenditure		£217,604	£124,081
Net (Expenditure)/Income		(£84,017)	£73,240

Nomad
Balance Sheet
As of 31st March, 2025

	Note	Mar 31, 2025	Mar 31, 2024
Assets			
Fixed Assets			
Tangible Assets	3	£0	£108
Current Assets			
Cash at Bank and in Hand		£59,576	£126,748
Prepayments		£379	£377
Total Current Assets		£59,955	£127,125
Total Assets		£59,955	£127,233
Current liabilities			
Other creditors		£3,454	£2,637
Net assets		£56,501	£124,596
Total Funds of the Charity			
Funding left to be used	4	£61,188	£45,266
		£61,188	£45,266
Reserves			
Brought forward reserves		£79,330	£6,090
Additional reserves		£-	£-
Net (expenditure)/income		(£84,017)	£73,240
Carried forward reserves		£56,501	£79,330
Total Funds of the Charity and Reserves		£56,501	£124,596

Notes to the Financial Statements for the year ended 31st March 2025

1 Income

The key charitable grants utilised in FY 24/25 were as follows:

	Restricted funding
Tudor Trust	£30,000
Trust for London	£11,500
John Lyons	£50,000
	Unrestricted funding
The Blue Thread	£20,000
A&B Sainsbury	£11,000

2 Expenditure	2025	2024
Charitable Activities	£59,969	£31,489
Rent	£12,309	£12,280
Insurance - property	£647	£624
Office Supplies	£3,259	£2,788
Telephone and internet	£2,471	£2,416
Utilities	£7,404	£5,979
Depreciation	£106	£427
Travel Expenses	£2,003	£2,272
Payroll	£92,060	£48,796
Professional Fees	£13,477	£12,246
Repairs and security	£7,977	£4,764
Total Operating Expenses	£201,682	£124,081

3 Tangible Assets

Depreciation is recognised on a straight-line basis over 3 years.

IMAC 1

	Cost	£1,259
May-17	Annual	£420
FY-18 charge	11 months	£385
FY-19 charge	12 months	£420
FY-20 charge	12 months	£420
FY-21 charge	1 month	£34
	NBV	£0

Camera 1

Cost	£599
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John Lyon 2024 (2)	£38
Big Lottery Awards For All	£58
Tudor Trust	£1,562
John Lyon (3)	£1,470
Trust For London	£4,263
John Lyon 2025	£34,478

Unrestricted

Sainsbury 2024	£16
Sainsbury 2025	£10,970
Blue Thread	£1,844
	£61,188

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the directors of

Nomad

On accounts for the year ended

31 March 2025

Company no.

Set out on pages

Respective responsibilities of directors and examiner

The company's trustees are responsible for the preparation of the accounts. The company's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

- In connection with my examination, no matter has come to my attention
1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
 2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date: 13/11/25

Name:

Helen Dale

Relevant professional qualification(s) or body (if any):

FCA

Address:

10a High Street, Chislehurst, Kent BR7 5AN

Section B

Disclosure

Give here brief details of any items that the examiner wishes to disclose.

None