

BELEVE UK

England & Wales · Charity number 1176525

Details

Other names	BELEVE
Status	Registered
Legal form	Charitable company
Company number	07587692
Registered	2018-01-04
Register	View on the Charity Commission register

Contact

Address	BeIEve 372 Brockley Road London SE4 2BY
Phone	02033725779
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Website	www.beleveuk.org

Activities

Objects: THE COMPANY'S OBJECTS ARE TO ACT AS A MENTORING PROGRAMME OFFERING POSITIVE SUPPORT TO GIRLS AND YOUNG WOMEN TO IMPROVE THEIR SELF WORTH, EDUCATIONAL ATTAINMENT AND SOCIAL DEVELOPMENT;REGARDLESS OF BACKGROUND.

Activities: BeIEve is a female-led charity with the mission of empowering girls and young women to become the next generation of leaders. The objects of the Charity are to advance in life and relieve needs of girls and young women by providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£657,518	£599,862	£141,090	12
2024-04-30	£407,417	£470,447	-	-
2023-04-30	£318,884	£335,898	-	-
2022-04-30	£285,357	£249,892	-	-
2021-04-30	£190,201	£96,765	-	-

Trustees

Name	Role	Appointed
Elizabeth Anyaegbuna	Chair	2025-05-01
Darren Sital-Singh		2025-05-01
Isik Guven Toktamis		2025-05-01
Jennifer Tolmie		2017-05-10
Katy Clark		2022-04-05
Olga Valadon		2025-05-01
Ramat Tejani		2022-04-05
Shalena Haughton-Peters		2022-04-05
Shannon Keegan		2025-05-01

Accounts



BelEve UK

Charity No. 1176525

Company No. 07587692

Trustees' Report and Unaudited Accounts

30 April 2025

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Administrative Information

BelEve UK

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 07587692

Charity No. 1176525

Registered Office

372 Brockley Road

London

SE4 2BY

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year or were appointed shortly after year end:

E. Anyaegbuna – **Chair of Trustees'** (appointed 01/05/2025)

J. Tolmie - **Treasurer**

K. Clark

R. Ahmed Tejani

S. Haughton-Peters

D. Sital-Singh (appointed 01/05/2025)

O. Valadon (appointed 01/05/2025)

I. Guven Toktamis (appointed 01/05/2025)

S. Keegan (appointed 01/05/2025)

S. Dube (term ended 30/04/2025)

J. Naa Dedei Opare-Aryee (resigned 24/11/2024)

Additional Directors'

C. Powell

M. Powell

Accountants

Angle Accountants

Airport House

Purley Way

Croydon,

Surrey

CR0 0XZ

Trustees' responsibilities in relation to the financial statements

Approvals

The Trustees (who are also the directors of the charity for the purpose of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the

Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the

State of affairs of the charitable company and of the incoming resources and resources expended for that period.

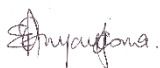
In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

This report was approved by the Trustees on 24/02/2026 .and signed on their behalf by:



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Elizabeth Anyaegbuna - Chair of Trustees'

CEO Foreword – Marsha Powell

This year, BelEve UK matched courage with purpose.

Building on our commitment to grow sustainably, we focused on depth — strengthening programmes, refining operations, and expanding pathways for girls and young women to lead.

We turned our promise into practice. Our core programmes remained safe, stretching spaces for voice, agency, and leadership. We launched BeEmpowered, a transitional programme for Year 7–8 girls, responding to the evolving needs of our community.

Leading our impact with intention resulted in us reaching 4,267 girls and young women and delivering over 5,000 hours of mentoring and facilitation, evidence of our shift toward deeper, more transformative engagement. Our digital community grew to over 10,000 followers across platforms, amplifying stories of resilience and everyday leadership.

Opening Doors

We continued to open doors through our Career Insight Days, giving girls access to law, finance, media, tech and government, meeting role models and exploring possibilities.

We thank partners including Simmons & Simmons, Womble Bond Dickinson, Global, Kerv, MS, Bloom, Civil Service, Goodera, Marriot and Ralph Lauren for turning aspirations into access.

Celebrating Moments and Strengthening our Foundation

In 2024/25, we continued to create spaces where girls and young women could lead, connect, and thrive.

International Women’s Day at Zoom HQ in partnership with HubDot brought together an intergenerational community of leaders, allies, and young women. Through storytelling and networking, the event highlighted the power of shared experiences and representation.

We proudly marked **12 Years of BelEve** with our **12 Days of BelEve** digital campaign celebrating identity, excellence, and community.

We launched our first mentoring partnership with **Ralph Lauren**, matching **15 young women** with **15 senior female leaders**. Over **six employability workshops**, participants gained valuable insight, guidance, and development opportunities — helping to equip them for future careers.

Through the **Pilotlight 360 programme**, we enhanced our governance, sustainability, and leadership — ensuring BelEve is equipped for long-term impact. Our growth was made possible thanks to the steadfast support of **The National Lottery Community Fund, The London community foundation, City bridge, Ludlow Trust, The Hadley foundation, Artemis trust, Lee Hatcliffe, The VRU, Tallow chandler, Islamic Relief, Raising your hands, Zoom cares**, and our generous donors whose belief in our mission allows us to grow with resilience and purpose.

Looking Ahead

As BelEve enters its next phase, we welcome **Elizabeth Anyaegbuna** as our new Chair, bringing strategic clarity and a deep commitment to equity. Her leadership strengthens our ambition to move beyond individual programmes and play a more active role in shaping the systems that girls move through.

Our Priorities

Over the year ahead, BelEve will focus on five priorities that support both depth of impact and long-term change. We will continue to **expand our reach while protecting the relational quality** that underpins girls' confidence and readiness. We will strengthen **pathways into opportunity** by deepening employer partnerships and mentoring pipelines, ensuring aspiration is matched by access. We will prioritise **wellbeing and safety**, recognising that emotional security is foundational to participation and progress. We will invest further in **evidence and learning**, strengthening how we track readiness and long-term outcomes across transitions. And we will build **organisational sustainability** through diversified income and long-term partnerships that allow us to plan with confidence.

To our staff, facilitators, mentors, trustees, volunteers and partners thank you for bringing both excellence and heart to this mission. To our funders and donors thank you for backing belief with resources. And to the girls and young women of BelEve your courage, curiosity and leadership are the reason we exist.

Together, we are building a future where every girl is supported to navigate systems with confidence and become a force for change in her life, her community and beyond.

Marsha Powell

CEO, BelEve UK

BelEve UK Trustees Annual Report & Impact Review

Reporting period: May 2024 – April 2025 (Year ended 30 April 2025)

BelEve UK

Trustees' Annual Report & Impact Review 2024–2025

Inspiring the Next Generation of Female Leaders to become leaders of their own world.

Supporting girls and young women aged 8–22 across the transitions that shape their lives.

Total girls and young women reached: 4,267

A note on our approach

"How to Read This Report: This report meets regulatory requirements whilst telling the story of our year. Statutory sections (governance, finance, risk) are on pages 24-26. Throughout, we've prioritised girls' voices and evidence of change over volume alone."

BelEve is a girls' charity. We lead with sisterhood, love and opportunity, and we measure what changes because girls deserve more than inspiration; they deserve progress that can be seen, felt, and sustained.

This report holds both:

- the **heartbeat** (girls' voices, moments, stories), and
- the **evidence** (outcomes, numbers, delivery, learning).

Report of the Trustees (Year end April 2025)

The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report and the financial statements of the charity for the year ended 30 April 2025.

The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for the UK and Republic of Ireland (FRS102).

BelEve continues to create and develop spaces to support and build a community through sisterhood, providing equal opportunities for girls and young women to discover their full potential.

Our strapline:

Inspiring the Next Generation of Female Leaders' to become leaders of their own world.

BelEve's work is anchored in the understanding that girls are most vulnerable at moments of transition. Our programmes are therefore designed not as one-off interventions, but as connected experiences that build readiness over time. By supporting girls through these transitions academically, emotionally, socially and aspirationally we help prevent the disengagement, loss of confidence, and narrowing of opportunity that too often occurs as girls move through education and into adulthood.

Vision, Mission, Values

Our Vision

All girls and young women are empowered to become leaders of their world.

Our Mission

To equip girls and young women with the skills, support, and confidence to find their voice and make informed choices about their future.

Who we are and what we do

BelEve is a grassroots, female-led charity supporting girls and young women aged **8–22** to build confidence, leadership and lasting opportunities across the transitions that shape their lives.

Our aim

To inspire, motivate, lead, and create community for our girls and young women.

Core Values

Love — non-judgmental, open-minded, passionate

Sisterhood — spaces of belonging and community

Opportunity — equal access to explore potential

Transformation — growth beyond perceived limits

Collaboration — co-creation with those on a shared mission

Legacy — empowering girls to become leaders of their own world

BelEve's key objectives

1. A sustainable charity with a defined sector position

BelEve is sustainable, capable of delivering effective programmes and ensuring ongoing financial stability and security.

2. Deliver greater impact for girls and young women

Build, sustain and grow BelEve programmes to offer more support, and cumulatively welcome **50,000 girls and young women by 2027** into these programmes.

3. Influence and transform girls' and young women's lives

Clear pathways for girls and young women, offering projects developed by the girls for the girls to expand the offer to existing beneficiaries and reach new beneficiaries.

4. Stronger and deeper partnerships and collaboration

Collaborating with corporates, trusts and donors to generate higher funding to ultimately impact more girls and young women.

These objectives drive BelEve's commitment to a world where every girl and young woman has the tools, support and opportunities needed to thrive, lead and make positive impact.

Letter from the Vice Chair of Trustee

It is with joy and deep appreciation that I reflect on a year of bold progress, resilience, and meaningful impact at BelEve UK. Building on last year's commitment to scale, sustainability, and system-level change, we translated ambition into delivery — strengthening our programmes, deepening partnerships, and investing in the organisation that powers it all.

Programmes that change trajectories

Across our targeted interventions

BEAM (8–11), BeEmpowered (11–14), LeadHerShip (14–16), and BelEve in Her Success (15–22) — we created nurturing spaces for personal growth, self-expression, and leadership. Our signature 90-minute It Is That Deep workshops and the youth-led initiative, The Younger Chapter, amplified voice and agency.

Pathways into work and influence

- Through Career Insight Days, young women stepped into competitive sectors — law, finance, media, and government — gaining exposure to real workplaces, expert panels, and mentoring. Partners including Simmons & Simmons, Womble Bond Dickinson, Global, Kerv, MS, Bloom, Civil Service, Goodera, Marriot and Ralph Lauren which opened doors and widened horizons.

Moments that moved the needle

Our 2025 International Women's Day celebration at Zoom HQ convened young women, professionals, and allies in a vibrant dialogue on equity and leadership. We also marked 12 Years of Sisterhood with the **12 Days of BelEve** campaign, celebrating identity, strength, and opportunity.

Stronger foundations, bigger future

Participation in Pilotlight 360 provided dedicated support across governance, sustainability, and leadership — sharpening our strategy and reinforcing operational excellence.

We continued to build a diversified funding base with support from The National Lottery Community Fund, The London community foundation, City Bridge Trust, The Hadley trust, Tallow chandler, Ludlow Trust, Lee Hatcliffe, Artemis foundation, The VRU, Propel fund, Raise your hands, Islamic relief and a growing community of donors.

Impact by the numbers

We reached **4,267 girls and young women** through our programmes and workshops. We delivered **1,932 sessions** in **38 schools** and worked with **11 corporates**. These numbers reflect both reach and the increasing depth of our delivery.

Renewed leadership

We closed the year by refreshing our Board and warmly welcoming **Elizabeth Anyaegbuna as Chair**.

On behalf of the Board of Trustees, my heartfelt thanks to our exceptional team, volunteers, funders, partners, and above all the young women whose courage, brilliance, and ambition are the heartbeat of BelEve UK. Together, we are laying the foundations for a future where every girl believes in herself and becomes a force for change in her life, her community, and beyond.

Our Year at a Glance

This year, BelEve focused on strengthening relationships with girls and young women while scaling delivery responsibly. We deepened school partnerships, expanded staffing capacity, increased the quality and consistency of delivery, and continued to build pathways into mentoring, leadership and work.

Headline reach:

- **4,267 girls supported across key life transitions**
- **From primary to secondary, adolescence to exams, and education to employment**
- **Worked with 25 primary schools & 13 secondary schools**
- **11 corporates**

100% of BelEve programmes are designed around transition readiness, not age alone.

Behind these numbers is a deliberate focus on depth as well as reach. Across the year, BelEve prioritised sustained engagement with girls at key transition points, ensuring that increased volume did not come at the expense of relational impact. This approach reflects our belief that meaningful change occurs when girls are supported not only to participate, but to be ready for what comes next.

“BelEve is the one space where I can be honest and still feel strong.” — Participant

Impact at a Glance

We are proud to have impacted **4,267** young people through our five core programmes and bespoke workshops.

Over the year we facilitated **1,932 sessions** across **38 schools** and partnered with **11 corporates**

Programme totals (as provided):

Programme	Age group	Impact	Num sessions
BEAM	(8-11)	1,088	229
Leadership	(14-16)	337	95
BelEve In Her success	(15-22)	242	1,468
Career Insight days	(15-22)	180	6
IITD	(11-18)	2,230	110
Be Empowered	(11-14)	40	16
Bespoke Workshops		150	8

Totals		4,267	1,932
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: “IITD engaged 3,030 students directly; with 800 of these being boys, figure reflects total workshop reach and repeat engagements across participating cohorts.”

“Keeping the girls and young women at the centre of everything we do.”

How BelEve Builds Leadership (core competencies)

BelEve’s Core Competencies

BelEve programmes build leadership from the inside out — supporting girls to understand themselves, communicate with confidence, build relationships, and navigate the world with agency.

- **Managing Feelings** — reflecting on feelings, understanding them, and managing them
- **Communication** — articulating ideas, listening, and asking questions
- **Confidence and Agency** — self-belief to act on what matters
- **Relationships and Leadership** — leading alongside peers, building participation
- **Collaboration** — co-creating and developing ideas
- **Creativity** — finding solutions to challenges
- **Planning and Problem-Solving** — setting objectives and navigating obstacles
- **Resilience** — reframing challenge and responding with intention
- **Self-Reflection** — learning from experience and applying it forward

Outcomes Levels (the measures)

The Measures: How girls progress through BelEve

- **Level 1** — confidence with the basic elements leadership requires
- **Level 2** — ability to understand self and others
- **Level 3** — ability to practically apply leadership themes
- **Level 4** — ability to lead her world

“I thought leadership meant being loud. Now I know it also means being brave.” — Participant

BelEve Programmes: Nurturing Tomorrow’s Leaders

BelEve’s programmes are designed as a readiness pathway rather than isolated offers. Each programme responds to a specific life stage and prepares girls for the transition that follows. While girls may enter BelEve at different points, our delivery model ensures that every programme builds skills, confidence, and agency that are directly transferable to the next stage of their journey.

Our five programme pillars this year:

- **BEAM** (primary years; early intervention and transition)
- **BeEmpowered** (Year 7–8 transition into secondary)
- **LeadHerShip** (Year 9–10 leadership + confidence + identity)

- **BelEve in Her Success** (15–22 mentoring and employability pathway)
- **It Is That Deep** (culture change: consent, boundaries, safety)

PROGRAMMES (COMPREHENSIVE SECTIONS)

BelEve heart (pull quote):

“My voice matters, even if I’m small.” — Year 3 girl

BEAM: Programme Overview + Strands

Programme Overview

BEAM is a gender-specific, preventative, early-intervention programme focused on empowering girls aged 7–11. It addresses personal, social and emotional development needs during key transitions in education.

Programme content aligns to BelEve’s Outcomes Framework, progressing girls through foundational stages of self-awareness, communication, confidence and leadership.

For many girls, the transition into Key Stage 2 and later into secondary school is accompanied by heightened anxiety, shifts in peer dynamics, and a growing awareness of identity. BEAM therefore focuses on building emotional literacy, self-belief, and early leadership — foundations that enable girls to engage confidently with new environments rather than withdraw from them.

Programme Strands Delivered

1. Year 3 — ‘Stepping Up’ (KS1 to KS2)

Focus: identity, self-belief, emotional literacy at the start of KS2

2. Year 6 — Transition Programme (KS2 to KS3)

Focus: resilience and readiness for secondary school

BEAM: Highlights + Reach

Programme Highlights

Reach: Delivered in 25 **schools**, engaging **1,088 girls**

(621 transition; 352 stepping up; 60 afterschool; 55 holiday programme)

Sessions: Weekly 60-minute sessions using identity trees, praise journals, affirmation cards, “Future Me” visualisations and self-evaluation stars.

Safe spaces: Girls co-created learning agreements to support respectful participation. Rotating roles fostered agency.

Resources and continuity: Structured facilitation packs, booster sessions and clubs reinforced learning.

New cohorts: Delivery at Rangefield and Childeric expanded Year 3 with tailored interventions addressing unkind behaviour and inclusivity.

BEAM: Impact Tables (Stepping Up + Transition + Afterschool)

4. Programme Impact

4.1 KS1 to KS2 — ‘Stepping Up’ (Year 3)

Objective: emotional literacy, identity and confidence entering KS2

Quantitative outcomes (average):

Indicator	Start Avg	End Avg	Change
Confidence	4.1	7.9	+3.8
Resilience	5.0	8.3	+3.3
Leadership	3.6	6.9	+3.3

Girls said:

“I can be loud and still be kind.”

“Before I was shy, now I talk to new people in class.”

“My voice matters, even if I’m small.”

4.2 KS2 to KS3 — Year 6 Transition Programme

Objective: resilience and readiness for secondary school

Indicator	Start Avg	End Avg	Change
Confidence	4.5	7.8	+3.3
Resilience	5.2	8.1	+2.9
Self-belief	4.4	8.0	+3.6

The significant increases seen in confidence, resilience, and leadership are strong indicators of transition readiness. Girls are not only feeling better about themselves; they are developing the internal resources required to navigate larger schools, new social structures, and increased expectations with confidence.

These outcomes demonstrate more than confidence gains they show readiness for change. Girls moved from hesitation to participation, from silence to expression, and from fear of the unknown to curiosity about what comes next.

“I feel less scared about Year 7 now.”

— Year 6 participant

Girls said:

“I feel less scared about Year 7 now.”

“BeEve taught me that confidence can grow.”

Girls said:

“It’s fun but also deep.”

“We’re like sisters now.”

BEAM: Case Studies (condensed but still comprehensive)

BEAM Case Studies (Distance Travelled)

Case Study 1 — Child P (Year 3, EAL)

Started withdrawn, confidence and leadership 2/10. With bilingual scaffolding, visuals, affirmations, she began contributing and introduced her group presentation. Confidence rose 2 → 7.

Case Study 2 — Child L (Year 3, low self-esteem)

Initially could not name strengths (“Nothing”). With praise journal + leadership-lite roles, she later led a check-in circle. Confidence 3 → 8.

Case Study 3 — Child S (Year 6, transition anxiety)

Feared secondary school (“I’m not ready”). Through Future Me planning + peer affirmations, she named goals (“science club”) and described herself as brave. Self-belief 4 → 8.

Case Study 4 — Child T (Afterschool, high energy)

Struggled to share space. With mediated leadership roles, transformed into a peer encourager (“big sister”). Leadership 5 → 9.

Case Study 5 — Child M (Year 3, anxiety)

Often tearful, fear of mistakes. With consistent routine + affirmation “I can do hard things,” she performed her own poem at the end. Bravery 2 → 9.

BeEmpowered: Overview + Why it matters

BeEve BeEmpowered Programme Impact Report 2024–2025

Participating schools: 2

Target group: Year 7 girls (11–12)

Participants: 40

Duration: 8 weeks (90 minutes weekly)

Programme Overview

BeEmpowered exists because transition anxiety doesn't end on the first day of Year 7 it evolves. Girls are navigating bigger spaces, shifting friendships, new identity pressures and confidence dips. BeEmpowered offers safety, structure and sisterhood at a moment where many girls feel they must "figure it out alone".

BeEmpowered exists because the challenges of transition do not end once a girl arrives at secondary school. National evidence shows a dip in confidence and belonging during the early secondary years, particularly for girls navigating identity, peer pressure, and increased academic demands. BeEmpowered responds to this by creating a stabilising space where girls can process change, build self-understanding, and regain a sense of agency during a period when many feel unseen.

Core objectives

- Explore personal identity
- Build confidence and resilience
- Develop communication and decision-making
- Empower positive leadership
- Understand healthy relationships and empathy
- Strengthen teamwork and problem-solving
- Support self-belief and long-term aspirations

"These sessions have improved my mental health and self-esteem." — Year 7 girl

Outcomes + Case Studies + Voices

Programme Impact (Quantitative Outcomes)

Pre/post self-assessment out of 10.

Development Area	Week 1 Avg	Week 8 Avg	Improvement
Self-Knowledge	4.0	6.0	+50%
Transition Confidence	6.0	7.0	+16.7%
Making New Friends	5.0	6.0	+20%
Confidence in Daily Life	6.5	7.5	+15.4%
Managing Emotions	5.5	8.0	+45.5%
Seeing a Successful Future	6.0	6.5	+8.3%
Teamwork	5.5	8.0	+45.5%

Qualitative insights

- 92% improved confidence speaking up
- 88% better equipped to manage friendships and conflict

- 95% expressed pride in individuality
- 85% now believe they can be leaders

By the end of the programme:

- girls demonstrated improved emotional regulation
- greater confidence forming new friendships
- increased belief in their leadership potential

This shows readiness not just to attend school, but to **remain engaged, resilient and self-directed within it.**

Improvements in emotional regulation, teamwork, and self-confidence demonstrate increased readiness to remain engaged during adolescence. Girls leave BeEmpowered better equipped to manage relationships, advocate for themselves, and participate actively in school life.

Case Study 1 — Child M

Shifted from validation-seeking to collaborative leadership; became a peer encourager and wants to become a peer mentor.

Case Study 2 — Child K

Moved from conflict and poor regulation to inclusive leadership; now exploring wellbeing ambassador role.

Girls' voices

"I've learnt that value is something I must practice every day for myself."

"Having boundaries means you are looking after yourself and others."

"As girls progress from BeEmpowered (Year 7-8) into LeadHerShip (Year 9-10), the focus shifts from stabilising after transition to actively building leadership identity during the GCSE years. This is the critical window when many girls begin to disengage or narrow their perceived options, making this intervention particularly important."

LeadHerShip: Overview + Impact + Work experience pathway

LeadHerShip Programme Impact Report 2024–2025

Schools: 8

Target group: Year 9–10 girls

LeadHerShip is a leadership and personal development programme designed to help girls regain confidence and voice during their GCSE years. It supports them at a critical time when many disengage, focusing on skills like managing pressure, self-advocacy, collaboration, and maintaining identity while navigating exam challenges.

During the GCSE years, many girls experience heightened pressure and a narrowing of perceived options. LeadHerShip is designed to counter this by reinforcing voice, confidence, and leadership identity at a time when girls are often encouraged subtly or overtly to shrink.

Highlights

- 337 girls enrolled
- 80% average completion
- 85%+ reported increased confidence and teamwork
- 9 in 10 improved ability to express themselves
- 70%+ improved conflict management and decision-making

Extended engagement: Work experience & pathways

Four girls completed 1–2 week placements at BelEve, building workplace skills and contributing to real projects — including shaping BelEve’s Girls Hub.

The improvements seen across communication, confidence and conflict management demonstrate readiness for the increased academic, social and emotional demands of GCSE years.

The growth in communication, decision-making and conflict management reflects readiness for post-16 transitions. Girls are not only developing leadership skills; they are strengthening their capacity to make informed choices about their futures.

“BelEve made me feel seen and heard for who I am. Now I understand my autism gives me strength and a unique perspective.” — Participant

Career Insight Days + BelEve in Her Success

Career Insight Days 2024–2025

Total reach: 180

Purpose and vision

Career Insight Days provide young women aged 15 to 22 with exposure to various industries, helping to bridge the gap between education and employment. These events empower underrepresented talent, particularly young women of color, by encouraging them to envision themselves in professional environments.

The purpose of Career Insight Days is to help girls move from aspiration to informed confidence.

For many participants, this was their first experience in a corporate workplace. The shift observed was not just excitement; it also included a boost in confidence when navigating professional environments and conversing with industry leaders. The girls entered spaces they had never accessed before, met senior leaders, practiced networking and career skills, and witnessed what is possible in a tangible way.

Corporate partners & contributions

- **Kerv:** tech innovation and pathways; 3 girls won work experience; 13 employees signed up as mentors
- **Capital Xtra (Global):** creative careers in broadcasting and directing
- **AMS, Bloom, Civil Service, Goodera, Marriot, Simmons & Simmons, Womble bond Dickinson,** mock interviews, panels, networking lunches
- **Zoom :** Hosted International women's day

Testimonials

“The day at Capital Xtra was life-changing. I spoke to a female producer who looked like me — that made me believe I could do it.” — Tomi, 20

“It’s not just about giving back, it’s about building the future workforce.” — Headland PR

BelEve in Her Success 2024–2025

Total reach: 242

A 6–9 month mentoring and personal development programme supporting girls and young women facing barriers to access, networks and opportunity.

As young women move toward independence, formal systems of support often fall away. BelEve in Her Success exists to bridge this gap, ensuring that participants are not only motivated but ready — with networks, clarity, and confidence to navigate education, employment and early adulthood.

Highlights

- 100 new Girls participants (15–22)
- 142 pre existing mentees continuing their pathways with BelEve
- 100 mentors across law, media, tech and entrepreneurship
- 94% completed the full programme
- 72% attended Career Insight Days
- 85% improved work readiness
- 40% gained internships/work experience
- 35% secured employment
- 93% felt more positive about their future

These outcomes demonstrate readiness for adulthood — not just employability skills, but belief, agency and sustained momentum.

Outcomes such as sustained mentoring engagement, work experience, and employment demonstrate readiness in action. Participants are progressing, not stalling, and are able to apply the skills and confidence developed through the programme in real-world settings.

“BelEve connected me to a solicitor at Simmons & Simmons, helping me secure a role in private client law. I now believe in myself — and I want to give back.” — Kaiya Greenidge

It Is That Deep (IITD) full impact section

It Is That Deep (IITD) Workshop Impact Report 2024/25

"Whilst BeLEVE's core programmes are girls-only spaces, It Is That Deep is delivered to mixed groups (Years 7-12) because consent, boundaries and respect require whole-school culture change. Creating safer environments for girls means engaging everyone in the conversation."

Students engaged: 2,230(Years 7–12)

IITD engaged 3,030 students directly; with 800 of these being boys, figure reflects total workshop reach and repeat engagements across participating cohorts."

"Keeping the girls and young women at the centre of everything we do, is the most important factor of our work"

Schools: 6

Programme overview

"It Is That Deep" is a sexual harassment awareness programme addressing consent, boundaries, complex social dynamics, gender-based violence and peer respect. It creates safe spaces for meaningful conversation and equips students to identify, challenge and report harmful behaviour. It includes peer-led follow-up via the **Ravens Ambassador Programme**.

Highlights

- Interactive modules: scenarios, quizzes, discussions
- Sexual Harassment Pyramid of Behaviours
- Consent and context: role play and legal literacy
- Ravens peer ambassador initiative
- School-specific impact projects and toolkits

Impact

- Increased awareness and proactive safeguarding culture
- Increased confidence for girls identifying/responding to harassment
- Increased reporting and understanding of harassment
- Peer-led advocacy embedded through Ravens
- Resources provided for ongoing curriculum integration

Quantitative outcomes (student survey n=818)

- 91% confidence identifying forms of sexual harassment (4–5/5)
- 92% understand difference between flirting and harassment (4–5/5)
- 76% confident calling out harassment (4–5/5)
- Average enjoyment rating: 4.7/5
- 43% reported personal experience of harassment
- 59% know someone who has experienced it

Teacher feedback (n=24)

- 100% age-appropriate and effective
- 96% saw immediate shift in awareness
- 100% would recommend to other schools

The increase in disclosures and reporting reflects not increased risk, but increased readiness girls and young people now have the language, confidence and permission to act.

Voices

“This was the first time someone explained this in a way that made sense.” — Year 7

“The session created an open space — one quieter student disclosed something they’d never shared before.” — Year 9 Teacher

SDGs + Partnerships + Thanks

Sustainable Development Goals (SDGs)

BelEve’s work aligns to:

SDG 1, 3, 4, 5, 8, 10, 11, 16, 17

Where this shows up in practice

- **SDG 4 & 5:** leadership, confidence and gender equality programming
- **SDG 8:** employability and pathways into work
- **SDG 16:** safeguarding, consent, rights, and safer school cultures
- **SDG 17:** partnerships with schools, corporates and funders

BelEve contributes to SDGs by preparing girls to participate fully in education, work, leadership, and civic life.

Collaborations & Partnerships

Bloom • Simmons & Simmons • Civil Service Fast Stream Network • Global • Goodera • Spotify • Deliveroo • Kerv • Ralph Lauren , WBD, AMS

We are extremely grateful to partners and mentors who go above and beyond to support girls through challenging times.

“We loved meeting them — they are incredible young women.” — Womble Bond Dickinson

"The programmes and partnerships described in this report represent more than isolated interventions. Together, they form an emerging system of support designed around the reality that girls are most vulnerable at moments of transition. Our strategic evolution builds on this foundation."

Looking Ahead –

Systems change made explicit

Looking ahead, BelEve is strengthening its role as a **transition and readiness architect**. Our system-change ambition recognises that girls are most at risk at moments of change and that preparing them early, intentionally and relationally is the most effective intervention.

Priorities

- Move from programme-by-programme delivery to **readiness-based pathways**
- Track **distance travelled across transitions**, not just attendance
- Deepen employer partnerships into long-term pipelines
- Embed mentoring as a longitudinal bridge through change

Finance, Governance, Risk,

Reserves (statutory) + Closing

Finance & Fundraising Summary

With significant commitment and efforts, the year ended 30 April 2025 saw an increase in Incoming resources of £250k from £407k in year end 2024 to £657k in year-end 2025.

This increase in income gave the charity the scope to continue its commitments to its objectives and to ensure maximum benefit was applied to the beneficiaries. The vital support from our funders and corporate sponsors has allowed BelEve to focus on strengthening its offerings, maintain its investment in the charity's core programmes, expand its reach and deliver on its objectives. We would like to extend our thanks to everyone who has provided funds and support for the charity, we very much look forward to continuing these essential relationships into the new year.

Total expenses increased by £129k from £470k in year end 2024 to £599k in year end 2025. Careful control of expenditure by the Trustees and senior leadership team has allowed the charity to report a net surplus of income as at 30 April 2025 of £58k (2024 - £63k deficit).

Reserves at 30 April 2025 amounted to £141,090, split as:

- Unrestricted: £78,670
- Restricted: £62,420

The Trustees are steadfast in their commitment to ensure all funds obtained for the charity's purpose are utilised effectively and speedily for the benefit of their beneficiaries, but likewise the Trustees are also aware of the importance of balancing this with the need to maintain sufficient levels of resources to meet the day to day operations.

The Trustees' reserves policy is to hold unrestricted funds covering up to 3 months of unrestricted operating costs, with a longer-term aim of 6 months. We are pleased to confirm as at 30 April 2025 the charity held Unrestricted reserves equivalent to 3.5 months of unrestricted operating costs (based on year end 2025 costs).

Fundraising goals for 2025/26

We have decided to extend our current financial year-end to August 2026 in order to align future reporting periods with the academic year. As a result, this year's financial period will cover 16 months on a one-off basis.

Total Budget 25/26	
	Turnover
Corporate Sponsors/Fundraising	£112,000
Delivery Partner Income	£44,000
Donations	£43,500
Event income	£12,400
Funding	£834,000
Registration Fees	£20,250
Total Turnover goal	£1,066,150

Governance

Chair: Shruti Dube Term ended (30 April 2025)

New Chair: Elizabeth Anyaegbuna (1 May 2025- Present)

Vice Chair Shalena Haughton-Peters

Treasurer: Jenny Tolmie

Trustees: Ramat Tajani, Katy Clark,

New trustees' appointments 1 -May 2025

Shannon Keegan, Isik Guven toktamis, Darren Sital-Singh, Olga Valadon

Resignation: Jennifer Naa Dedi Opare- Aryee (24/11/2024)

SLT Directors: Chyloe Powell, Marsha Powell, Rochelle Powell

Young Leadership Board

Risk Management

Primary risk: funding shortfall. Mitigation: diversified grant applications, robust budgeting and cashflow, risk register, governance training.

Closing with heart

BeLve is more than a charity; it is a community, a movement, and a promise that every girl and young woman is seen, heard, and valued.

Thank you to our staff, facilitators, mentors, trustees, volunteers, funders, and partners. And to the girls: you are the reason we exist.

Independent Examiners Report

Independent Examiner's Report to the trustees of BelEve UK

I report to the charity trustees on my examination of the accounts of BelEve UK for the year ended 30 April 2025, which comprise the Statement of Financial Activities incorporating, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the charity 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 your 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 can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

- accounting records were not kept in accordance with section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under 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
- the accounts have not been prepared in accordance with the Charities SORP (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 to enable a proper understanding of the accounts to be reached.

Cavelle Batchelor
HND FMAAT

Angle Accountants
Airport House
Purley Way
Croydon, Surrey
CR0 0XZ

Statement of Financial Activities incorporating Income and Expenditure

Year ended 30 April 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Income and endowments from:					
Grants and Contracts		247,583	331,868	579,451	347,325
Donations		59,812		59,812	13,146
Other trading activities		5,340		5,340	1,433
Other Income		10,751	2,164	12,915	45,513
Total		323,486	334,032	657,518	407,417
Expenditure on:					
Expenditure on charitable activities	3	220,037	310,000	530,037	410,625
Support and governance cost	3	49,887	19,938	69,825	59,822
Total		269,924	329,938	599,862	470,447
Net gains on investments		-	-	-	-
Net (expenditure)/income		53,562	4,094	57,656	(63,030)
Transfers between funds		1,232	(1,232)	-	-
Net movement in funds		54,794	2,862	57,656	(63,030)
Reconciliation of funds:					
Total funds brought forward		23,876	59,558	83,434	146,464
Total funds carried forward		78,670	62,420	141,090	83,434

- Funds transferred between unrestricted and restricted were given approval by funders.

Balance Sheet at 30 April 2025

Company No. 07587692

	Notes	2025 £	2024 £
Assets			
Fixed and Current Assets	5	21,025	42,560
Cash at bank and in hand		131,008	51,718
		<u>152,033</u>	<u>94,278</u>
Creditors: Amount falling due within one year	6	(10,943)	(10,844)
Net current assets		<u>141,090</u>	<u>83,434</u>
Total assets less current liabilities		<u>141,090</u>	<u>83,434</u>
Net assets excluding pension asset or liability		<u>141,090</u>	<u>83,434</u>
Total net assets		<u>141,090</u>	<u>83,434</u>
The funds of the charity			
Restricted funds	7		
Restricted income funds		62,420	59,558
		<u>62,420</u>	<u>59,558</u>
Unrestricted funds	7		
General funds		78,670	23,876
		<u>78,670</u>	<u>23,876</u>
Total funds	7	<u>141,090</u>	<u>83,434</u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

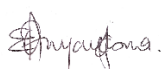
For the year ended 30 April 2025 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 24/02/2025

And signed on its behalf by:



Elizabeth Anyaegbuna

Chair of Trustees'

Statement of Cash Flow Statement

Year ended 30 April 2025

	Total Funds 2025	Total Funds 2024	Notes
Cash flows from operating activities:			
Net cash provided by (used in) Operating activities	79,290	(94,013)	Table 9
Cash flows from investing activities:			
Dividends, interest and rent from investments	-	-	
Proceeds from the sale of property, plant and equipment	-	-	
Purchase of property, plant and equipment	-	(2,600)	
Proceeds from sale of investments	-	-	
Purchase of investments	-	-	
Net cash provided by (used in) investing activities	-	(2,600)	
Cash flows from financing activities:			
Repayments of borrowing	-	-	
Cash inflows from borrowing	-	-	
Receipt of endowment	-	-	
Net cash provided by (used in) financing activities	-	-	
	-	-	
Change in cash and cash equivalent in the reporting period	79,290	(96,613)	
Cash and cash equivalent at the beginning of the reporting period	51,718	148,331	Table 10
Change in cash and cash equivalents due to exchange rate movements	-	-	
Cash and cash equivalent at the end of the reporting period	131,008	51,718	Table 10

Table 9: Reconciliation of net income/expenditure) to net cash flow from operating activities

	2025	2024
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	57,656	(63,030)
Adjustments for:		
Depreciation charges	-	-
(Gains)/losses on investments	-	-
Dividends, interest and rents from investments	-	-
Loss/(profit) on disposal of fixed assets	-	-
(Increase)/decrease in current assets	(1,042)	(1,445)
(Increase)/decrease in debtors	22,577	(33,425)
Increase/(decrease) in creditors	99	3,887
Net cash provided by (used in) operating activities	79,290	(94,013)

Table 10: Analysis of cash and cash equivalents

	2025	2024
Cash in hand at the beginning of the year	51,718	148,331
Notice deposits (less than 3 months)	-	-
Overdraft facility repayable on demand	-	-
Net cash provided by(used in) operating activities	79,290	(96,613)
Total cash and cash equivalents	131,008	51,718

Table 10: Analysis of changes in net debt

	At the start of Year	Cash flows	Acquisition/disposal of subsidiaries	New finance leases	Fair value movements	Foreign exchanges	At end of year
Cash	51,718	79,290	-	-	-	-	131,008
Cash equivalents	-	0	-	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-	-	-	-
							-
Loans falling due within one year	-	-					-
Loans falling due after more than one year	-	-	-	-	-	-	-
Finance lease obligation	-	-	-	-	-	-	-
Total	51,718	79,290	-	-	-	-	131,008

Notes to the Accounts for the year ended 30 April 2025

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities:

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) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
--------------------	---

Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.
------------------	---

Income

Recognition of Income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
-----------------------	---

Income with related Expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
---------------------------------	--

Donations and Legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
------------------------	--

Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
-------------------------------------	---

Donated services and facilities where	These are only included in income (with an equivalent amount in expenditure) the benefit to the Charity is reasonably quantifiable, measurable and material.
---------------------------------------	--

Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.

Notes to the Accounts for the year ended 30 April 2025

Expenditure

Recognition of Expenditure Expenditure is recognised on an accrual's basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds These comprise the costs associated with attracting voluntary income, and fundraising.

Expenditure on charitable activities These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.

Governance costs These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Other expenditure These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Notes to the Accounts for the year ended 30 April 2025

Leased assets

Where the charity enters a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

If lease incentives are received to enter operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2. Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3. Other expenditure

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Expenditure on:				
Charitable Activities				
Events	5,435	294	5,729	8,744
Advertising and Branding	11,737	9,782	21,519	20,491
Volunteers Expenses	3,355	2,890	6,245	60
Workshop Cost	8,678	16,166	24,844	28,514
Salaries/wages	65,294	179,517	244,811	193,060
Directors' remuneration	40,749	74,251	115,000	80,000
Employer's NIC	27,233	-	27,233	21,061
Pension costs	8,172	-	8,172	5,867
Staff entertainment	1,030	-	1,030	1,074
Staff training	4,065	13,467	17,532	5,147
Temporary staff	-	-	-	-
Motor and Travel Costs -Fares	1,703	3,024	4,727	3,459
Rent and Rates	19,739	-	19,739	19,748
Equipment Expensed	3,581	-	3,581	2,428
General insurances	1,576	1,067	2,643	2,727
DBS	904	1,537	2,440	2,197
Refreshment	1,744	1,260	3,004	4,564
Postage and couriers	24	23	47	77
Software, IT support and related costs	4,392	3,083	7,475	4,933
Stationery and printing	6,476	1,957	8,433	444
Subscriptions	2,305	239	2,544	674
Sundry expenses	925	420	1,345	3,554
Telephone, fax and broadband	921	1,023	1,944	1,802
	220,037	310,000	530,037	410,625
Support and governance cost				
Accountancy and bookkeeping	2,883	324	3,207	3,163
Consultancy fees	47,004	19,614	66,618	56,659
	49,887	19,938	69,825	59,822
Total charitable expenditure	269,924	329,938	599,862	470,447

Notes to the Accounts for the year ended 30 April 2025

4. Staff costs

2025

2024

Salaries and wages	359,811	273,060
Employers NIC	27,233	21,061
Pension Cost	8,172	5,867
	<u>395,216</u>	<u>299,988</u>

No employee received emoluments in excess of £60,000.

The average monthly number of full-time equivalent employees during the year was as follows:

2025	2024
Number	Number
<u>12</u>	<u>9</u>
<u>12</u>	<u>9</u>

5. Fixed and Current assets:

Amounts falling due within one year

	2025	2024
Fixture and fittings	2,600	2,600
Account Receivables	11,948	34,525
Rent Deposit	5,175	5,175
Petty cash	1,302	260
	<u>21,025</u>	<u>42,560</u>

6. Creditors:

Amounts falling due within one year

	2025	2024
Other taxes and social security	8,423	8,444
Contribution scheme liability		-
Other creditors	2,520	2,400
	<u>10,943</u>	<u>10,844</u>

7. Notes to the Accounts for the year ended 30 April 2025 Movement in funds

	At 1 May 2024 £	Incoming resources £	Resources expended £	Transfer btw Funds £	At 30 April 2025 £
Restricted funds:					
Restricted income funds:					
City Bridge Trust [2024 - 2029]		34,895	(29,575)	-	5,320
The Hadley Trust	8,712	45,452	(54,159)	-	5
Islamic Relief	-	12,000	-	-	12,000
Lee Hatcliffe	-	5,000	-	-	5,000
NL Propel Year 3	-	29,388	(1,875)	-	27,513
The London community T - DCT 2024	-	30,000	(29,988)	-	12
The London community TProvidence youth fund 2022	1,248	-	(74)	-	1,174
The London community T - Evening Standard London community trust		18,750	(17,771)	-	979
Berkley Foundation	11	-	-	(11)	-
Children in need- Youth action fund 2022	8,646	-	(7,470)	-	1,176
Propel - new deal for Young People	41,158	67,977	(102,606)	-	6,529
National Lottery community fund	315	-	-	(315)	-
National Lottery main grant *	132	-	-	(132)	-
Rosa- 2023 Voices from the front line	574	-	-	(574)	-
The London Community T-Home Office Vawg	(14,053)	37,500	(13,982)	-	9,465
The London Community Trust	200	-	-	(200)	-
VRU - Stronger Futures	12,615	53,070	(72,438)	-	(6,753)
Total Restricted Funds	59,558	334,032	(329,938)	(1,232)	62,420
Unrestricted funds:					
General funds	23,876	323,486	(269,924)	1,232	78,670
Total Unrestricted Funds	23,876	323,486	(269,924)	1,232	78,670
Total funds	83,434	657,518	(599,862)	-	141,090

* VRU - Stronger futures funds are paid in arrears.

Comparative movements in funds

	At 1 May 2023 £	Incoming resources £	Resources expended £	At 30 April 2024 £
Restricted funds	68,269	307,525	316,236	59,558
Unrestricted funds	78,195	99,892	154,211	23,876
	146,464	407,417	470,447	83,434

Notes to the Accounts for the year ended 30 April 2025

Purposes and restrictions in relation to the funds:

Restricted funds:

Children in need- Youth action fund 2022	The younger chapters – Social action project
City Bridge Trust [2024-2029]	Lead Her Ship – Year 1 of 5
Islamic Relief	Beam
Lee Hatcliffe	Beam
NL Propel Year 3	BelEve in her success mentoring (100 disadvantaged young people)
Propel – new deal for Young People	BelEve in her success 2 Year mentoring (200 disadvantage young people)
The Hadley Trust	Lead Her Ship small group facilitators cost
The London community Trust – DCT 2024	Empower Her - Transition
The London Community T-Evening Standard	It is that deep/Ravens
The London Community T-home Office Vawg	It is that deep/Ravens
The London Community Trust – Providence Youth fund 2022	Specialist sexual harassment facilitator cost – It is that deep
VRU – Stronger Futures	It is that deep/Ravens
Berkley foundation	Lead facilitator salary – 2 years
NL Community Fund	Lottery, NL Award Beam, BIHS
NL main grant 2021/23	Capacity building – Programme delivery BEAM
Rosa	2023 Voices from the front line -Facilitator cost – It is that deep
The London Community T-home Office Vawg	It is that deep/Ravens

8. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Current assets	89,613	62,420	152,033
Current liabilities	(10,943)	-	(10,943)
Net current assets	78,670	62,420	141,090

9. Controlling party

The company is, limited by guarantee and has no share capital; thus, no single party controls the company.

Accounts

BELEVE UK



TRUSTEES' REPORT AND UNAUDITED ACCOUNTS

30 APRIL 2024



Charity No.

1176525

Company No.

07587692

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Administrative Information

BELEVE UK

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 07587692

Charity No. 1176525

REGISTERED OFFICE

372 Brockley Road

London

SE4 2BY

DIRECTORS AND TRUSTEES

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

S. Dube – **Chair of Trustees'**

J. Tolmie - **Treasurer**

K. Clark

R. Ahmed Tejani

S. Haughton-Peters

J. Opare-Aryee (appointed 16 May 2023 and resigned after year end on 6 November 2024))

ADDITIONAL DIRECTORS'

C. Powell

M. Powell

ACCOUNTANTS

Angle Accountants

Airport House

Purley Way

Croydon,

Surrey

CR0 0XZ

Thank you from the CEO

It is with great pride and excitement that I present BelEve's Annual Report for the year ending 30 April 2024. This year has been one of growth, transformation, and deepened impact. Together, we have achieved incredible milestones that speak to the strength of our mission and the power of our community.

This report captures the essence of a remarkable year—highlighting our progress, challenges, and aspirations. It reflects not only the outcomes of our work but also the values and vision that guide us. Through the dedication of our staff, volunteers, mentors, and partners, we have strengthened our ability to empower girls and young women to thrive as leaders in their communities and beyond.



MARSHA POWELL (CEO)

This year, we sharpened our focus on creating meaningful connections and delivering impactful programmes. By expanding our team and resources, we were able to enhance our presence, deepen our support, and build stronger relationships with the girls, young women, and families we serve. These efforts have positioned BelEve as a cornerstone of empowerment and inspiration in our community.

As we enter the third year of our 5-year strategy, we are committed to reaching even more girls and young women, scaling our evidence-based programmes, and fostering sustainable growth. Our vision for the future is clear: to ensure every girl and young woman has the opportunity to realise her potential, supported by a community that believes in her capabilities.

I am immensely grateful to our dedicated staff, volunteers, and corporate partners who have worked tirelessly to bring our mission to life. Your contributions have allowed us to provide transformative opportunities for young women to build their confidence, leadership skills, and aspirations. To the parents, schools, and supporters who have placed their trust in us—thank you for walking alongside us on this journey.

Looking ahead, I am filled with optimism for what we can achieve together. The impact we have made this year is a testament to the power of collaboration and shared purpose. As we continue to innovate and adapt to the needs of our community, we are building a legacy of empowerment that will shape the lives of future generations.

Thank you for your unwavering support and belief in BelEve. Together, we are creating a limitless future for the next generation of female leaders.

REPORT OF THE TRUSTEES



The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2024. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for the UK and Republic of Ireland (FRS102).

BelEve continues to create and develop spaces to support & build a community through sisterhood, providing equal opportunities to allow young girls to discover their full potential. "Inspiring The Next Generation of Female Leaders, leaders of their own world". We encourage a transformational journey that allows girls to push past their limits & embrace new experiences, with no judgment.



Our Vision

All girls and young women are empowered to become leaders of their world.

Our Mission

To equip girls and young women, with the skills, support, and confidence to find their voice and make informed choices about their future.

Who we are and what we do

BelEve is grassroots, female-led charity with the mission of empowering girls and young women to become the next generation of Female leaders.

Our aim

is to Inspire, Motivate, Lead and create a community for our girls and young women.

BelEve's key objectives

1. A sustainable charity with a defined sector position -

BelEve is sustainable, capable of delivering effective programmes and ensuring ongoing financial stability and security.

2. Deliver greater impact for girls and young women -

Build, sustain and grow all BelEve's programmes to offer more activities to support existing beneficiaries and cumulatively welcome 50,000 girls and young women by 2027 into these programmes.

3. Influence and transform girls and young women's lives -

Clear pathways for girls and young women, offering new projects, developed by the girls for the girls to expand the offer to existing beneficiaries and to reach new beneficiaries.

4. Stronger and deeper partnerships and collaboration - Collaborating with Corporates, Trusts and Donors to generate higher funding for BelEve to ultimately impact more girls and young women.

These objectives collectively drive BelEve's commitment to creating a world where every girl and young woman has the tools, support, and opportunities needed to thrive, lead and make a positive impact in their communities.



Core Values

- *Love - Love is at the core of everything we do, enabling us to be non-judgemental, open-minded, and passionate.*
- *Sisterhood - Creating and developing spaces to support & build a community through sisterhood.*
- *Opportunity - Providing equal opportunities to allow young girls to discover their full potential.*
- *Transformation - Encouraging a transformational journey that allows girls to push past their limits & embrace new experiences.*
- *Collaboration - Sharing ideas and co-creating in a collaborative manner with those on a similar mission to reach a shared goal.*
- *Legacy - All girls and young women need to be empowered to become leaders of their own world.*

Letter from the Chair of Trustee

As I reflect on the past year at BelEve, I am struck by the extraordinary resilience and determination demonstrated by our team, our partners, and most importantly, the girls and young women we serve. Despite ongoing global challenges—from economic pressures to social inequities—we have not only sustained but expanded our impact, reaching thousands of individuals and strengthening our position as a cornerstone of empowerment in the community.

The past year has seen remarkable progress as we entered the third year of our five-year strategy. We doubled the number of girls engaged in our programmes, reaching 5,976 participants through 1,823 sessions, we raised £407,000 to support our initiatives, and we grew our team from 9 to 12 people by the end of the year. These numbers are a testament to the collective effort and dedication that drive our mission forward.



SHRUTI DUBE (CHAIR OF TRUSTEES)

Our focus on collaboration and inclusivity has resulted in strengthened partnerships with schools, corporates, and community organisations. The expansion of our team has allowed us to deepen our impact, delivering tailored programmes that address the unique needs of girls and young women at every stage of their development. From the empowering BEAM sessions for younger girls to the transformative Lead Her Ship and BelEve in Her Success initiatives, we have continued to equip participants with the skills, confidence, and networks to thrive.

This year, we also took significant steps to advocate for systemic change through our "It Is That Deep" campaign, addressing critical issues of peer-on-peer harassment and fostering a culture of respect and equality within schools. These efforts reflect our unwavering commitment to creating safe and supportive environments for girls to grow and lead.

Looking ahead, our vision remains ambitious. We are determined to expand our reach further, ensuring no girl is left behind. By enhancing the scalability and sustainability of our programmes, fostering deeper connections within underserved communities, and amplifying the voices of the young women we serve, we are building a legacy of empowerment that will endure for generations. I want to extend my heartfelt gratitude to our dedicated staff, facilitators, mentors, volunteers, and board members, whose tireless work makes our impact possible. To our corporate and community partners, thank you for your belief in our vision and for walking alongside us in this journey. And to the girls and young women of BelEve—thank you for inspiring us every day with your courage, determination, and dreams.

Together, we are proving that when we invest in the potential of girls and young women, we create ripples of change that transform not only individual lives but entire communities. Here's to another year of growth, collaboration, and impact.

With gratitude and optimism.

Our Year at a Glance

Deepening Connections with the Girls and Young Women in Our Community

"Building deeper connections and fostering a community where girls and young women feel empowered, supported, and valued." This year, BelEve focused on strengthening our relationships with the girls and young women in our community, creating lasting impact through tailored support, innovative programmes, and meaningful engagement. Our mission to empower and uplift girls was brought to life through deeper collaborations, enhanced programme delivery, and a shared commitment to making a difference.

EXPANDING OUR TEAM AND DEEPENING COMMUNITY RELATIONSHIPS

"In 2023/4, one of our most notable milestones was expanding our team from 9 to 12 members, the addition of 3 new staff members has significantly supported our efforts to scale our initiatives and deepen our relationships with our communities. In addition, it has enabled us to:

- **Enhance Programme Delivery:** With more facilitators, mentors, and programme coordinators, we could offer tailored support to a broader range of participants, ensuring that every girl and young woman receive the attention and guidance she needed.
- **Strengthen Community Ties:** Having a larger team allowed us to build stronger, more meaningful relationships with schools, parents, and local organisations. These connections foster trust and collaboration, enabling us to deliver programmes that are truly responsive to the community's needs.
- **Increase Capacity:** The increased staffing meant we could deliver more workshops, reach more schools, and extend our impact into neighbouring boroughs, ensuring that no girl is left behind.

EXPANDING OUR REACH

This year, we worked with 5,976 girls and young women and facilitated 1823 sessions across our five programmes.

This significant achievement reflects our commitment to scaling our impact while maintaining the quality and depth of our engagements.

Long-Term Impact on Girls, Families, and the Community

The positive ripple effects of our expanded team and increased activity are already visible:

- Participants reported feeling more supported, understood, and confident in themselves. Smaller group sizes and personalised attention allowed them to engage more deeply with our programmes, leading to stronger outcomes in areas such as leadership, self-esteem, and resilience.
- The trust built between our facilitators and the girls has created a safe space for open dialogue, enabling them to navigate challenges and embrace opportunities with greater confidence.
- By equipping girls with skills to lead and advocate for themselves and their communities, we are nurturing a generation of change makers who will continue to contribute positively to their environments.



Looking Ahead

As we continue to deepen our connections and expand our reach, the foundation laid this year will serve as a catalyst for long-term, sustainable impact and transformational change for our participants. BelEve is more than a charity; it is a community, a movement, and a promise to every girl and young woman that she is seen, heard, and valued.

Together, we are building a brighter future—one connection at a time.

Impact at a Glance

We are proud to have impacted 5976 young people through our 5 core programmes along with bespoke workshops.

Over the year we facilitated 1,823 sessions in 38 Schools and partnered with 8 corporates:

PROGRAMME	IMPACT NUMBER	NUMBER OF SESSIONS
BEAM	1,434	272
Lead Her Ship	321	179
BeIEve In her success	196	1,176
Career insight day	81	4
It is that deep	3,782	188
Bespoke workshops	162	4
TOTAL GIRLS IMPACTED	5,976	1,823

“Keeping the girls and young women at the centre of everything we do”

BelEve Empowerment Programmes



Nurturing Tomorrow's Leaders

At BelEve, we believe in the power of empowering young girls and women to become confident, resilient leaders in their communities. Our programs are carefully designed to address the unique challenges each age group faces while fostering personal growth, leadership skills, and a sense of community.

BELEVE'S CORE COMPETENCIES

- **Managing Feelings:** being able to reflect on our feelings, understand what they are, and how to manage them
- **Communication:** being able to clearly articulate to others our plans and ideas, while making space for others by listening and asking questions.
- **Confidence and Agency :** The self-belief to act on issues that are important to us and others.
- **Relationships and Leadership:** Promoting the participation of our peers in our work (as our equal) as part of our own development and that of others.
- **Collaboration:** Actively seeking development and that of others' ideas in our work.
- **Creativity:** Thinking creatively to find solutions to the challenges we encounter.
- **Planning and Problem-Solving:** setting and planning our work around clear objectives and goals, and maintaining an open mind about how to overcome challenges.
- **Resilience:** Seeing challenges in a positive way, seeking to understand them before acting.
- **Self-Reflection:** Learning from our experience and using this when making plans.

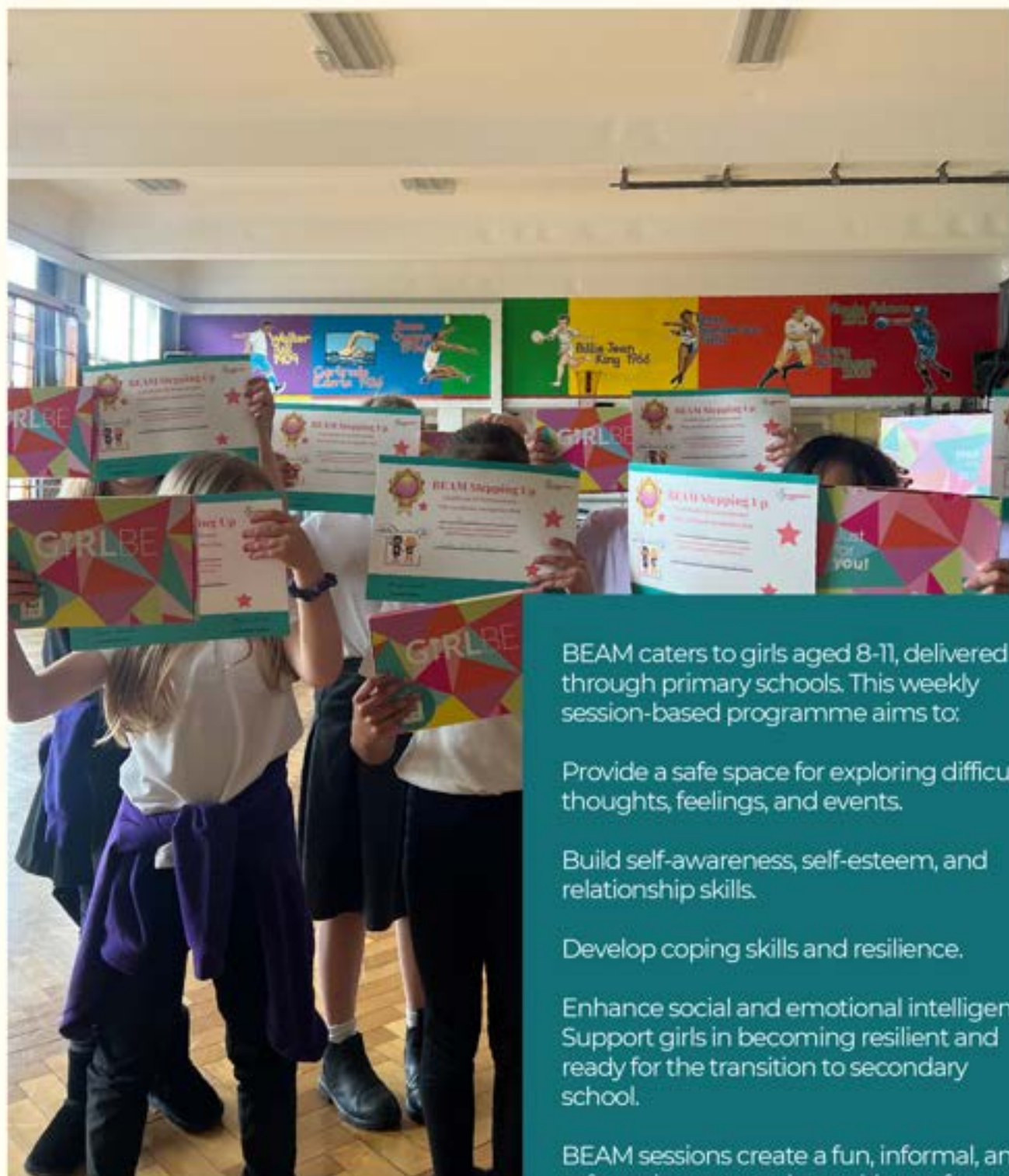


THE MEASURES

- Level 1 – This primarily measures girls' confidence with the basic elements leadership requires
- Level 2 – This measures a girl's ability to understand herself and the others she works with
- Level 3 – This measures a girl's ability to practically apply leadership themes and leadership elements
- Level 4 – This measures a girl's ability to lead her world.

BelEve 5 programmes:

BEAM PROGRAMME - AGES 8-11



BEAM caters to girls aged 8-11, delivered through primary schools. This weekly session-based programme aims to:

Provide a safe space for exploring difficult thoughts, feelings, and events.

Build self-awareness, self-esteem, and relationship skills.

Develop coping skills and resilience.

Enhance social and emotional intelligence. Support girls in becoming resilient and ready for the transition to secondary school.

BEAM sessions create a fun, informal, and safe environment where girls can form friendships, explore their identities, and express their feelings through various activities.

BEAM PROGRAMME HIGHLIGHTS:

This year, we successfully delivered 272 BEAM workshops, each lasting 60 minutes, across 30 primary schools. These sessions had a transformative impact on 1,434 girls, helping them navigate key stages in their personal and educational journeys.

Recognising the value of early intervention, we expanded our programme to include workshops for Year 3 and Year 6 students. By starting with Year 3, we aim to build foundational skills such as self-awareness, resilience, and emotional intelligence at a younger age. This early engagement helps to establish confidence and a sense of belonging, ensuring that these young girls feel supported and empowered as they progress through primary school.

For Year 6 students, our BEAM transition workshops focus on preparing them for the significant step of moving to secondary school. These sessions address challenges such as managing change, building friendships, and coping with new environments. By targeting both Year 3 and Year 6, we create a continuous journey of growth and empowerment, equipping girls with the tools they need to thrive at each stage of their development.

Feedback from schools, parents, and participants has been overwhelmingly positive. Teachers have observed noticeable improvements in students' confidence, peer relationships, and readiness for transitions. Parents have expressed gratitude for the additional support provided during these critical stages, and the girls themselves have reported feeling more equipped to handle challenges and embrace opportunities. Through the BEAM programme, we are fostering a generation of confident, resilient young women who are ready to take on the next steps in their educational and personal journeys with optimism and strength.

'The BEAM session was instrumental in preparing our girls for the transition to secondary school. It provided them with a supportive and safe environment where they could openly discuss their concerns, share their thoughts, and seek reassurance.

***This process not only helped to alleviate their anxieties but also fostered confidence and readiness for this significant step in their educational journey.'*– Teacher, Trinity Lewisham**

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2. Lead Her Ship – Ages 12-15

Lead Her Ship is tailored for girls aged 12-15, focusing on leadership and change-making competencies. The programme includes small group discussions, fun activities, and personal reflection.

KEY OBJECTIVES

- Building leadership skills and confidence.
- Improving health and well-being.
- Establishing social networks for girls.
- Exploring education and career aspirations.
- Providing mentorship and support through Young Leaders.
- Encouraging the design and delivery of a social action project.
- Through Lead Her Ship, we empower young women to take charge of their future, fostering leadership qualities and social responsibility.



PROGRAMME HIGHLIGHTS

This year, we successfully delivered three 12-week cohorts of the Lead Her Ship programme, completing **179 sessions across seven schools and impacting 321 girls** (with the groups being no bigger than 20 young people).

The programme included visits to two corporate partners, inspiring the girls to envision future educational and career opportunities.

PROGRAMME BENEFITS AND OUTCOMES

At the start of the programme, many girls were reserved and hesitant to participate. They often stayed within small friendship circles and needed encouragement to engage fully. Challenges such as friendship dynamics and negative behaviours, including reluctance to speak up and discomfort with leadership roles, were addressed through tailored activities promoting confidence and mutual respect.

Through targeted support and a focus on personal growth, the girls began to embrace the programme's ethos, building resilience, teamwork, and leadership skills.

PROGRAMME IMPACT

By the end of the programme, participants demonstrated significant growth in confidence and interpersonal skills.

Key takeaways included:

- Leadership and teamwork skills.
- Improved communication and confidence.
- A greater ability to express emotions and build relationships.
- Inspiration to set and achieve personal goals.

PARTICIPANT REFLECTIONS

- "I'm proud of myself for having more confidence."
- "I learned to express my emotions and feelings."
- "I've gained leadership skills and confidence within myself."

FEEDBACK AND SUGGESTIONS:

Participants described the programme as inspiring, empowering, and motivational. They suggested more time for sessions to allow for additional activities and planning.

We are incredibly proud of the progress each participant made during the Lead Her Ship programme.

Their willingness to confront challenges and embrace personal growth highlights their resilience and determination. The skills and confidence they gained will undoubtedly support their continued development as leaders of tomorrow.

Students provided some great and informative answers to the questionnaire for Term 1, including the following declarations about themselves that they were most proud of:

- "Speaking in front of people because I'm not good at talking in front of a lot of people"
- "I am most proud of my developed communication because I struggled with trust"
- "My self-esteem has grown"

And they shared the following key takeaways from the programme

- "Realise what you need to be improving and reflect on what I am doing right now to get where I need to be in the short time I have"
- "Speaking confidently in a group/ how to be a leader"
- "How to boost confidence, I have more self-esteem"
- "I have learnt how to communicate in a team, and I have also learned to intake new experiences"
- "Teamwork is not just doing stuff in a group, but everyone involves themselves"

The young people have shared a lot of positive feedback in regard to the programme, stating that it has been Inspiring, exciting, insightful, expressive, enjoyable and motivational. They further mentioned the Lead Your Ship and puzzle activity as their favourite sessions which were used to highlight the importance of reflection in action and on action as well as allowing them to explore their current and desired realities and curating goals to bridge this gap.

In their feedback, students indicated a preference for the ability to select their own groups, more team activities and they also suggested extending the duration of sessions would enable them to undertake additional activities, allowing for more comprehensive planning. However, a lot of the young people said they wouldn't add or change anything indicating the programme's effectiveness.

We are immensely proud of the remarkable growth each participant has shown throughout the programme. Their willingness to confront and overcome challenges speaks volumes about their resilience and determination. It's evident that they have embraced the opportunity for personal development with perseverance. We commend them for all their hard work..

3. BELEVE IN HER SUCCESS – AGES 16-22

BelEve in Her Success caters to young women aged 16-22, offering mentoring and skills development workshops. In collaboration with corporate partners, the program aims to:

- Increase young women's confidence.
- Expand their professional network.
- Improve life skills such as leadership, resilience, communication, and relationship skills.
- Build work-readiness for the next phase of their educational or career journey.

Mentees meet monthly with their mentors for 90 minutes and participate in six skills development sessions. BelEve in Her Success opens doors to various career opportunities and encourages young women to strive for excellence.



PROGRAMME HIGHLIGHTS

This year, we successfully partnered with the Civil Service Fast Stream, Deliveroo, Shiseido, and Simmons & Simmons to provide mentorship opportunities for girls interested in careers in law, tech, and the beauty industry. These partnerships enabled participants to engage in 6-12 months of valuable mentorship, helping them gain insights and build networks within their chosen fields.

We also launched the first year of our Propel Mentoring Programme funded by the Mayor of London, aiming to mentor 200 girls over two years. The programme highlighted a significant challenge: girls in our communities often face barriers to career opportunities. By pairing them with mentors, we have been able to enhance their access to and progression in these fields:

- **Mentorship Reach:** Mentored 196 girls who met with their mentors at least once a month, providing consistent support and guidance.
- **Skills Development:** Hosted 4 skills development workshops, focusing on personal and professional growth.
- **Work Experience:** 20% of the mentees gained work experience or internships, significantly enhancing their career prospects.

Through these efforts, BelEve In Her Success has cultivated a thriving community of mentors and mentees, creating a supportive network that empowers girls to develop professionally and personally. By providing mentorship and fostering connections, we are breaking down barriers and creating pathways for the next generation of female leaders.

Testimonial



Lauren (Mentor)

It is so amazing to watch your mentees grow and excel with guidance. BelEve you do wonderful things for young women all over the country and thank you for pairing me with her, I can't wait to see her continue to thrive-



Nichole (Mentee)

I was initially motivated to join the Deliveroo mentoring program because of the immense potential for personal and professional growth. I saw it as an invaluable opportunity to gain career insights, develop crucial skills, and receive guidance from experienced professionals.

I was particularly drawn to the idea of setting and achieving clear goals with the help of a mentor, as well as the chance to engage in a mutually beneficial learning experience.



Shannon (Mentor)

Working with Olivia has been an incredible journey of self-discovery and success. I highly recommend her to anyone seeking positive change.





4. BelEve Career Insight Days: Guiding the Path to Professional Success

BelEve recognises the crucial role that early exposure to diverse career options plays in shaping the aspirations of young women. Our Career Insight Days, offered quarterly in collaboration with esteemed corporate partners, are designed for young women aged 14-22.

These events provide valuable insights into various career paths, offering exposure to successful female role models and valuable opportunities for, employability skills development, mentorship, work experience, internships and career advice.

PROGRAMME HIGHLIGHTS

This year, we successfully delivered 4 Career Insight Days in collaboration with three esteemed corporate partners, positively impacting 81 girls. These events were pivotal in providing girls from disadvantaged backgrounds with exposure to diverse career paths and opportunities that they may not otherwise encounter.



THE IMPORTANCE OF CAREER INSIGHT DAYS

For many girls from disadvantaged backgrounds, the world of professional opportunities can often feel out of reach.

Limited access to role models and a lack of understanding of potential career paths can significantly narrow their aspirations. Career Insight Days serve as a vital bridge, connecting these girls with industries and professionals who inspire and guide them.

By partnering with organisations in fields such as law, Technology, Marketing and Beauty, we created immersive experiences where participants could:

- **Gain Exposure:** Learn first-hand about various industries, roles, and workplace dynamics.
- **Build Confidence:** Interact with professionals who shared their journeys, challenges, and successes, showing that ambition and persistence can lead to fulfilling careers.
- **Develop Skills:** Participate in hands-on workshops that enhanced their understanding of what it takes to succeed in these industries.

TRANSFORMING FUTURES

The impact of these Career Insight Days extends beyond a single event. For many participants, these experiences sparked a newfound belief in their abilities and expanded their vision of what their futures could hold. By seeing women from similar backgrounds succeed in their careers, the girls were inspired to set higher goals for themselves and begin building the skills and networks necessary to achieve them.

PARTICIPANT REFLECTIONS

Feedback from participants highlighted the transformative nature of these days:

- "I never thought I could see myself working in tech, but now I know it's possible."
- "Hearing about their journeys made me realise I can overcome my challenges too."
- "The workshop helped me understand the steps I need to take to pursue a career in law."

A CATALYST FOR CHANGE

Career Insight Days are more than just opportunities to visit workplaces—they are catalysts for change, opening doors and creating a shift in how girls view themselves and their potential. For those who may have felt limited by their circumstances, these days provide a clear message: with determination, support, and access to opportunities, their dreams are within reach.

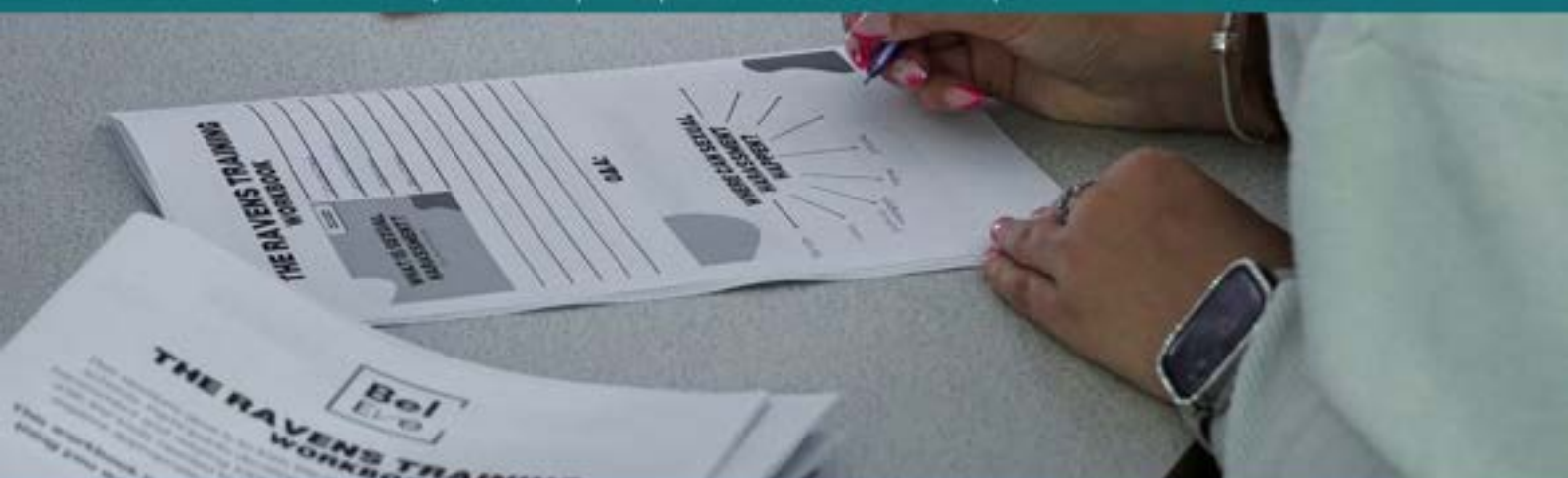
BelEve remains committed to working with corporate partners to ensure that every girl, regardless of her background, has the chance to see what's possible and take her first steps toward a brighter future.

"It Is That Deep"- Empowering Youth, Creating Awareness

At BelEve, we are committed to addressing critical issues that impact the lives of young people. The "It Is That Deep" campaign is a whole-school initiative targeting students from Year 7 upwards, responding to the concerning trends and normalisation of Peer-on-Peer Sexual Harassment in schools. The campaign is designed to educate and empower young individuals, equipping them with the tools to recognize, prevent, and respond to sexual harassment while fostering healthy relationships.

BelEve stands united against sexual harassment, striving to create a school environment where every student feels safe, respected, and empowered to contribute to a culture of mutual understanding and healthy relationships.

Together, we can foster a generation that recognises the power of speaking out against harassment and champions the principles of consent and respect.



PROGRAMME HIGHLIGHTS

This year, our "It Is That Deep" programme made a significant impact, reaching 3,782 young people across multiple secondary schools and facilitating 188 workshops. Over the five years of running this campaign, we have witnessed a remarkable shift in mind-set among the young people who participate. By engaging with students from Year 7 to Year 13, we have been able to foster meaningful change within their everyday environments.

ADDRESSING CRITICAL ISSUES

With the alarming rise of misogyny and harmful gender dynamics, our workshops provide both girls and boys with a safe space to explore these critical topics. Participants are encouraged to reflect on their own beliefs and behaviours, while learning the importance of respect, empathy, and healthy relationships. By facilitating open and honest discussions, the programme equips young people with the tools to challenge harmful norms and advocate for a culture of mutual understanding.

Creating Lasting Change

- Working across all secondary school year groups allows us to:
- Influence Early and Sustain Growth: Address key issues from an early age and reinforce positive behaviours as students mature.
- Build Safe Spaces: Offer an environment where young people feel comfortable discussing sensitive topics without fear of judgment.
- Foster Peer-Led Advocacy: Encourage participants to become advocates for change within their schools and communities.



The Impact

- The long-term impact of "It Is That Deep" is evident in the feedback and behavioural shifts observed over the years.
- Young people leave the workshops more informed, empowered, and prepared to challenge misogyny and peer-on peer harassment. These sessions are not just about education—they are about equipping a generation with the knowledge and confidence to create a safer, more respectful world for everyone.
- BelEve remains committed to driving this change and ensuring that every student who participates in "It Is That Deep" walks away with a stronger sense of self and a deeper understanding of the power of respect and equality.

Impact Data Summary for Girls Aged 8-15

KEY OUTCOMES

1. Self-Confidence

78% of participants reported a significant boost in their confidence.

"I used to feel nervous speaking in front of others, but now I can raise my hand in class and confidently share my thoughts."



2. Communication Skills

83% of girls said they improved their ability to express feelings and thoughts.

"I've learned how to talk about my emotions instead of bottling them up, which has helped me feel closer to my friends and family."



3. Friendship Formation

90% made at least one new friend through BelEve activities, fostering stronger social connections.

"I met my best friend at BEAM. We help each other with school and everything else."



4. Stress Management

75% of participants gained strategies to handle academic pressures effectively.

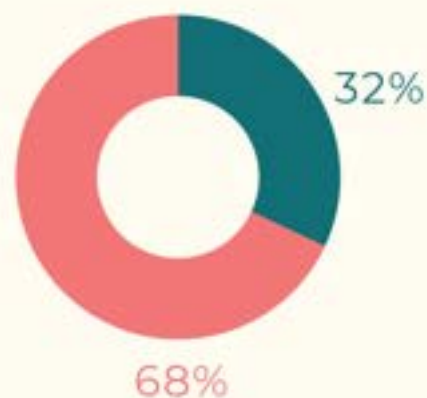


5. Resilience and Problem-Solving

Girls demonstrated a **32%** improvement in problem-solving skills.

68% identified resilience as one of the core strengths developed through the program.

"When I face a problem now, I think about solutions instead of feeling overwhelmed."



6. Time Management

74% of participants noted improved organizational and prioritization skills.

93% reported better approaches to balancing responsibilities, including schoolwork and personal time.



7. Focus and Attention

66% reported improved concentration techniques to stay engaged and productive..



8. Managing Expectations

83% learned tools to balance academic demands with family responsibilities..



9. Self-Doubt and Motivation

91% felt more empowered and motivated to pursue personal goals, with reduced feelings of self-doubt.



LONG-TERM IMPACT TRACKING (AGES 13-15)

To measure sustained impact, BeEve followed up with **60%** of past participants two years after completing the Lead Her Ship programme:

1. Educational Advancement

87% reported improved academic performance, attributing their success to leadership and confidence-building skills gained through the programme.



2. Career Pathways

72% of participants demonstrated a clearer understanding of their career goals, with some pursuing pathways in medicine, engineering, and creative industries.



3. Leadership Development

Over **60%** of participants assumed leadership roles within their schools or communities, such as school prefects, student council representatives, and mentors for younger students.



METHODS OF TRACKING

- **Annual Surveys:** Participants provide feedback on personal, academic, and leadership development.
- **1:1 Check-Ins:** Alumni are invited for mentoring sessions to discuss their progress and future goals.
- **Progress Data:** Data is collected on academic results, extracurricular achievements, and leadership roles.
- **Case Studies:** Individual success stories are documented to highlight transformative impacts.

Impact Data Summary for Girls Aged 16-25

KEY IMPACT STATISTICS

The programme has delivered measurable outcomes:

196 girls were matched with mentors for tailored guidance and support.



72% attended career insight days, gaining exposure to professional environments and raising aspirations.



85% improved work readiness through skills workshops..



40% gained internships or work experience, opening doors to the workforce.



35% secured part-time or full-time employment, fostering economic independence.



94% connected with a positive female role model, and **93%** felt positive about their future after consistent mentorship.



The BelEve in Her Success programme surveyed 192 girls, revealing significant improvements across key areas from their initial to final evaluations:

Area	Before	After	Improvement (%)
Resilience and Determination	7	9	28.57%
Planning and Problem-Solving	7.5	8.5	13.33%
Aspirations and Goal-Setting	8	9	12.50%
Self-Esteem and Positive Identity	6	9	50.00%
Communication Skills	7	8.5	21.43%
Decision-Making Empowerment	7	9	28.57%
Managing Relationships	7	8.5	21.43%
Community Opportunities Awareness	6	7	16.67%
BelEve Opportunities Awareness	7	10	42.86%

Participants reported a **50%** increase in **self-esteem** and **positive identity**, indicating substantial growth in confidence and self-worth. Awareness of opportunities through BelEve improved by **42.86%**, while resilience and decision-making both increased by **28.57%**, highlighting participants' enhanced ability to overcome challenges and make informed choices about their futures. Communication skills and relationship management saw **21.43%** improvements, equipping participants to navigate professional and personal interactions effectively.

Planning and problem-solving abilities rose by **13.33%**, and aspirations saw a **12.5% increase**, demonstrating participants' readiness to set and pursue ambitious goals. Community opportunities awareness improved by **16.67%**, though it remains an area for further focus.

These results demonstrate the programme's transformative impact in empowering girls with skills, confidence, and opportunities for a brighter future.

STORIES OF CHANGE

CHILD N - BONUS PASTOR SECONDARY SCHOOL

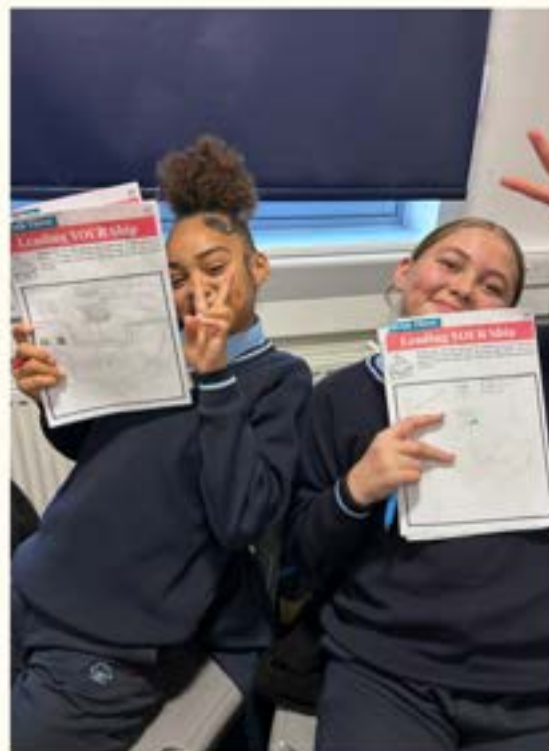
Child N began the programme with a mindset different from the one she displayed by the end. While she actively participated in activities and worked well within a group, much of her focus revolved around self-reflection and navigating her journey toward becoming the best version of herself—a process she found challenging.

She initially struggled to describe herself, often seeking input from friends but finding it difficult to agree with their responses. This hesitation was paired with a tendency to carry negative energy toward setbacks and a reliance on facilitators for guidance, particularly around the "how" of self-improvement. She openly identified procrastination as a personal challenge, which further impacted her confidence in navigating these exercises.

THE CHANGE PROJECT

however, provided a turning point. It offered her a platform to express her opinions and feel comfortable sharing them. Gradually, she stepped out of her comfort zone, began asking thoughtful questions, and even took on a leadership role. This included contributing to the group's presentation by crafting potential speeches, highlighting her growth in confidence and initiative.

By the programme's end, Child N demonstrated noticeable progress in her ability to embrace challenges, articulate her ideas, and engage with her peers in a meaningful way



Beneficiary Testimonials



Gyfeana

Since the beginning of the year, my experience with BelEve mentoring has been incredibly impactful to me. The guidance and support I have received from my mentor have truly expanded my perspective on my career path and where I aspire to be and having a mentor has provided me with a sense of security and confidence in seeking advice, navigating challenges, and exploring potential opportunities. It's been a transformative journey, offering me the chance to reflect deeply on my goals and the steps I need to take to achieve them.

Interacting with other mentees from diverse backgrounds has been equally enriching. It has opened my eyes to the different motivations, challenges, and aspirations that individuals bring to the table when seeking mentorship. This diversity has broadened my understanding of various industries and career paths that I hadn't previously considered. The exchange of ideas and experiences has fostered a supportive environment where I feel comfortable growing.

I am eagerly looking forward to continuing my journey as a mentee, excited to further my personal and professional development. I believe this mentorship will continue to be a valuable resource as I gain further insights into my future career and the person I want to become. I highly recommend -

Mentor Testimonial



Nadine Robinson

Over the past few months, I have seen my mentee not only come out of her shell but I am seeing her confidence grow in a very natural way. There are no aspects of performativity taking place. She was shy during our first few sessions, so it is nice to know that she feels more comfortable with me and the involvement that I have with her.

Our interactions have had to be online (via Zoom/phone), due to our scheduling patterns, but as we have agreed to extend our mentorship, I will plan to do an in-person meet-up at some point. One was attending a uni open day with her.

My mentee is making real strides forward and is becoming clearer and more focused on the career path she wants to take. She is continually working hard to organise and dedicate sufficient time to her studies and UCAS application.

Emotionally, we have spoken about the importance of advocating for ourselves, understanding our feelings and taking time out to reflect (whether that be through journaling, pray, conversation etc). I have given her some frameworks to use to help her navigate those periods, and she seems to be leaning into them with ease.

Overall, we are both enjoying our time together and excited about what the next few months have in store!

Sustainability Development Goals 2023/24 Impact

BelEve's commitment to empowering girls and young women aligns with several of the United Nations' Sustainable Development Goals (SDGs). Through its various programmes and initiatives, BelEve actively contributes to the achievement of these global goals. Here's how BelEve aligns with specific SDGs:

SDG 1: No Poverty

BelEve empowers girls through education and skill-building programmes to break the cycle of poverty in their communities and increase their social mobility. In 2023/24, BelEve partnered with 20 schools to provide over 1,000 girls with access to mentoring and skills training. 85% of participants reported increased confidence in their ability to plan for a sustainable future, contributing to long-term poverty reduction.

SDG 3: Good Health and Well-being

BelEve has significantly contributed to the physical and mental well-being of girls through workshops and health education programmes. In 2023/24, over 2,000 participants attended sessions focused on stress management, nutrition, and physical activity. 75% of attendees reported a positive change in their overall well-being.

SDG 4: Quality Education

BelEve has provided access to quality education, skill development, and mentorship programmes for 4,000 girls this year. Through tailored workshops and one-to-one mentoring, 90% of participants demonstrated improvement in academic performance and readiness for higher education or employment opportunities. The organisation's innovative approach ensures that each girl receives the tools and guidance needed for educational success.

SDG 5: Gender Equality

BelEve actively promotes gender equality by challenging stereotypes and fostering leadership among girls. This year, over 500 girls participated in leadership training programmes, and 70% of them reported feeling more empowered to challenge gender norms. BelEve's inclusive approach ensures equal opportunities for girls from all backgrounds to thrive.

SDG 7: Affordable and Clean Energy

While not a primary focus, BelEve incorporates sustainable practices in its operations, such as promoting energy-efficient facilities and encouraging environmentally friendly behaviours among participants. This indirectly contributes to SDG 7 by fostering awareness of clean energy and sustainability.

SDG 8: Decent Work and Economic Growth

Through employability skills training, entrepreneurship programs, and mentorship initiatives, BelEve equipped over 1,200 girls with tools to enhance their economic opportunities. 60% of participants reported securing internships or part-time work within six months of completing the program, directly contributing to local economic growth.

SDG 10: Reduced Inequalities

BelEve has worked tirelessly to reduce inequalities by providing resources and support for girls regardless of their socio-economic background. Over 40% of program participants come from underserved communities, with many reporting that BelEve's initiatives have provided opportunities they would not otherwise have had access to.

SDG 11: Sustainable Cities and Communities

BelEve has launched community-based programs creating safe spaces for girls to engage and connect. This year, 15 community hubs were established, providing workshops and activities aimed at fostering resilience and addressing urban challenges such as safety and accessibility for girls.

SDG 16: Peace, Justice, and Strong Institutions

BelEve's initiatives address gender-based violence and discrimination by educating girls about their rights and providing safe reporting mechanisms. This year, over 800 girls were trained in advocacy skills, enabling them to stand up for their rights and contribute to peaceful, just, and inclusive communities.

SDG 17: Partnerships for the Goals

BelEve has strengthened its impact by collaborating with over 30 partners, including educational institutions, NGOs, corporate sponsors, and community stakeholders. These partnerships have amplified the reach of BelEve's programmes and created a network of support for girls across the UK.

Collaborations and Partnerships

BelEve recognises the importance of partnerships and collaborations as key drivers for achieving our mission to empower girls and young women. By working with like-minded organizations, businesses, and community stakeholders, we can amplify our impact and create positive change on a broader scale. Here are some of BelEve's key partnerships and collaborations:

We are extremely grateful to our corporate partners, who have continued to support us and enabled us to consistently deliver a quality service to our beneficiaries. Their unwavering support has been instrumental in enabling us to consistently deliver high-quality services to our beneficiaries. Through their commitment to our mission, these partners have played a crucial role in empowering and uplifting the lives of girls and young women.

Most importantly we thank all our mentors who continue to go over and above to support their mentees and keep them motivated in the challenging times.

Bloom



Simmons and
Simmons



Amazon



Marriot



Civil Service Fast
Stream Network



Civil Service
Fast Stream

Global



Brand You
Magazine



Spotify



Goodera



Sheisedo



Deliveroo



Volunteer Initiatives

YOUNGER CHAPTER PROGRAMME

The Younger Chapter Programme, delivered by BelEve, successfully empowered a group of young girls to lead a social action project, demonstrating remarkable personal growth, leadership skills, and community impact.



AIMS

- **Develop Leadership Skills:** Equip participants to plan and deliver events.
- **Promote Inclusion:** Create safe, welcoming spaces that celebrate diversity
- **Build Confidence:** Encourage communication and decision-making abilities.
- **Strengthen Relationships:** Foster lasting friendships and collaboration..



Key Benefits



- **Leadership Opportunities:** Girls led all aspects of event planning and delivery, rotating roles like host, coordinator, and team lead.
- **Skill Development:** Training in public speaking, event planning, and podcasting built practical, transferable skills.
- **Increased Confidence:** Participants grew into confident leaders, with some becoming school prefects and senior prefects.
- **Safe Spaces:** Events and campaigns like 'Embracing Difference' promoted inclusivity and reduced isolation.
- **Stronger Peer Relationships:** Regular meetups and group chats helped build lasting friendships.

Outcomes

- **4 Successful Events:** Inclusive and engaging events attracted attendees from across London.
- **Creative Legacy:** Girls produced a zine and podcast to continue promoting diversity and connection.
- **Community Impact:** Positive feedback highlighted the events' success in fostering learning and belonging.
- **Real-World Growth:** Participants applied their leadership skills in schools and other settings.



A Volunteering Success

The programme provided a platform for young people to take ownership, gain valuable skills, and create lasting community impact, building confident leaders ready to inspire change

Finance & Fundraising Summary

The year ended 30 April 2024 has been a significant year of transition and change for the charity. As demand for the charity and its services grows so to, does the need to invest in staff resources and operations to support such demands and extend the reach of BelEve to impact more girls and young women.

This investment can be seen in the:

- rapid increase in staff; from an average of **6 in 2022/23 to 10 by 2023/24**; and
- the growing numbers of girls and young women that were impacted; **3,383 in 2022/23** rising to **5,976 in 2023/24**, a phenomenal increase.

In year ended **30 April 2024** we continued to maintain our fundraising efforts, which was underpinned by a robust fundraising strategy, seeing an increase in income of £88.5K from **£319K to £407K**. The vital support from our funders and corporate sponsors has allowed BelEve to focus on strengthening its offerings, maintain its investment in the charity's core programmes, expand its reach and deliver on its objectives. We would like to extend our thanks to everyone who has provided funds and support for the charity, we very much look forward to continuing these essential relationships into the new year.

Total expenses for the year ended 30 April 2024 amounted to £470,447 (2023: £335,898) as per Note 3. Overall, the charity had a net deficit in funds for the year ended 30 April 2024 of £(63,030) (2023: £(17,014)).

As mentioned above, the charity is in a period of transition and naturally to grow and increase our impact numbers there is a need for investment upfront and such investment has had an impact on reserves in the short term.

However, the Trustees firmly believe this position is one that will improve in the coming months as the senior leadership team have been working with funders to look to secure funding which covers periods of more than 1 year of core costs thus allowing for stability in funding and security over core costs. This much needed investment and support from funders is instrumental in allowing the charity to continue to maximise its impact for girls and young women, especially in the current landscape which highlights the critical need for the services of BelEve.

The Trustees are pleased that the charity has been able to use its valuable funding, including in part it's brought forward reserves, to serve the girls and young women we are dedicated to support, encourage and inspire. This would not be possible without the commitment and support shown by our team, our volunteers, our funders and our sponsors.

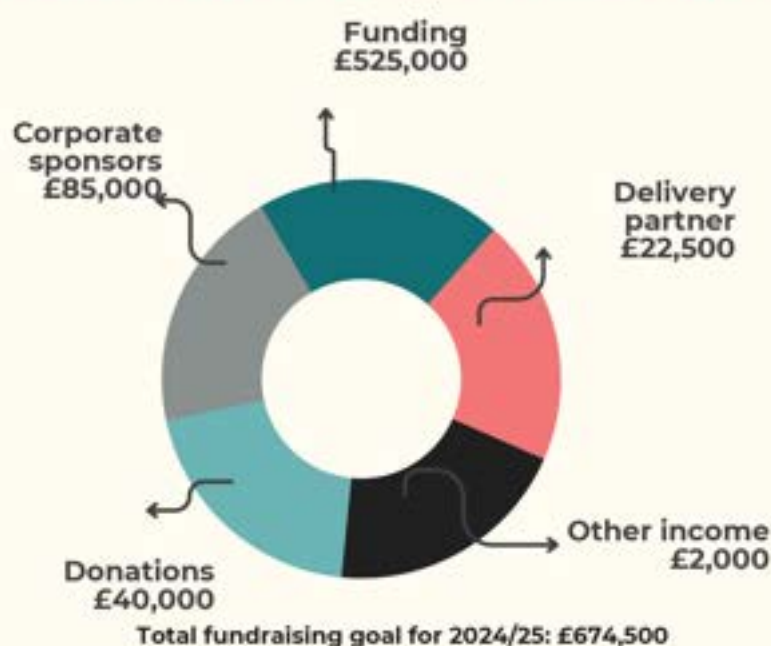
The reserves carried forward as at 30 April 2024 amounted to £83,434 (2023: £146,464) split between Unrestricted reserves £23,876 (2023: £78,195) and Restricted reserves £59,558 (2023: £68,269).

Whilst we accept it would be preferable to see reserves increasing, the fact remains that the charity is dedicated to putting the funding received to best use to serve its beneficiaries and at times depending on the timing of funding commitments from funders, the reserves position can fluctuate to lower levels but is replenished shortly thereafter.

The charity has robust cashflow and budgeting processes in place to manage its reserves and ensure it meets its commitments to its beneficiaries and suppliers.

We are extremely pleased to report that our total reserves as at 31 December 2024 are currently tracking at **£127,000 and cover 2.8 months** of operating costs and this is predicted to rise to 3.4 months cover of operating costs by our next year end 30 April 2025, so a fantastic effort by the team during this period of growth with invaluable support from our Funders who believe in the BelEve mission.

THE FUNDRAISING GOALS FOR 2024/25



"Delivering sisterhood and community, amplify the girls' voices on issues that they are passionate about and connect our Girls and Young Women to amazing role model"

Social Responsibility



BelEve's commitment to social responsibility is integral to our mission of empowering girls and young women to realize their full potential. We recognize the importance of actively contributing to the well-being of our communities and fostering positive change.

Our social responsibility initiatives align with our core values, aiming to make a meaningful impact in various aspects of society. Social responsibility is not just a commitment; it's a guiding principle that permeates everything we do. Through our collective efforts, we aspire to create a positive and lasting impact, contributing to a world where every girl and young woman has the support and resources needed to thrive.

Public Benefit



All our activities are undertaken to further our purposes for the public benefit and are overseen by the Trustees to ensure that this is the case.

In producing their assessment of the benefit to the public provided by the charity, the Trustees confirm they have complied with the duty set out in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.



Future Plans and Initiatives

VISION

BelEve's focus on transforming the organisation for the 2024/25 period reflects a commitment to long-term success, sustainability, and impactful growth. With ambitious yet realistic goals, BelEve is positioning itself as a driving force in the empowerment of girls and young women. The organisation is steadfast in its commitment to continuous improvement, responsiveness to challenges, and a focus on measurable impact, ensuring it creates positive and lasting change. Looking ahead to 2024/25, BelEve will continue to build on this foundation with bold initiatives and forward-thinking strategies designed to elevate its impact and reach. The future initiatives for 2024/25 include:

- 1: Deepening Programme Excellence and Expanding Impact
- Objective: Enhance the quality and scalability of our programmes to create deeper and more transformative experiences for girls and young women.
- (KPIs): Improved participant outcomes, expanded partnerships with schools, and enhanced digital engagement metrics.
- 2: Expanding Reach and Strengthening Inclusivity
- Objective: Broaden the scope of our programmes to reach underserved communities while fostering an environment of inclusivity and equity.

KPIs: Participation growth in underserved areas, community feedback ratings, and diversity metrics within programme cohorts.

3: Enhancing Organisational Resilience and Sustainability

Objective: Build a stronger, more adaptable organisation equipped to meet future challenges and opportunities.

KPIs: Increased funding diversity, staff satisfaction surveys, and reduced environmental impact metrics.

4: Advocacy, Awareness, and Policy Influence

Objective: Amplify the voices of girls and young women and advocate for systemic change to address the challenges they face.

KPIs: Media reach of campaigns, attendance at advocacy events, and policy changes influenced by BelEve's work.

5: Fostering Global Partnerships

Objective: Strengthen partnerships locally and globally to amplify BelEve's impact and share best practices.

KPIs: Number of active partnerships, global reach of programs, and participant feedback on exchange experiences.

BelEve's vision for 2024/25 reflects a bold yet achievable roadmap for growth and impact. By enriching and expanding its programs, investing in organisational resilience, and championing advocacy, BelEve will continue to empower thousands of girls and young women to overcome barriers, achieve their goals, and lead fulfilling lives.

New Programmes & Collaborations

BE EMPOWERED

We are excited to announce the launch of our new Be Empowered programme, starting from September 2024. After a careful analysis of our school programme, we realised that we were missing out on an opportunity to support the transition of year 7 and 8 students into secondary school.

Be Empowered is a transformative programme designed exclusively for girls embarking on their secondary school journey. It aims to empower participants to discover their inner strength, become leaders in their lives, and connect with their dreams, passions, and purpose.

Our programme is carefully crafted to instil confidence, nurture leadership skills, and inspire each girl to take charge of her life while uplifting and positively influencing others. We are confident that Be Empowered will create a positive impact on the lives of our students and help them succeed in their academic and personal lives.

LEAD HER FORUM

Our Lead Her Forum has been created with the aim to foster leadership qualities and empower young people to make their voices heard both within and beyond the school setting.

During the forum, the girls explore various avenues to unearth the leader within them and define their individual identities. This collaborative effort with BelEve extends to making a lasting impact by amplifying their voices both within and beyond the school community.

Participation in the forum promises benefits that go beyond the event itself. It becomes a valuable addition to their college applications and resumes, highlighting involvement in BelEve Events, volunteer work, and significant personal development.

The experience contributes to building self-esteem, fostering teamwork, enhancing organisational skills, deepening knowledge, and equipping them with the tools to present themselves as serious and professional women.



BelEve In Her Space (in this space She is Her)

BelEve In Her Space (in this space She is Her) A new after-school drop-in session open to all year groups, held once a month at selective local secondary schools.

This initiative is designed to provide a safe and welcoming space where girls can receive informal advice, unwind from the stresses of school, and build a supportive community within their school environment.

The sessions aim to foster connections among girls who might not typically interact, helping to create a wider support network and encouraging a sense of sisterhood. Whether seeking friendship, a safe place to share concerns, or peer support with schoolwork, BelEve In Her Space offers the perfect environment for growth and connection.

As part of our commitment to challenging period poverty, we also provide free sanitary products during the sessions, ensuring equal access to essential resources and empowering girls with information about their changing bodies.

This programme is a step toward nurturing confidence, community, and well-being for all girls in school.

Leadership & Management



BelEve's leadership and management structure remains unchanged, with the charity being run day-to-day by the Senior Leadership Team (SLT) comprising sisters Marsha, Chyloe, and Rochelle Powell.

The SLT meets bi-weekly and reports directly to the Board of Trustees, ensuring a seamless flow of information and decision-making. Strategic decisions are made collaboratively by the Board of Trustees, maintaining robust governance and alignment with BelEve's mission and goals.

Growth and Team Expansion

In 2023-2024, one of our most notable milestones was expanding our team from 9 to 12 members,

maintaining 9 full-time equivalents. The addition of 3 new staff members has significantly supported our efforts to scale our initiatives aimed at empowering girls and young women while ensuring the continued high-quality delivery of our services.

- **3 full-time staff** who lead core operations and programmes.
- **5 part-time facilitators** who deliver impactful sessions and workshops.
- **4 Part time** operational staff (Marketing & Mentoring team)
- **100 dedicated volunteers** who contribute to the success of various initiatives.

Governance and Accountability

BelEve operates as a charitable company limited by guarantee without share capital, governed by its memorandum and articles of association. The charity is also registered with the Charity Commission, and ultimate responsibility for governance lies with the Board of Trustees.

The Board meets 6-7 times annually to review the charity's activities and financial health, ensuring all decisions are aligned with BelEve's mission and compliance requirements. Day-to-day operations are led by the SLT, who work in close collaboration with the Trustees to maintain accountability and transparency.

Shruti Dube continues to chair the Board of Trustees, bringing invaluable skills and experience that have been instrumental in BelEve's growth and success.

GOVERNANCE AND ACCOUNTABILITY

BelEve's most significant challenge this year was managing resources to meet the growing demand for its programmes. With a clear focus on impacting the lives of 5,000 girls and young women in this financial year, the charity formed partnerships with schools to achieve its ambitious impact goal. However, this surge in demand was the driver for the rapid recruitment of the additional 3 part time staff to deliver the expanded offerings effectively.

Key lessons from this experience include the importance of forward planning and implementing a robust growth strategy.

These insights have been incorporated into BelEve's strategic roadmap, ensuring the charity is better equipped to manage future growth sustainably while maintaining the high quality of its programmes. BelEve remains committed to its mission of empowering girls and young women to achieve their fullest potential. With a focused team, a dedicated leadership structure, and a renewed focus on strategic planning, the charity is well-positioned to continue making a lasting impact in the years to come.

BOARD OF TRUSTEES

The Trustees (who are also the directors of the charity for the purpose of company law) who served during the year are as follows:

- Shruti Dube, Chair
- Jenny Tolmie, Treasurer
- Shalena Haughton-Peters
- Ramat Tajani
- Katy Clark
- Jenifer Opare-Aryee (appointed 16 May 2023 and resigned after year end on 6 November 2024).

BOARD OF DIRECTORS

In addition to the Trustees who are directors of the company, the Directors include the following members of the SLT who served during the year:

- Chyloe Powell
- Marsha Powell

YOUNG LEADERSHIP BOARD

This year marks the 6th year of driving forward BelEve's Young Leadership Board. The board plays a crucial role in guiding and supporting the charity's strategic aims and operations while ensuring that young women's voices remain at the heart of BelEve's delivery plan.

In September 2023, a new cohort of young women joined the board as volunteers for a one-year term. At the end of the term, their roles provide an opportunity for new members to join, while the outgoing members continue to remain actively involved within the BelEve community.

- | | |
|----------------------|--------------------|
| • Naomi Yikuno Amlak | • Daniella Boateng |
| • Kelis Wellington | • Toren Williams |
| • Julianne Awoleye | • Emma Berwick |

MEMBERS' LIABILITY

Members of the charity guarantee to contribute an amount not exceeding **£1** to the assets of the charity in the event of winding up. The total number of such guarantees on **30 April 2024** was **£6**.

POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

New Trustees are appointed based on the skills and experience that they can bring to the Board.

The Board supports new Trustees through an induction process in which new Trustees are made aware of their responsibilities as individual Trustees and their joint responsibilities as members of the Board.

The Board follows the Charity Commission's guidance in setting out these responsibilities. Additionally, the Board undertakes optional charity governance-related training courses offered through non-profit organisations e.g. NCVO – National Council for Voluntary Organisations.

RISK MANAGEMENT

The Trustees recognise that the main risk to the charity is a shortfall in funding available to the organisation

To mitigate such risk the SLT, look to identify and apply for as many relevant grants available to the organisation.

Further to this, we have implemented the process of creation and maintenance of a detailed Risk Register to institute robust management of ongoing risks to the charity.

It is further planned that the Board of Trustees will undergo governance training with an accredited third party to serve the needs of the charity even more diligently.

The Trustees will continue to carry out an analysis of the risks faced by the organisation and safeguards in place to mitigate against such risks.

RESERVE'S POLICY

The Trustees have examined the charity's requirements in light of the main risks to the organisation. They have established a policy whereby unrestricted funds held by the charity should cover up to 3 months of unrestricted

operating costs, including staff salaries not covered by secured Restricted funding. Due to timing differences in funding at the year end this was not possible, but we are pleased to report that this position is on track to be achieved by 30 April 2025 achieving cover of 3.4 months of unrestricted operating costs. In fact, we are extremely pleased to report that as the time of signing off these accounts, we have achieved reserves of 2.8 months of unrestricted operating costs so a fantastic achievement in a period of significant growth for the organisation.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

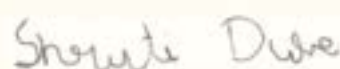
The Trustees (who are also the directors of the charity for the purpose of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and resources expended for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention of fraud and other irregularities. This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

This report was approved by the Trustees on 24/01/2025.
and signed on their behalf by:



Shruti Dube - Chair of Trustees'

Independent Examiners Report

Independent Examiner's Report to the Trustees of BelEve UK

I report to the charity trustees on my examination of the accounts of BelEve UK for the year ended 30 April 2024, which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the charity 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 your 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 can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

- accounting records were not kept in accordance with section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under 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
- the accounts have not been prepared in accordance with the Charities SORP (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 to enable a proper understanding of the accounts to be reached.

Cavelle H. Batchelor
HND FMAAT
Angle Accountants
Airport House
Purley Way
Croydon, Surrey
CR0 0XZ.

Statement of Financial Activities incorporating Income and Expenditure

Year ended 30 April 2024

		Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
	Notes				
Income and endowments from:					
Grants and Contracts		43,000	304,325	347,325	298,590
Donations		13,146		13,146	5,933
Other trading activities		1,433		1,433	1,422
Other Income		42,313	3,200	45,513	12,939
Total		99,892	307,525	407,417	318,884
Expenditure on:					
Expenditure on charitable activities	3	95,834	314,791	410,625	313,428
Support and governance cost	3	58,377	1,445	59,822	22,470
Total		154,211	316,236	470,447	335,898
Net gains on investments		-	-	-	-
Net (expenditure)/income		(54,319)	(8,711)	(63,030)	(17,014)
Transfers between funds		-	-	-	-
Net movement in funds		(54,319)	(8,711)	(63,030)	(17,014)
Reconciliation of funds:					
Total funds brought forward		78,195	68,269	146,464	163,478
Total funds carried forward		23,876	59,558	83,434	146,464

BALANCE SHEET AT 30 APRIL 2024

Company No. 07587692

	Notes	2024 £	2023 £
Assets			
Fixed and Current Assets	5	42,560	5,090
Cash at bank and in hand		51,718	148,331
		94,278	153,421
Creditors: Amount falling due within one year	6	(10,844)	(6,957)
Net current assets		83,434	146,464
Total assets less current liabilities		83,434	146,464
Net assets excluding pension asset or liability		83,434	146,464
Total net assets		83,434	146,464
The funds of the charity			
Restricted funds	7	59,558	68,269
Restricted income funds		59,558	68,269
Unrestricted funds	7	23,876	78,195
General funds		23,876	78,195
Reserves	7		
Total funds		83,434	146,464

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 30 April 2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 24/01/2025 and signed on its behalf by:

Shruti Dube

Shruti Dube
Chair of Trustees'

Notes to the Accounts for the year ended 30 April 2024

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities:

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) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years

Fund accounting	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Unrestricted funds	
Restricted Funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.
Income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability
Recognition of income	
Income with related	Where income has related expenditure the income and related expenditure is Expenditure reported gross in the SoFA.
Donations & Legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services	These are only included in income (with an equivalent amount in expenditure) and facilities where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.

Expenditure**Recognition of Expenditure**

Expenditure is recognised on an accrual's basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates

Expenditure on raising funds

These comprise the costs associated with attracting voluntary income, and fundraising

Expenditure on charitable activities

These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

Grants payable

All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.

Governance costs

These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Other expenditure

These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalent

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts.

In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other Creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due

Leased assets

Where the charity enters a lease which entails taking substantially all the risks and reward of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets. Operating lease payments are recognised as an expense on a straight-line basis over the lease term. If lease incentives are received to enter operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2. Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3. Other expenditure

Expenditure on:	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
Charitable Activities	£	£	£	£
Events	1,677	7,066	8,743	8,349
Advertising and Branding	8,222	12,269	20,491	8,991
Volunteers Expenses	-	60	60	3,471
Workshop Cost	3,152	25,362	28,514	22,157
Salaries/wages	14,045	179,015	193,060	125,678
Directors' remuneration	10,000	70,000	80,000	80,000
Employer's NIC	21,061	-	21,061	12,557
Pension costs	5,867	-	5,867	4,970
Staff entertainment	1,037	37	1,074	1,314
Staff training	1,700	3,447	5,147	15,190
Temporary staff	-	-	-	-
Motor and Travel Costs -Fares	734	2,725	3,459	1,548
Rent and Rates	19,604	144	19,748	13,185
Equipment Expensed	348	2,776	2,428	2,488
General insurances	2,255	472	2,727	1,425
DBS	649	1,548	2,197	3,389
Refreshment	386	4,178	4,564	1,919
Postage and couriers	20	57	77	39
Software, IT support and related costs	1,529	3,404	4,933	3,525
Stationery and printing	84	360	444	709
Subscriptions	674	-	674	492
Sundry expenses	2,371	1,183	3,554	943
Telephone, fax and broadband	1,116	686	1,802	1,089
	95,834	314,791	410,625	313,428
Support and governance cost				
Accountancy and bookkeeping	3,065	98	3,163	2,702
Consultancy fees	55,312	1,347	56,659	19,768
	58,377	1,445	59,822	22,470
Total charitable expenditure	154,212	316,236	470,447	335,898

4. Staff costs	2024 £	2023 £
Salaries and wages	273,060	205,678
Employers NIC	21,061	12,557
Pension Cost	5,867	4,970
	299,987	223,205

No employee received emoluments in excess of £60,000.

The average monthly number of full-time equivalent employees during the year was as follows:

2024 Number	2023 Number
10	9
10	9

5. Fixed and Current assets:

Amounts falling due within one year

	2024	2023
Account Receivables	2,600	
Fixture and fittings	34,525	1,100
Rent Deposit	5,175	3,990
Petty cash	260	
	42,560	5,090

6. Creditors:

Amounts falling due within one year

	2024	2023
Other taxes and social security	8,444	4,797
Contribution scheme liability		
Other creditors	2,400	2,160
	10,844	6,957

7. Movement in funds

	At 1 May 2023	Incoming resources	Resources expended	At 30 April 2024
	£	£	£	£
Restricted funds:				
Restricted income funds:				
The Fore - 2021/22 Core cost	46	-	(46)	-
The Hadley Trust	12	43,288	(34,588)	8,712
The London community- MOPAC 2022 Top up*	(3,287)	3,287	-	-
Lewisham Homes	-	5,000	(5,000)	-
The London community T- MOPAC 2021 Yr 2 of 2	385	-	(385)	-
The London community TCrucible Trust 2022	276	-	(276)	-
The London community TProvidence youth fund 2022	4,934	-	(3,686)	1,248
The Big Give	700	-	(700)	-
London community trust	338	-	(338)	-
Berkley Foundation	13,254	-	(13,243)	11
Children In Need	1,116	-	(1,116)	-
Children in need-Youth action fund 2022	48,988	-	(40,342)	8,646
Propel new deal for Young People	-	120,927	(79,769)	41,158
National Lottery Awards for all 2023	9,824	463	(10,287)	-
National Lottery community fund	778	-	(463)	315
National Lottery main grant"	(16,095)	51,730	(35,503)	132
Rosa-2023 Voices from the front line	7,000	-	(6,426)	574
The London Community T-Home Office Vawg	-	24,000	(38,053)	(14,053)
The London Community Trust	-	200	-	200
VRU-Stronger Futures	-	58,630	(46,015)	12,615
Total Restricted Funds	68,269	307,525	(316,236)	59,558
Unrestricted funds:				
General funds	78,195	99,892	(154,211)	23,876
Total Unrestricted Funds	78,195	99,892	(154,211)	23,876
Total funds	146,464	407,417	(470,447)	83,434

* The London Community T-Home Office VAWG (Violence Against Women and Girls) account showed a deficit of **£14,053** as at **30 April 2024**. This was due to funds being committed and received after the financial year-end, as grant operates on a payment-in-arrears basis.

Comparative movements in funds

	At 1 May 2022 £	Incoming resources £	Resources expended £	At 30 April 2023 £3
Restricted funds	66,836	216,392	214,959	68,269
Unrestricted funds	96,642	102,492	120,939	78,195
	163,478	318,884	335,898	146,464

Purposes and restrictions in relation to the funds:

Restricted funds:

The Fore 2021/22 core cost	Leadership facilitator cost
The Hadley Trustt	Lead Her Ship small group facilitators cost
The London community – MOPAC 2022 top up	It is that deep sexual awareness project
The London Community Trust – MOPAC 2021	It is that deep sexual awareness project
Lewisham Homes	LeadherShip Summer programme
The London Community Trust – Crucible Trust 2022	Facilitator – It is that deep
The London Community Trust – Providence Youth fund 2022	Specialist sexual harassment facilitator cost – It is that deep
The Big give	Marketing fund
The London Community Trust	I will fund
Berkley Foundation	Lead facilitator salary – 2 years
Children In Need	Workshops to train peer mentors and facilitate weekly sessions
Children in need- Youth action fund 2022	The younger chapters – Social action project
Propel – new deal for Young People	BelEve in her success 2 Year mentoring (200 disadvantage young people)
NL Awards for all 2023	LeadHer ship – 1 x facilitator cost
NL Community Fund	Lottery, NL Award Beam, BIHS
NL main grant 2021/23	Capacity building – Programme delivery BEAM
Rosa – 2023 Voices from the front line	Facilitator cost – It is that deep
The London Community T-home Office Vawg	It is that deep/Ravens
The London Community Trust VRU –Stronger Futures	It is that deep/Ravens

8.Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Current assets	34,720	59,558	94,278
Current liabilities	(10,844)	-	(10,844)
Net current assets	23,876	59,558	83,434

9.Controlling party

The company is, limited by guarantee and has no share capital; thus, no single party controls the company.

Accounts



2023

BELEVE UK

Trustees' Report and Unaudited Accounts 30 April 2023

CHARITY NO.

1176525

COMPANY NO.

07587692

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Administrative Information

ADMINISTRATIVE INFORMATION

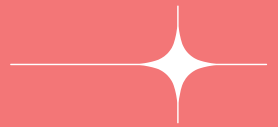
BELEVE UK

Company No. 07587692

Charity No. 1176525

REGISTERED OFFICE

372 Brockley Road
London
SE4 2BY



DIRECTORS AND TRUSTEES

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

S. Dube – Chair of Trustees'

J. Tolmie - Treasurer

K. Clark

R. Ahmed Tejani

S. Haughton-Peters

J. Opare-Aryee (appointed 16th May 2023)

ADDITIONAL DIRECTORS'

C. Powell

M. Powell

ACCOUNTANTS

Angle Accountants

Airport House

Purley Way

Croydon,

Surrey

CR0 0XZ

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 APRIL 2023

The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2021. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for the UK and Republic of Ireland (FRS102).

BelEve continues to create and develop spaces to support & build a community through sisterhood, providing equal opportunities to allow young girls to discover their full potential.

“Inspiring The Next Generation of Female Leaders, leaders of their own world”

We encourage a transformational journey that allows girls to push past their limits & embrace new experiences, with no judgment.



Marsha, Chylae & Rochelle

Our Mission AND Vision



Our Mission

To equip girls and young women with the skills, support, and confidence to find their voice and make informed choices about their future.



Our Vision

All girls and young women are empowered to become leaders of their world

**We BelEve in Building
an inclusive world for
Girls and young women
- Inspiring the next
generation of female
leaders**

Who We ARE What We do

BelEve is a grassroots, female-led charity with the mission of empowering girls and young women to become the next generation of Female leaders.

Our aim is to Inspire, Motivate, Lead and create a community for our girls and young women.

Inspiring the next generation
female leaders



BelEve's key objectives

1. A sustainable charity with a defined sector position

- BelEve is sustainable, capable of delivering effective programmes and ensuring ongoing financial stability and security

2. Deliver greater impact for girls and young women

Build, sustain and grow all BelEve's programmes to offer more activities to support existing beneficiaries, and to welcome 11,000 new girls and young women a year by 2027 into these programmes.

3. Influence and transform girls' and young women's lives

- Clear pathways for girls and young women, offering new projects, developed by the girls for the girls to expand the offer to existing beneficiaries, and to reach new beneficiaries.

4. Stronger and deeper partnerships and collaboration

Collaborating with Corporates, Trust and Donors to generate higher funding for BelEve to ultimately impact more girls and young women

These objectives collectively drive BelEve's commitment to creating a world where every girl and young woman has the tools, support, and opportunities needed to thrive, lead, and make a positive impact in their communities.

Core Values

- **Love** - Love is at the core of everything we do, enabling us to be non-judgemental, open-minded, and passionate.
- **Sisterhood** - Creating and developing spaces to support & build a community through sisterhood.
- **Opportunity** - Providing equal opportunities to allow young girls to discover their full potential.
- **Transformation** - Encouraging a transformational journey that allows girls to push past their limits & embrace new experiences.
- **Collaboration** - Sharing ideas and co-creating in a collaborative manner with those on a similar mission to reach a shared goal.
- **Legacy** - All girls and young women need to be empowered to become leaders of their own world



Message from the chair of Trustees



Throughout the span 2022/23, global economies have remained delicate, influenced by simmering geopolitical challenges. Despite the normalisation of post-pandemic free movement and travel, there was a notable rise in inflation, subsequently leading to elevated interest rates to counteract this trend. Additionally, the tragic Ukraine/Russia war since February 2022 has compounded macro-economic challenges, contributing to increased energy costs and broader supply chain difficulties. The cumulative effect of these factors has resulted in a prolonged and severe cost of living crisis that has persisted throughout the year.

In the face of this uncertain external landscape, it is crucial that we direct our efforts toward what we can control and influence. Previous emergencies and crises have demonstrated that girls and young women are particularly vulnerable across various domains. For instance, in past crises, girls saw reduced access to education and increased post-crisis dropout rates (Source: GEC Jul 2020 report "Life skills for adolescent girls in the COVID-19 pandemic"). More recently, research indicates that the current cost-of-living crisis has disproportionately affected women over men (Source: Standard Life's Retirement Voice 2022 report). Consequently, the work championed by BelEve has never been more vital: to empower these girls and young women with the skills, exposure, and confidence necessary to unlock new economic and social opportunities.

Buoyed by the results of our annual strategy in 2021 of "Doubling Up" our impact, in 2022 we had set out BelEve's ambitious five-year strategy to further expand BelEve's influence. This strategy centres on four pillars: becoming a sustainable charity with a defined sector position, delivering greater impact for girls and young women, influencing and transforming girls and young women's lives, developing stronger and deeper partnerships and collaborations.

*"The work championed by BelEve has
never been more vital."*



As I reflect on my third year as BelEve's Chair of Trustees, I am filled with pride for the remarkable achievements BelEve has accomplished. Through targeted initiatives and better management of risks, we are paving the way for a resilient future for the charity to expand its influence on an even broader circle in this year 2 of our five-year strategy:

- Doubled the number of girls we have worked with (3383 from 2748 in 2021/22). This was accomplished through delivering 750 sessions in total across our five programmes. Further 197 young women were paired and received mentoring through our initiatives over the course of this year
- Raised £319K in funds (from £285k in 2021/22) and partnered with 10 Corporates
- Strengthened the Board with subject matter experts further with the addition of Human Resources expertise
- Increased our team size from 4 to 9 to fulfil the expanded reach we are experiencing in our community

Seeing the team continue to deliver in line with structured goal setting and execution practices, I am thrilled about BelEve's potential to further magnify its impact in 2023. This growth will be facilitated by a formidable leadership team, committed staff, a dynamic young leadership board, as well as dedicated facilitators, mentors, and volunteers.

Shruti Dube Chair of Trustees

Message from the CEO



Reflecting on the past year, I am delighted to present the BelEve's Annual Report for the Year April 2023. In a year marked by challenges, unwavering commitment to our Charity, our collective dedication, resilience, and innovative spirit have propelled us forward, achieving significant milestones that reinforce our commitment to inspiring positive change and creating a limitless world for the next generation of female leaders to reach their full potential.

This report offers a comprehensive overview of our performance, financial highlights, operational achievements, and our steadfast commitment to sustainability and community engagement. My heartfelt gratitude goes to our employees, partners, and parents for their unwavering support. Together, we remain focused on delivering value, fostering innovation, and contributing to positive societal change for our community.

We share our achievements, challenges, and aspirations, we invite you to celebrate the impact we've collectively made. Together, we are transforming lives and building a more inclusive and sustainable future. We've continued to advocate for the issues that affect our girls and young women, providing them with the tools and resources they need to succeed and continue pushing boundaries.

As we enter the third year of our 5-year strategy, we have a clear capacity and growth plan to reach more girls and young women, deliver more evidence-based impact, increase sustainability, and expand our community of corporate partners. Our commitment to delivering quality transformational programs to our community sits at the centre of our strategy. With a clear vision, mission, and a strong young leadership board, we will continue to listen and respond to the needs of our community.

I want to express my sincere gratitude to our staff, volunteers, mentors, and corporate partners who have contributed their time, resources, and expertise to the success of our programs and initiatives. Your support has allowed us to provide opportunities and experiences for girls and young women to develop their leadership skills, build their confidence, and increase their life and career prospects.

I am excited to continue our journey together in the coming year and beyond, as we provide a platform where every young girl and woman has an equal opportunity to discover their unique voices, develop essential life skills, and become the leaders of tomorrow. Together, we are shaping a future where every girl and young woman has the tools and support needed to achieve her fullest potential and become the next generation of female leaders.

we navigate an ever-evolving landscape, BelEve stands ready to embrace the opportunities that lie ahead. Our optimism and determination drive us forward, ensuring that we continue to make a meaningful impact on the communities we serve.

Marsha Powell

Our year at a glance

“Building our community's trust and belief in our mission to empower and support girls and young women. and belief in our mission to empower and support girls and young women”.

It has been a busy year for BelEve our core focus was continuing to create an inclusive safe space for girls and young women to develop skills, grow in confidence and find their voice, increasing our presence, capacity building, strengthening our team and offering to ensure we could deliver the impact our community deserve.

We doubled the size of the team to accommodate our ambitions, expanding our capabilities and resources to better serve our community and partners' needs. With an increased staffing team and increased funding, we extended our reach alongside impact, working with more schools and delivering more workshops and mentoring programmes in our neighbouring boroughs but most importantly deepening the support we offer the girls and young women. BelEve has become the "go-to" charity in South London for Year 6 transition, resulting in us supporting over 532 girls.

We are proud to have connected with over 3383 girls through our 5 core programmes girls and offered them valuable opportunities to be mentored, develop leadership and life skills through our programmes, and experience our enhanced career development offerings in partnership with our corporate sponsors. We believe in empowering young girls and women with the tools and resources they need to achieve their goals and make a positive impact in their communities.

“Today, I have learned that I can be a superhero by being me, all that matters is that I love being Who I am because that is all anyone cares about. It made me feel amazing and grateful to be who I am today, and it also boosted my confidence about being a black girl. The best thing about me is that nobody else is me. - Zara aged 9

“Thank you and your team for your work with Zara. I have watched her grow into herself this past year.”- Beam Parent

*We are proud to have connected with over
3383 girls*

Finance AND Fundraising

We ended 2023 positively, exceeding our target of retaining 6 months' worth of operating costs (unrestricted only), noting that restricted funds secured and held at year end also cover staff salary costs which have been funded by grants provided to allow the charity to provide valuable services meeting its objectives. We continued to maintain our fundraising efforts, which was underpinned by a robust fundraising strategy.

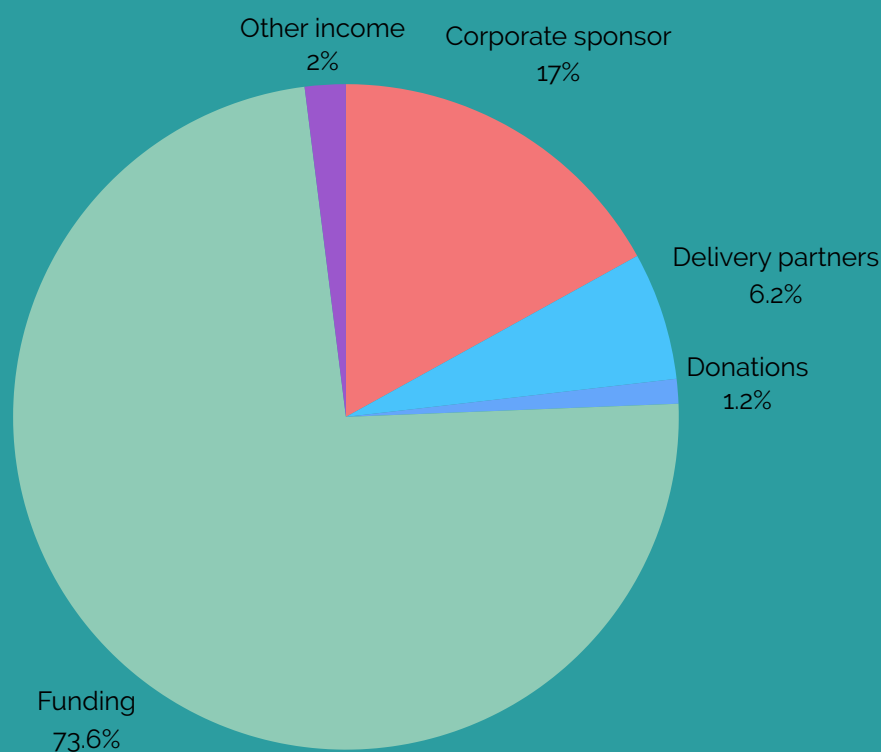
During the year ended 30 April 2023, BelEve again saw an increase in income of £33K from £285K to £319k which highlights the continued success of our focus on fundraising. We would like to thank all our funders and corporate sponsors for their continued support which has been instrumental in allowing the charity to maintain investment in its core programmes and objectives for 2022-23

Total expenses for the year ended 30 April 2023 amounted to £335,898 (2022: £249,892) as per Note 3. Overall, the charity had a net deficit in funds for the year ended 30 April 2023 of £ (17,014) (2022: Net surplus £35,465). This is due to a focused effort in growing the team of facilitators alongside the support team to allow the charity to offer an array of services to a growing volume of beneficiaries as seen in the growth of our impact numbers.

The Trustees are pleased that the charity has been able to use its funding including in part it's brought forward reserves to serve the girls and young women we are dedicated to support, encourage and inspire. The reserves carried forward as of 30 April 2023 amounted to £146,464 (2022: £163,478) split between Unrestricted reserves £78,195 (2022: £96,642) and Restricted reserves £68,269 (2022: £66,836). In what continues to be an extremely challenging landscape for the charity & voluntary sector we are extremely proud of our team for each and every success they have achieved and ultimately the impact they have had on the 3,383 girls and young women that have been involved with BelEve in the year.

The fundraising goals for 2023/24

- Corporate sponsors £85,000
 - Delivery partner £31,100
 - Donations £6,000
 - Funding £369,000
 - Other income £9,950
- **Total fundraising goal: £501,050**

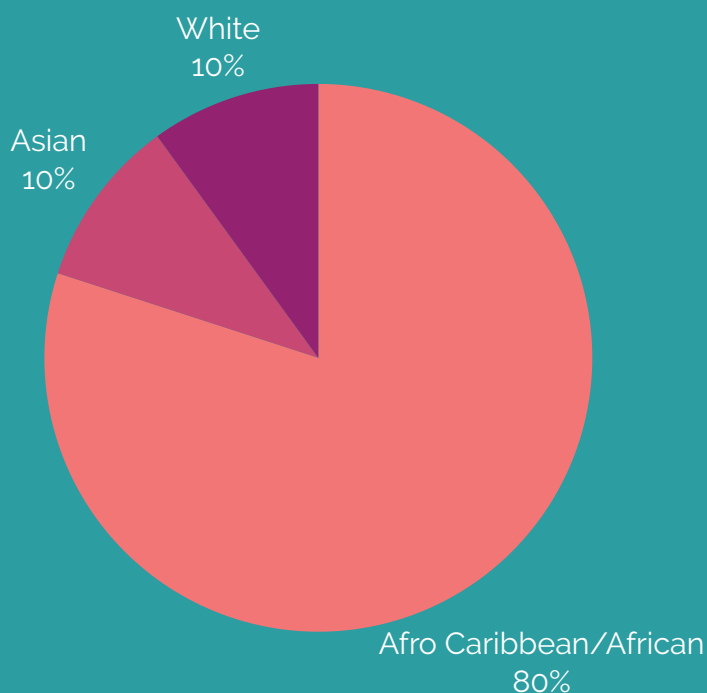


“Delivering sisterhood and community, amplifying the girls’ voices on issues that they are passionate about and connecting our Girls and Young Women to amazing role models”

2022/2023 *Impact Numbers*

PROGRAMME	IMPACT NUMBERS	TOTAL IMPACT
BEAM	532	3383
LEAD HER SHIP	154	
BIS	197	
CAREER INSIGHT	74	
IT IS THAT DEEP	2426	

Of these, 80% were Afro Caribbean or African, 10% Asian and 10% White.



“KEEPING THE GIRLS AND YOUNG WOMEN AT THE CENTRE OF EVERYTHING WE DO”



BelEve Empowerment Programmes:

Nurturing Tomorrow's Leaders

At BelEve, we believe in the power of empowering young girls and women to become confident, resilient leaders in their communities. Our programs are carefully designed to address the unique challenges each age group faces while fostering personal growth, leadership skills, and a sense of community. Below are the 5 programmes we offer:

BelEve's core competencies

- **Managing Feelings means...** being able to reflect on our feelings, understand what they are, and how to manage them
- **Communication means...** being able to clearly articulate to others our plans and ideas, while making space for others by listening and asking questions
- **Confidence and Agency means...** the self-belief to take action on issues that are important to us and others
- **Relationships and Leadership means...** promoting the participation of our peers in our work (as our equal) as part of our own development and that of others
- **Collaboration means...** actively seeking opportunities to include others' opinions and ideas in our work
- **Creativity means...** thinking creatively to find solutions to the challenges we encounter
- **Planning and Problem-Solving means...** setting and planning our work around clear objectives and goals, and maintaining an open mind about how to overcome challenges
- **Resilience means...** seeing challenges in a positive way, seeking to understand them before acting
- **Self-Reflection means...** learning from our experience and using this when making plans.



The Measures

- Level 1 – This primarily measures girls' **confidence** with the basic elements leadership requires
- Level 2 – This measures girls' **ability to understand** herself and the others she works with
- Level 3 – This measures girls ability to practically **apply** leadership themes and leadership elements
- Level 4 – This measures girls ability to **lead** her world.



Beautiful, Empowered and Me (BEAM) for girls aged 8-11 years

We successfully ran 90 x 60-minute BEAM workshops in Schools, partnering with 15 schools and impacting 532 girls through our BEAM transition workshops.

BEAM caters to girls aged 8-11, delivered through primary schools. This weekly session-based program aims to:

- Provide a safe space for exploring difficult thoughts, feelings, and events.
- Build self-awareness, self-esteem, and relationship skills.
- Develop coping skills and resilience.
- Enhance social and emotional intelligence.

Support girls in becoming resilient and ready for the transition to secondary school.

BEAM sessions create a fun, informal, and safe environment where girls can form friendships, explore their identity, and express their feelings through various activities.



Programme Highlights;

"The Year 6 girls mostly enjoyed the sessions where their confidence and aspirations increased. They were able to build self-awareness and self-esteem skills."

"The facilitator built a really strong rapport with the girls to create a really safe and trusting environment"

"Great discussions created with the students"

"The girls enjoyed the workshop because they liked the conversations and topic that were discussed during their time."

Lead Her Ship for girls aged 12-15 years



Lead Her Ship is tailored for girls aged 12-15, focusing on leadership and change-making competencies. The program includes small group discussions, fun activities, and personal reflection.

Programme objectives:

- Building leadership skills and confidence.
- Improving health and well-being.
- Establishing social networks for girls.
- Exploring education and career aspirations.
- Providing mentorship and support through Young Leaders.
- Encouraging the design and delivery of a social action project.
- Through Lead Her Ship, we empower young women to take charge of their future, fostering leadership qualities and social responsibility.

We successfully ran 60 x 60-minute LeadHer Ship workshops in Schools, partnering with 6 schools and impacting 154 girls.

Programme Highlights:

"We have worked with BelEve in a variety of capacities over the last year. Our year 9 and 10 students are currently taking part in their LeadHer Ship programme, we have year 10s trained as Ravens, as well as having every class having taken part in a healthy relationship workshop with them. Every member of the team that has come and delivered sessions to our students has been friendly, approachable and able to differentiate for the variety of young people they are working with. The students are always engaged and feel comfortable enough to ask questions about what, at times, can be sensitive topics.

The relationship we have built as a school with BelEve has become invaluable, they are always there for advice, able to tailor sessions to what works within our setting and are constantly providing new and exciting opportunities for our young people. We can't wait to see what next year brings for our students and the impact this vital work will have on them as they move on".

Rebecca Stock, Pastoral Lead, Bonus Pastor Catholic College

BelEve in Her Success caters to young women aged 16-22, offering mentoring and skills development workshops. In collaboration with corporate partners, BelEve in Her Success opens doors to various career opportunities and encourages young women to strive for excellence.

BelEve in Her Success for young women aged 16-22 years



Programme objectives:

- Increase young women's confidence.
- Expand their professional network.
- Improve life skills such as leadership, resilience, communication, and relationship skills.
- Build work-readiness for the next phase of their educational or career journey.
- Mentees meet monthly with their mentors for 90 minutes and participate in six skills development sessions.



Programme Highlights:

Mentoring for me is an opportunity to share my skill set with someone who has less experience and hopefully, they can learn something. After working years in communications, I thought this is a real opportunity for me to have a real purpose, give back and share my experience. If you want to be a mentor, I highly recommend it. Your life will have true purpose!

-Rosa Sibaja - Mentor

Career Insight Days for young women aged 14-22 years

"We successfully ran 3 Career insight days with 3 corporate partners impacting 74 girls."



BelEve recognises the crucial role that early exposure to diverse career options plays in shaping the aspirations of young women. Our Career Insight Days, offered bi-monthly in collaboration with esteemed corporate partners, are designed for young women aged 14-22. These events provide valuable insights into various career paths, offering exposure to successful female role models and valuable opportunities for, employability skills development, mentorship, work experience, internships and career advice. .



It is that Deep

"It Is That Deep" - Empowering Youth, Creating Awareness



We successfully delivered 81 workshops in 7 schools, impacting 2426 students.



At BelEve, we are committed to addressing critical issues that impact the lives of young people. The "It Is That Deep" campaign is a whole-school initiative targeting students from Year 7 upwards, responding to the concerning trends and normalization of Peer-on-Peer Sexual Harassment in schools.

The campaign is designed to educate and empower young individuals, equipping them with the tools to recognize, prevent, and respond to sexual harassment while fostering healthy relationships.

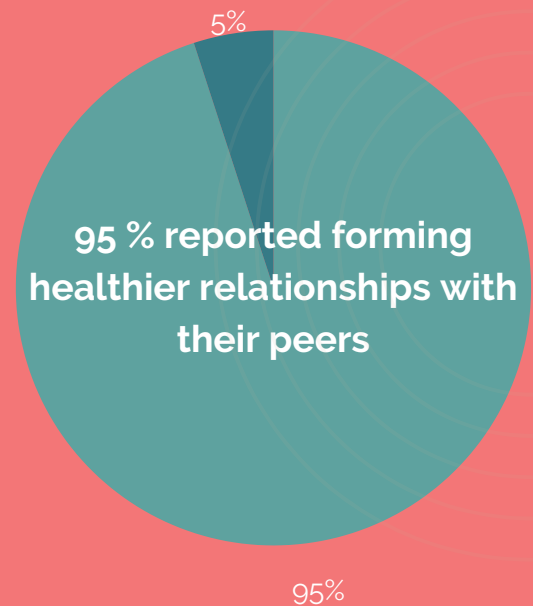
BelEve stands united against sexual harassment, striving to create a school environment where every student feels safe, respected, and empowered to contribute to a culture of mutual understanding and healthy relationships. Together, we can foster a generation that recognises the power of speaking out against harassment and champions the principles of consent and respect.

Programme Highlights:

"It Is That Deep, is a necessary and required sexual harassment workshop delivered by fantastic facilitators from 'BelEve' which allows young people the opportunity to explore what the signs of sexual harassment are and ways to identify it. Young people come away from the sessions with great sense of empowerment and confidence to call out sexual harassment whilst knowing 'It is that Deep'".

Dwayne Francis - Inclusion Manager

BelEve conducted a survey with 900 girls and young women. The survey results are a testament to the impactful work and positive outcomes achieved by BelEve's programs for girls aged 8-22. The findings highlight the program's effectiveness in enhancing confidence, promoting positive female role models, fostering healthier relationships, and developing leadership qualities. Here's a breakdown of the key outcomes:



For Girls Aged 8-15:

- **Increased Confidence in Communication (90%):**

The program has significantly contributed to boosting the confidence of girls aged 8-15 in their communication skills. This is a crucial developmental milestone that prepares them for effective interpersonal interactions.

- **Enjoyment in Female-Only Workshops (95%):**

The overwhelming majority of girls in this age group enjoyed participating in female-only workshops, indicating that BelEve creates a safe and comfortable space for them to freely express themselves. This environment contributes to a positive learning experience.

For Girls Aged 16-22:

- **Engagement with Positive Female Role Models (92%):**

- The program has successfully connected girls aged 16-22 with positive female role models, offering valuable mentorship opportunities. This engagement is empowering and inspiring for the personal and professional growth of young women.

- **Formation of Healthier Peer Relationships (89%):**

- The program has played a role in enhancing the social and emotional well-being of older girls by facilitating the formation of healthier relationships with their peers. Positive social connections are crucial for overall well-being.

- **Identification with Leadership Qualities (80%):**

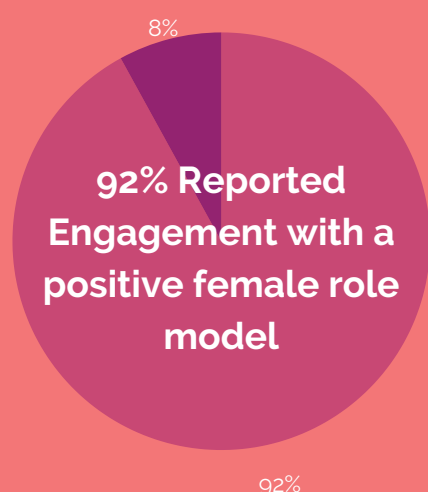
- An impressive 80% of girls aged 16-22 identified with having leadership qualities after participating in the program. This suggests that BelEve is successful in nurturing leadership skills among young women.

- **Increased Confidence and Self-Belief (92%):**

- The program has contributed significantly to boosting confidence and self-belief among beneficiaries aged 16-22, indicating a positive impact on their personal growth and development.

- **Positive Outlook on the Future (97%):**

- Engagement with positive female role models has influenced 97% of girls to feel positive about their future. This demonstrates the program's ability to shape a positive outlook and inspire aspirations in young women.



92%



97%



80%

Overall Impact:

The survey concludes that BelEve's impact is making a substantial difference in the lives of beneficiaries. By collaborating with schools and communities, the organisation is successfully bringing about individual, educational, and social change.

The achievements to date are commendable, reflecting a commitment to empowering girls and young women. As BelEve looks forward, we take pride in our accomplishments and remain dedicated to making a continued positive impact in the lives of girls and young women.



Success Stories

Beneficiary Testimonial

As a university student, BelEve has positively shaped my professional outlook on what I can achieve. This is due to BelEve in Her Success, a unique mentoring scheme compared to other schemes. It is specifically for young women and a minimum of six months instead of the traditional three months, allowing more time for a bond to be established. I am fortunate to have built a relationship as a mentee with a dynamic, accomplished, supportive mentor. Before BelEve in Her Success, I heard the importance of mentoring but did not know its true value until now. For example, goals are set during each session, improving my overall confidence and motivation since there is evidence of me actively striving for my dreams. Through our conversations, my mentor always provides new perspectives, resources, and connections to ensure my potential is not limited. I am connected and supported not only by my mentor but also by the BelEve team through their regular check-ups. BelEve has given me access to a figure I can look to for representation and inspiration, which I am grateful for as I needed a role model at this stage of my career and personal journey.



Angela Sam Aggrey - Mentee

Mentor Testimonial

After being a mentee in a few mentoring relationships, last year I felt I had enough work experience behind me to offer some mentoring guidance myself. I was connected to BelEve through Bloom, a network for women working in Marketing and Communications, and I was introduced to Olivia.

When I first met Olivia almost a year ago, I was instantly impressed by how proactive, professional, and prepared she was. About to embark on her final year at university, she was making full use of the wonderful mentoring, networking, and work experience opportunities BelEve offers - putting her lightyears ahead of where I had been at that age! We spent our first few meetings exploring and defining what she wanted to get out of the coming year, selecting themes around finding post-graduate employment, getting the most out of her remaining time at uni (after some challenging Covid-19 years!), and developing existing hobbies and interests.

With this structure established, we have gone on to meet monthly and stay in touch in between, and I've been delighted to see her grow in confidence and ability. Final coursework and exams are never easy, and life can get stressful, but we worked together to maintain focus, stay calm, and keep progressing towards her goals.

I'm so pleased that all her hard work paid off, and Olivia has now graduated and already secured her first post-graduate employment at Legal & General (coincidentally, through a past mentor who she also found through BelEve!). Whilst it might not have a full marketing focus yet, there's tons of transferrable skills available to develop, and I'm confident it will set her up well for wherever her career takes her. She has the drive, maturity, and ability to succeed in whatever field she chooses to go in to, and I'm looking forward to seeing what the coming years bring her.

As for me, I have got so much from the experience, and would highly recommend it. Being able to develop my coaching skills, share learnings from my work experience so far, and connect Olivia to my networks has built my own self confidence and prompted me to reflect on my own career planning. I believe it will also help me to be a 'better' mentee in the future, now that I have perspectives from both sides, and I'm now excited to explore new mentoring relationships.

So - if you are thinking about becoming a mentor but aren't sure where to start - I would absolutely recommend BelEve, their fabulous team, and the brilliant community of young women they work with.

Shannon Keegan- BelEve Mentor

Collaborations & Partnerships

BelEve recognises the importance of partnerships and collaborations as key drivers for achieving our mission to empower girls and young women. By working with like-minded organizations, businesses, and community stakeholders, we can amplify our impact and create positive change on a broader scale. Here are some of BelEve's key partnerships and collaborations:

- Bloom
- Deliveroo
- Simmons and Simmons
- Finecast
- Shiseido
- Brand You Magazine
- Amazon
- Experian
- L'Oreal
- Estee Lauder

We are extremely grateful to our corporate partners, who have continued to support us and enabled us to consistently deliver a quality service to our beneficiaries. Their unwavering support has been instrumental in enabling us to consistently deliver high-quality services to our beneficiaries. Through their commitment to our mission, these partners have played a crucial role in empowering and uplifting the lives of girls and young women. Most importantly we thank all our mentors who continue to go over and above to support their mentees and keep them motivated in the challenging times.

F:NECAST

+simmons
simmons

ESTÉE LAUDER

experian

BLOOM

SHISEIDO

L'ORÉAL

amazon

Bel
Eve

deliveroo

Volunteer Initiatives

Younger Chapter Programme

Children in Need have funded BelEve to bring about social change, opportunities, and a voice to young people.

During the next 12 months, the team will tackle a social action issue while developing skills that will help the young people even after the program is completed. You will decide how we should roll out the campaign.

Social Action Project:

Embracing Difference, the younger chapter team have decided they will base their project on the topic of Embracing Difference. They want to create acceptance for those who differ from societies norms. They intend to normalise differences.

Aims of the Program

Decreased sense of isolation Enhanced Self Esteem Greater Confidence in Communicating a Message

Young Leadership Board

We are in our 5th year in driving forward BelEve's young leadership board. The role of the board is to guide and support the strategic aims of the charity, the works of the charity, alongside keeping Young Women's voices at the core of BelEve's delivery plan. In September 2023 the following young women joined the board as volunteers with a one-year term:

- Naomi Yikuno Amlak
- Kelis Wellington
- Julianne Awolaye
- Daniella Boateng
- Toren Williams
- Emma Berwick



Sustainability Development Goals

BelEve's commitment to empowering girls and young women aligns with several of the United Nations' Sustainable Development Goals (SDGs). Through its various programs and initiatives, BelEve actively contributes to the achievement of these global goals. Here's how BelEve aligns with specific SDGs:

- **SDG 1: No Poverty**

By providing educational opportunities, mentorship, and skill-building programs, BelEve works towards breaking the cycle of poverty for girls, contributing to the goal of eradicating poverty.

- **SDG 3: Good Health and Well-being**

BelEve contributes to the overall health and well-being of girls by providing resources, workshops, and support for physical and mental health through health education programs.

- **SDG 4: Quality Education**

BelEve provides access to quality education, skill development, and mentorship programs for girls, aiming to enhance their educational opportunities and empower them for future success.

- **SDG 5: Gender Equality**

BelEve is dedicated to promoting gender equality by challenging stereotypes, providing leadership training, and fostering an inclusive environment where girls have equal opportunities.

- **SDG 7: Affordable and Clean Energy**

While not the primary focus, BelEve may incorporate sustainable practices in its programs and operations, contributing indirectly to the goal of ensuring access to affordable and clean energy.

Sustainability Development Goals

- **SDG 8: Decent Work and Economic Growth**

BelEve's initiatives focus on equipping girls with employability skills, entrepreneurship training, and mentorship programs to enhance their economic opportunities and contribute to economic growth

- **SDG 10: Reduced Inequalities**

BelEve advocates for equal opportunities, challenges societal norms, and works towards reducing inequalities by providing resources and support for girls, irrespective of their background or circumstances.

- **SDG 11: Sustainable Cities and Communities**

BelEve engages in community-based programs that create safe spaces for girls, fostering community engagement and addressing urban challenges affecting their well-being.

- **SDG 16: Peace, Justice, and Strong Institutions**

BelEve's initiatives contribute to peace and justice by addressing issues such as gender-based violence, discrimination, and advocating for the rights and well-being of girls.

- **SDG 17: Partnerships for the Goals**

BelEve actively collaborates with educational institutions, NGOs, corporate partners, and community stakeholders, embodying the spirit of partnership to amplify its impact

BelEve's multifaceted approach to empowering girls addresses various aspects of the SDGs, contributing to a more sustainable and equitable future. Through collaboration, education, and advocacy, BelEve plays a vital role in advancing these global goals and making a positive impact on the lives of girls and young women.

Social Responsibility

BelEve's commitment to social responsibility is integral to our mission of empowering girls and young women to realise their full potential. We recognise the importance of actively contributing to the well-being of our communities and fostering positive change. Our social responsibility initiatives align with our core values, aiming to make a meaningful impact in various aspects of society. Social responsibility is not just a commitment; it's a guiding principle that permits everything we do. Through our collective efforts, we aspire to create a positive and lasting impact, contributing to a world where every girl and young woman has the support and resources needed to thrive.

Public Benefits

All our activities are undertaken to further our purposes for the public benefit and are overseen by the Trustees to ensure that this is the case. In producing their assessment of the benefit to the public provided by the charity, the Trustees confirm they have complied with the duty set out in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.



Future Plans & Initiatives

Vision for 2023/24

BelEve's focus on transforming the organization for the 2023/4 period reflects a commitment to long-term success, sustainability, and impactful growth. The organisation intends to enrich, deepen, and expand its existing programs while prioritising infrastructure development, capacity building, and organisational effectiveness. The overarching goals for the next year are outlined below:

1. Programme Excellence and Impact

Objective: Achieve excellence in program delivery with a focus on making a lasting impact on the futures of girls and young women.

Key Performance Indicators (KPIs): Program effectiveness, participant satisfaction, and measurable outcomes.

2. Reach and Inclusivity

Objective: Expand the reach of programs to a broader audience while addressing the diverse needs of girls and young women.

KPIs: Increased program participation, expansion into new communities, and inclusivity metrics.



3. Organizational Resilience

Objective: Build organizational resilience by strengthening infrastructure and ensuring sustainable practices.

KPIs: Safer recruitment metrics, organisational culture surveys, and sustainability measures.

4: Advocacy and Awareness

Objective: Advocate for the rights of girls and young women, raising awareness on the challenges they face.

KPIs: Successful campaigns, increased public awareness, and policy impact.

BelEve's ambitious yet realistic goals are designed to position the organisation as a driving force in the empowerment of girls and young women. The commitment to continuous improvement, responsiveness to challenges, and a focus on measurable impact underscore BelEve's dedication to creating positive and lasting change.



New Programs and Collaborations

EmpowerHer

We are excited to announce the launch of our new EmpowerHer program, starting from September 2024. After a careful analysis of our school program, we realised that we were missing out on an opportunity to support the transition of year 7 and 8 students into secondary school.

Empower Her is a transformative program designed exclusively for girls embarking on their secondary school journey. It aims to empower participants to discover their inner strength, become leaders in their lives, and connect with their dreams, passions, and purpose.

Our program is carefully crafted to instil confidence, nurture leadership skills, and inspire each girl to take charge of her life while uplifting and positively influencing others. We are confident that Empower Her will create a positive impact on the lives of our students and help them succeed in their academic and personal lives.

LEADHER Forum

Our LeadHer Forum has been created as an incentive for those participants that have successfully completed our leadership programme. (age 14-16)

During the forum, the girls explore various avenues to unearth the leader within them and define their individual identities. This collaborative effort with BelEve extends to making a lasting impact by amplifying their voices both within and beyond the school community.

Participation in the forum promises benefits that go beyond the event itself. It becomes a valuable addition to their college applications and resumes, showcasing involvement in BelEve Events, volunteer work, and significant personal development.

The experience contributes to building self-esteem, fostering teamwork, enhancing organizational skills, deepening knowledge, and equipping them with the tools to present themselves as serious and professional women.

Leadership & Management

Our leadership and management remain unchanged. Sisters Marsha, Chyloe and Rochelle continue to run the charity day to day and make up the Senior Leadership Team.

They meet bi-weekly and report into the Board of Trustees. All strategic decisions are made by the Board. In 2023 the team continued to grow, from a team of 6 staff to 12 staff. This includes 3 full-time staff and 9 part-time facilitators as well as 100 volunteers.

Shruti Dube continues to chair the Board of Trustees and her skills and experience have been instrumental in helping the charity to grow.



Marsha Powell
CEO



Chyloe Powell
CFO



Rochelle Powell
Programme manager

Sisterhoof is embedded in everything we do.

Our Challenges & Lessons learnt

Our biggest challenge has been resourcing this year. With a clear focus on impacting 4,000 girls and young women lives, we partnered with schools to achieve the impact goal however, it resulted in us having to recruit more staff to satisfy the demand for our offering. With a robust growth strategy in place, we will be able to plan to manage this growth in the future.

Structure, Governance, Management and Accountability's

BelEve is a charitable company, limited by guarantee without share capital and governed by its, memorandum and articles of association. It is registered as a charity with the Charity Commission. Ultimate responsibility lies with the Board of Trustees who meet 6-7 times in the year to review the activities and financial position of the charity. All governance decisions are made by the Trustees.

The day-to-day work of the charity is undertaken by the senior leadership team (who are also directors) who work closely with the Trustees.

Board of Trustees

The Trustees (who are also the directors of the charity for the purpose of company law) who served during the year are as follows:

- Shruti Dube, Chair
- Jenny Tolmie, Finance Trustee
- Shalena Haughton-Peters
- Ramat Tajani
- Katy Clark
- Jenifer Opare-Aryee

Board of Directors

In addition to the Trustees who are directors of the company, the Directors include the following members of the management team who served during the year:

- Chyloe Powell
- Marsha Powell

Members liability

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 30 April 2023 was £6.

Policies adopted for the induction of Trustees

New Trustees are appointed based on the skills and experience that they can bring to the Board.

The Board supports new Trustees through an induction process in which new Trustees are made aware of their responsibilities as individual Trustees and their joint responsibilities as members of the Board.

The Board follows the Charity Commission's guidance in setting out these responsibilities. Additionally, the Board undertakes optional charity governance-related training courses offered through non-profit organisations e.g. NCVO – National Council for Voluntary Organisations.

Risk Management

The Trustees recognise that the main risk to the charity is a shortfall in funding available to the organisation.

To mitigate such risk the management team, look to identify and apply for as many relevant grants available to the organisation. Further to this, we have implemented the process of creation and maintenance of a detailed Risk Register to institute robust management of ongoing risks to the charity.

It is further planned that the Board of Trustees will undergo governance training with an accredited third party in order to serve the needs of the charity even more diligently. The Trustees will continue to carry out an analysis of the risks faced by the organisation and safeguards in place to mitigate such risks

Reserves Policy

The Trustees have examined the charity's requirements in the light of the main risks to the organisation. It has established a policy whereby unrestricted funds held by the charity should cover up to 6 months operating costs including staff salaries. The Trustees are pleased to report that the present level of reserves is adequate to cover anticipated operating costs following a number of cost saving measures that have been put into place during the financial year as well as the increase in funding income.

Trustee's responsibility in relation to financial statements

The Trustees (who are also the directors of the charity for the purpose of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and resources expended for that period.

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

- select suitable accounting policies and apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

Approvals

The Trustees (who are also directors of the charity for the purposes of company law) are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

This report was approved by the Trustees on 16.2.2024 and signed on their behalf by:

Shruti Dube

Shruti Dube
Chair of Board of Trustees

Independent Examiners Report

I report to the charity trustees on my examination of the accounts of BelEve UK for the year ended 30 April 2022 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the charity 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 your 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 can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that: accounting records were not kept in accordance with section 386 of the 2006 Act; or the accounts do not accord with those records; or the accounts do not comply with the accounting requirements under 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 the accounts have not been prepared in accordance with the Charities SORP (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.

Cavelle H. Batchelor
HND FMAAT

Angle Accountants
Airport House
Purley Way
Croydon, Surrey
CR0 0XZ



Statement of Financial Activities

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE YEAR ENDED 30 APRIL 2023

		Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Notes					
Income and endowments from:					
		82,200	216,390	298,590	264,070
		5,931	2	5,933	12,304
		1,422		1,422	297
		12,939		12,939	8,686
Total		102,492	216,392	318,884	285,357
Expenditure on:					
	3	100,820	212,608	313,428	231,522
	3	20,119	2,351	22,470	18,370
Total		120,939	214,959	335,898	249,892
Net gains on investments		-	-	-	-
Net (expenditure)/income		(18,447)	1,433	(17,014)	35,465
Net movement in funds		(18,447)	1,433	(17,014)	35,465
Reconciliation of funds:					
Total funds brought forward		96,642	66,836	163,478	128,013
Total funds carried forward		78,195	68,269	146,464	163,478

Balance Sheet at April 2023

COMPANY NO. 07587692

	Notes	2023 £	2022 £
Current assets			
Debtor	5	5,090	1,290
Cash at bank and in hand		148,331	167,095
		<u>153,421</u>	<u>168,385</u>
Creditors: Amount falling due within one year	6	(6,957)	(4,907)
Net current assets		<u>146,464</u>	<u>163,478</u>
Total assets less current liabilities		<u>146,464</u>	<u>163,478</u>
Net assets excluding pension asset or liability		<u>146,464</u>	<u>163,478</u>
Total net assets		<u>146,464</u>	<u>163,478</u>
The funds of the charity			
Restricted funds	7		
Restricted income funds		68,269	66,836
		<u>68,269</u>	<u>66,836</u>
Unrestricted funds	7		
General funds		78,195	96,642
		<u>78,195</u>	<u>96,642</u>
Reserves	7		
Total funds		<u>146,464</u>	<u>163,478</u>

Balance Sheet at 30 April 2022

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 30 April 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 16/02/2024

And signed on its behalf by:

Shruti Dube
Chair of Trustees'

Shruti Dube
.....

Shruti Dube

Chair of Trustees'

Notes to the Accounts for the year ended 30 April 2023

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds

These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Restricted funds

These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Notes to the Accounts for the year ended 30 April 2023

Income

Recognition of Income

is included in the Statement of Financial Activities (SoFA) when the charity Income becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

Income with related Expenditure

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Donations and Legacies

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Tax reclaims on donations and gifts

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities

These are only included in income (with an equivalent amount in expenditure) and facilities where the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteer help Investment income

The value of any volunteer help received is not included in the accounts.
This is included in the accounts when receivable.

Notes to the Accounts for the year ended 30 April 2023

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, and fundraising.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Notes to the Accounts for the year ended 30 April 2023

Taxation

The charity is exempt from corporation tax on its charitable activities.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts.

In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Notes to the Accounts for the year ended 30 April 2023

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Notes to the Accounts for the year ended 30 April 2023

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2. Company status

The company is a private company limited by guarantee and consequently does not have share capital.

Notes to the Accounts for the year ended 30 April 2023

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Expenditure on:				
Charitable Activities				
Events	8,156	193	8,349	815
Advertising and Branding	5,807	3,184	8,991	9,212
Volunteers Expenses	234	3,237	3,471	3,310
Workshop Cost	6,674	15,483	22,157	30,667
Salaries/wages	34,695	90,983	125,678	74,787
Directors' remuneration	-	80,000	80,000	60,000
Employer's NIC	12,557	-	12,557	7,013
Pension costs	4,970	-	4,970	3,126
Staff entertainment	1,314	-	1,314	1,396
Staff training	10,801	4,389	15,190	12,413
Temporary staff	-	-	-	-
Motor and Travel Costs -Fares	849	699	1,548	82
Rent	4,976	8,209	13,185	5,046
Equipment Expensed	2,488	-	2,488	1,736
General insurances	279	1,146	1,425	1,611
DBS	1,638	1,751	3,389	5,808
Refreshment	1,186	733	1,919	1,242
Postage and couriers	7	32	39	537
Software, IT support and related costs	2,505	1,020	3,525	8,411
Stationery and printing	143	566	709	396
Subscriptions	317	175	492	329
Sundry expenses	664	279	943	2,594
Telephone, fax and broadband	560	529	1,089	991
	100,820	212,608	313,428	231,522
Support and governance cost				
Accountancy and bookkeeping	601	2,101	2,702	2,395
Consultancy fees	19,518	250	19,768	15,975
	20,119	2,351	22,470	18,370
Total charitable expenditure	120,939	214,959	335,898	249,892

Notes to the Accounts for the year ended 30 April 2023

4. STAFF COSTS

	2023 £	2022 £
Salaries and wages	205,678	134,787
Employers NIC	12,557	7,013
Pension Cost	4,970	3,126
	<u>223,205</u>	<u>134,787</u>

No employee received emoluments in excess of £60,000.

The average monthly number of full-time equivalent employees during the year was as follows:

2023 Number	2022 Number
<u>9</u>	<u>4</u>
<u>9</u>	<u>4</u>

5. DEBTORS:

Amounts falling due within one year

	2023 £	2022 £
Account Receivables	1,100	300
Rent Deposit	3,990	990
	<u>5,090</u>	<u>1,290</u>

6. CREDITORS:

Amounts falling due within one year

	2023 £	2022 £
Other taxes and social security	4,797	2,113
Contribution scheme liability		874
Other creditors	2,160	1,920
	<u>6,957</u>	<u>4,907</u>

Notes to the Accounts for the year ended 30 April 2023

7. Movement in funds

	At 1 May 2022 £	Incoming resources £	Resources expended £	At 30 April 2023 £
Restricted funds:				
Restricted income funds:				
The Fore - 2021/22 Core cost	-	5,000	(4,954)	46
The Hadley Trust	19,044	-	(19,032)	12
The London community - MOPAC 2022 Top up *	-	-	(3,287)	(3,287)
The London community Trust - DCT	8,149	-	(8,149)	-
The London community T - MOPAC 2021 Yr 2 of 2	-	36,690	(36,305)	385
The London community TCrucible Trust 2022	-	9,000	(8,724)	276
The London community TProvidence youth fund 2022	-	10,000	(5,066)	4,934
The Big Give	700	-	-	700
London community trust	338	-	-	338
Berkley Foundation	19,800	13,200	(19,746)	13,254
Children In Need	9,981	-	(8,865)	1,116
Children in need- Youth action fund 2022	-	50,500	(1,512)	48,988
City bridge trust	5,849	-	(5,849)	-
National Lottery Awards for all 2023	-	10,000	(176)	9,824
National Lottery community fund	778	-	-	778
National Lottery main grant *	2,197	75,002	(93,294)	(16,095)
Rosa- 2023 Voices from the front line	-	7,000	-	7,000
				-
				-
Total Restricted Funds	66,836	216,392	(214,959)	68,269
Unrestricted funds:				
General funds	96,642	102,492	(120,939)	78,195
Total Unrestricted Funds	96,642	102,492	(120,939)	78,195
Total funds	163,478	318,884	(335,898)	146,464

* MOPAC 2022 Top up and National Lottery main grant funds were a deficit balance as at 30.04.23 due to the fact funding payments that were committed were not received until after the year end but cost had been incurred on the promise of such funding before the year ended as agreed and budgeted for.

Comparative movements in funds

	At 1 May 2021 £	Incoming resources £	Resources expended £	At 30 April 2022 £
Restricted funds	46,836	205,488	185,488	66,836
Unrestricted funds	81,177	79,869	64,404	96,642
	128,013	285,357	249,892	163,478

Notes to the Accounts for the year ended 30 April 2023

Purposes and restrictions in relation to the funds:

Restricted funds:

Berkley Foundation	Lead facilitator salary – 2 years
Children In Need	Workshops to train peer mentors and facilitate weekly sessions
Children in need- Youth action fund 2022	The younger chapters – Social action project
City bridge trust - Wave 5 2021	Core cost for 2x directors' salaries
NL Awards for all 2023	LeadHer ship – 1 x facilitator cost
NL Community Fund	Lottery, NL Award Beam, BIHS
NL main grant 2021/23	Capacity building – Programme delivery BEAM
Rosa – 2023 Voices from the front line	Facilitator cost – It is that deep
The Fore 2021/22 core cost	Leadership facilitator cost
The Hadley Trust	Lead Her Ship small group facilitators cost

Notes to the Accounts for the year ended 30 April 2023

Purposes and restrictions in relation to the funds: Restricted funds:

The Hadley Trust	Lead Her Ship small group facilitators cost
The London community – MOPAC 2022 top up	It is that deep sexual awareness project
The London community Trust – DCT 2021	BelEve in her success mentoring hub
The London Community Trust – MOPAC 2021	It is that deep sexual awareness project
The London Community Trust – Crucible Trust 2022	Facilitator – It is that deep
The London Community Trust – Providence Youth fund 2022	Specialist sexual harassment facilitator cost – It is that deep
The Big give	Marketing fund
The London Community Trust	I will fund

Notes to the Accounts for the year ended 30 April 2023

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Current assets	85,152	68,269	153,421
Current liabilities	(6,957)	-	(6,957)
Net current assets	78,195	68,269	146,464

9. CONTROLLING PARTY

The company is, limited by guarantee and has no share capital; thus, no single party controls the company.

Accounts

2022

BEL EVE UK



Trustees' Report and Unaudited Accounts 30 April 2022

CHARITY NO.

1176525

COMPANY NO.

07587692



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Administrative Information

BelEve UK

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 07587692

Charity No. 1176525

Registered Office

My Office Club
Tower House
71 Lewisham High Street
London
SE13 5JX



Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

S. Dube – Chair of Trustees'
J. Tolmie – Treasurer
J. Baker – (resigned 30th October 2021)
F. Fitzgibbon – (resigned 11th April 2022)
M. Raymond – (resigned 11th April 2022)
K. Clark – (appointed 5th April 2022)
R. Ahmed Tejani – (appointed 5th April 2022)
S. Haughton-Peters – (appointed 5th April 2022)
J Moore – (appointed 5th April 2022)

Additional Directors'

C. Powell
M. Powell

Accountants

Angle Accountants
Airport House
Purley Way
Croydon,
Surrey
CR0 0XZ

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 APRIL 2022

The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2021. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for the UK and Republic of Ireland (FRS102).

BelEve continues to create and develop spaces to support & build a community through sisterhood, providing equal opportunities to allow young girls to discover their full potential.

"Inspiring The Next Generation of Female Leaders, leaders of their own world"
We encourage a transformational journey that allows girls to push past their limits & embrace new experiences, with no judgment.



Marsha, Chylae & Rochelle



Who We ARE What We do

BelEve is a grassroots, female-led charity with the mission of empowering girls and young women to become the next generation of Female leaders.

Our aim is to Inspire, Motivate, Lead and create a community for our girls and young women.

Inspiring the next generation
female leaders



Our Aims

The objectives

Objectives of the Charity are to advance the lives and relieve the needs of girls and young women between the ages of 8-21. BelEve provides a supportive network to girls and young women, creating programmes, event opportunities, and online experiences for young women who might not otherwise have access to great opportunities or be aware of services.

BelEve connects with the beneficiaries through online and offline content. It is a movement.

The Charity provides peer support and structured activities which develop their skills, capacities, and capabilities to enable them to participate in society as mature and responsible individuals, whilst taking control of their lives. We work alongside Schools and the Community to engender Individual, Educational, and Social Change.

Our social purpose

Is to equip girls and young women from disadvantaged backgrounds with the right support, skills, and confidence to make informed choices about their future; improve their social and economic outcomes whilst taking control of their lives; working alongside Schools and the Community to engender Individual, Educational and Social change. In addition:

- Raise aspirations and leadership amongst girls and young women
- Increase self-belief and self-confidence
- Empower girls to embrace their uniqueness
- Create access to positive female role models
- Facilitate access to opportunities and experiences

Our Mission AND Vision



Our Mission

To equip girls and young women with the skills, support, and confidence to find their voice and make informed choices about their future.



Our Vision

All girls and young women are empowered to become leaders of their world

**We BelEve in Building
an inclusive world for
Girls and young women
- Inspiring the next
generation of female
leaders**

Message from the chair of Trustees



As we complete two years of navigating through a period of continuous adaptation following the start of the pandemic, the challenges we face as a global community have only grown. This past year has seen green shoots with successful vaccine rollouts opening up travel and economic activity, allowing us the much-craved in-person human connection. However, this is accompanied by after-shocks of the health crisis, growing inflation due to the easing of the fiscal policy followed by high-interest rates to reverse this trend. Further, the tragic Ukraine/Russia war since the start of 2022 has added to the macro-economic challenges with higher energy costs and broader supply chain challenges – all of these combined have led to a severe cost of living crisis through 2022.

With this uncertain external outlook, focusing our efforts on what we can control and influence is key. We know from previous emergencies and crises that girls, young women face heightened risks across domains. For example, in previous crises, girls experienced reduced access to education and increased drop-out rates post crisis (Source: GEC Jul 2020 report "Life skills for adolescent girls in the COVID-19 pandemic"). As a result, the work BelEve has been championing is more critical than ever: To equip these girls and young women with the skills, exposure, and confidence they need to open doors to new economic and social opportunities. Through this, they can break down structural and attitudinal barriers, which have only been exacerbated by events in the last couple of years.

2022 has been a defining year for BelEve. Despite the external challenges, BelEve set an ambitious target to "Double up" their impact in terms of the number of girls they worked with through the year, the amount of funds raised and the number of corporates partnered with. Across each of these dimensions, BelEve's impact exceeded our ambitions. Additionally, reading about how uplifting BelEve has been for these girls and experiencing this live through an "It is that Deep workshop" has been even more inspiring.

"Despite the external challenges, BelEve set an ambitious target to "Double up" their impact"



As a result, in my second year as BelEve's Chair of trustees, I am so proud of what we have achieved, with some big wins and focused initiatives to set up the charity for a robust future with an even wider circle of influence:

Doubled the number of girls we have worked with (2748 from 1000 in 2020/21). This was accomplished through delivering 220 sessions in total across our five programmes.

Further 100 young women were paired and received mentoring through our initiatives over the course of this year with the Civil service and Deliveroo

Raised £285K in funds (from £190K in 2020/21) and partnered with 4 Corporates (Deliveroo, L'Oreal, TikTok and Bloom)

Strengthened the Board with subject matter experts across Marketing, Business development/Partnerships and Safeguarding joining us

Started work on our five-year strategy which centres on four pillars: becoming a sustainable charity with a defined sector position, delivering greater impact for girls and young women, influencing and transforming girls and young women's lives, developing stronger and deeper partnerships and collaborations

Increased our team size from 3 to 11 to fulfil the expanded reach we are experiencing in our community

Utilising the structured approach towards goal-setting and execution planning the team has developed this year, I am excited to see BelEve amplify its impact even further going into 2023 through its strong leadership team and staff, young leadership board, facilitators, mentors and volunteers.

Shruti Dube Chair of Trustees

Message from the CEO



This year has remained challenging with covid and the cost of living continuing to impact the lives and outcomes of many girls and young women we work with, whilst increasing the poverty and the social mobility gap. As a charity we have been focused on continuing the movement with the girls and young women's voices at the centre of our journey, creating opportunities and experiences that will increase their life and career prospects alongside their leadership capabilities.

We have learnt so much through this period of change, however in the face of adversity, we have still provided support, still been a part of girls and young women's transformational change, whilst advocating for the issues that affect them, because their futures still matter and equality of opportunities for every girl and young woman is still at the forefront of our agenda.

We are celebrating some great wins this year, with collaboration being one of our values we co-created our leadership outcomes framework, collaborated with our corporate partners to increase the number of mentoring programmes, career insight days, skills development workshops and work experience placements we offered our young women, resulting in us witnessing increased confidence, resilience, positive attitude towards the future and many young women obtaining places at top Russell Group Universities.

Collaborating with individuals and corporate partners who want to make a positive difference to girls and young women's lives has contributed to creating a limitless world where girls and young women reach their full potential. We are excited to continue the BelEve movement with a robust 5 years strategy, that focuses on sustainability, impact, transformation and collaboration. To say we are committed and excited about our girls and young women's future is an understatement. We welcome more support from individuals and corporate partners as we realise the change the girls want to see.

I would like to thank all our girls and young women who have engaged in our programmes, supporters, mentors and corporate partners for believing in our mission and contributing to the wins of 2022.

Our year at a glance

We continue to inspire, support, and educate Girls' and Young Women, equipping them with confidence, exceptional lifelong skills and experiences to enhance their life chances and career prospects

In 2021/22 we deepened our focus on our three priorities from our Doubling Up Strategy:

creating a safe, engaging, and inclusive space for all Girls;

doubling up our impact; and

capacity building,

Key highlights from the year include:

We connected with over 2,748 girls offering them opportunities to be mentored, gain leadership and life skills through enriching programmes, experience our enhanced career development offering in collaboration with our corporate partners

We received unprecedented demand from local schools, youth groups and other organisations – BelEve has become the “go to” charity in Lewisham to deliver Sexual Harassment workshops, resulting in our capacity building, growing the team from 3-11 to support the increased needs of our community and the growing demand of our programmes. Our biggest area of growth across our programmes has been our “It Is That Deep” workshops as we have taken on a whole school approach across 6 secondary schools in Lewisham and delivered workshops to classes of girls and boys Lewisham

We developed a leadership competency and outcomes framework underpinned by a theory of change with clear outcomes that supported 2748 girls and young women in developing leadership skills and experiencing a transformational change in their personal and educational lives

We ran a robust recruitment process to bring on board new trustees that joined in April 2022. We have strengthened the strategic position to ensure that the Charity develops and thrives with subject matter experts.

Despite continued uncertainty of adjusting to the new normal and tackling the impact the cost-of-living crisis on our girls and young women, BelEve has made great progress in several key areas; programmes, impact delivery, monitoring and evaluation, fundraising and partnerships.

“Keeping the girls and young women at the centre of everything we do”



Programmes

BelEve's 5 programmes are all designed to be age-appropriate and to give girls and young women the core competencies and life skills in order to reach their full potential. We implemented our new leadership competency and outcomes framework which contains the broad measures (outcomes) and measurement indicators that BelEve uses to evaluate our core leadership offer;

BelEve's core competencies

Managing Feelings means... being able to reflect on our feelings, understand what they are, and how to manage them

Communication means... being able to clearly articulate to others our plans and ideas, while making space for others by listening and asking questions

Confidence and Agency means... the self-belief to take action on issues that are important to us and others

Relationships and Leadership means... promoting the participation of our peers in our work (as our equal) as part of our own development and that of others

Collaboration means... actively seeking opportunities to include others' opinions and ideas in our work

Creativity means... thinking creatively to find solutions to the challenges we encounter

Planning and Problem-Solving means... setting and planning our work around clear objectives and goals, and maintaining an open mind about how to overcome challenges

Resilience means... seeing challenges in a positive way, seeking to understand them before acting

Self-Reflection means... learning from our experience and using this when making plans.



The Measures

- Level 1 – This primarily measures girls' **confidence** with the basic elements leadership requires
- Level 2 – This measures girls' **ability to understand** herself and the others she works with
- Level 3 – This measures girls ability to practically **apply** leadership themes and leadership elements
- Level 4 – This measures girls ability to **lead** her world.



Beautiful, Empowered and Me (BEAM) for girls aged 8-11 years

We have created a fun, informal and safe space where girls can form friendships, explore what it means to be a girl, and understand how they feel about themselves and others. Each weekly session is delivered through activities



BEAM is a hybrid session-based programme that delivers weekly sessions online and in primary schools. These sessions are designed to promote well-being, self-respect, develop leadership skills and support participants in finding/developing their unique voice. The programme explores issues that currently affect the girls and their peers.

Programme objectives;

Provide a safe space to explore difficult thoughts, feelings and events;

Build self-awareness, self-esteem, and relationship skills;

Develop girls' coping skills and resilience;

Develop key social and emotional intelligence; and

Support the girls in becoming resilient and ready for secondary school transition

Lead Her Ship for girls aged 12-15 years

"I have been a part of the peer mentoring programme for 12 months and have been presented with so many opportunities. It has given an amazing insight into what can be achieved with the correct guidance, in ways which I never knew I would be available to me."
-15 year old peer mentee



Lead Her Ship equips young women with leadership and change-making competencies. The programme includes small group discussions, fun activities and personal reflection. Girls are mentored and supported in leading, designing and delivering a campaign or event, which will bring about change or raise awareness of a chosen subject/issue.

Programme objectives:

- Building leadership skills and confidence;
- Improving health and well-being;
- Building social networks for girls;
- Exploring education and career aspirations;
- Getting matched with a Young Leader; and
- Developing a social action project

BelEve in Her Success for young women aged 16-22 years



"I cannot explain my gratitude towards BelEve for setting up this amazing programme. I believe every girl should have a mentor who supports her in whatever goals she may have."

-Rachael - Mentee

BelEve in Her Success offers mentoring and skills development workshops, connecting young women with female role models to increase opportunities and improve socio-economic outcomes. Through the programme young women have the opportunity to learn about different careers, and start their journey of becoming to be the best they can be in their selected fields.

This programme is delivered in collaboration with our corporate partners, who are dedicated to supporting young women in the next phase of their educational or career journey. Mentees meet with their mentors monthly for a minimum of 90 minutes and attend 6 skills development sessions.



Programme objectives:

- Increase young women's confidence;
- Increase their network;
- Improve young women's life skills (leadership, resilience, communication, relationship skills);
- Build work-readiness



Career Insight Days for young women aged 14-22 years

"By attending the career insight day with Bloom and gaining work experience it has helped me a lot. I have gained more confidence and more knowledge when it comes to business."

-Beneficiary



BelEve offers bi-monthly career insight days in partnership with our corporate partners. Girls and young women are introduced to different career options with access to successful female role models. Often young people are unaware of the range of different industries and roles out there that could match their interests and offer exciting career opportunities. Our trained mentors offer career advice and help them gain employability skills alongside internships and work experience.



It is that Deep for girls and young women aged 11 upwards



"Through our interactive programmes we empower, inspire, and educate girls on their amazing journey to take charge of their lives. That's what 'self-leadership' is all about"

It Is That Deep Sexual harassment campaign is delivered as a whole school approach from Year 7 upwards. The campaign aims to respond to emerging trends and normalisation of Peer on Peer Sexual Harassment in schools. We aim to raise and educate young people and equip them with tools to recognise the signs of sexual harassment, safeguard each other and support them in developing healthy relationships with clear boundaries. We want all young people to know that sexual harassment is not OK. And if you call it out, you are not being "frigid" you are being powerful.

Programme objectives:

- To increase the understanding of sexual harassment;
- To increase young people's awareness of the different forms of inappropriate sexual advances; and
- To gain tools to tackle any unwanted conduct of a sexual nature

2021/2022 *Impact Numbers*

We impacted 2748 girls through our 5 core programmes:

<https://beleveuk.org/our-programmes/>

Of these, 80% were Afro Caribbean or African, 10% Asian and 10% White. Despite the macroeconomic challenges, we exceeded our intended target for the year (2000) impact numbers, which is more than double the number of girls we had impacted through our programmes in the previous year.

White
10%

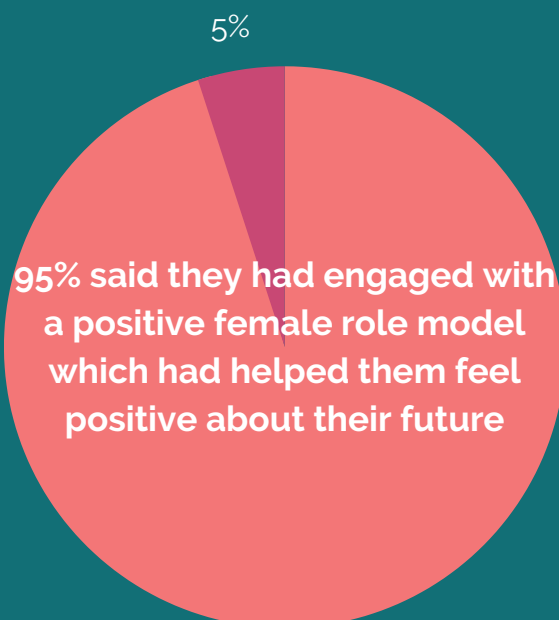
Asian
10%



Afro Caribbean/African
80%

2021/2022 *Impact Numbers*

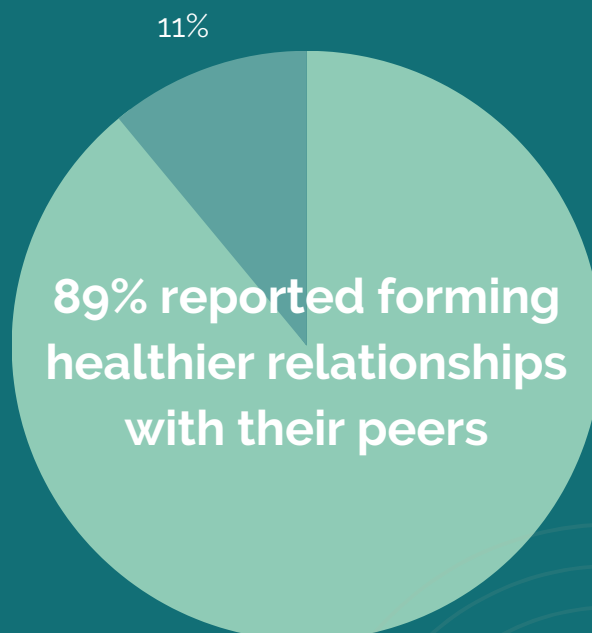
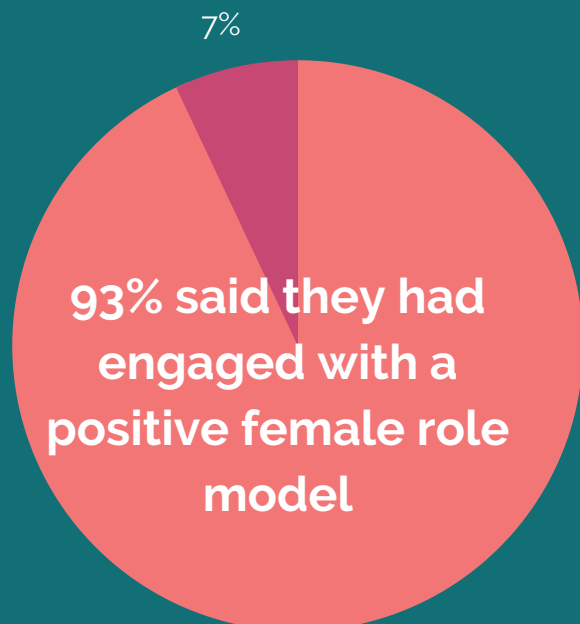
PROGRAMME	IMPACT NUMBERS	TOTAL IMPACT
BEAM	480	2748
LEAD HER SHIP	180	
BIS	100	
CAREER INSIGHT	80	
IT IS THAT DEEP	1908	



95%



94%



Quality of impact

They have benefitted from:

- Career opportunities including internships and work placements;
- Building a trusted relationship with a mentor, improving their communication and networking skills;
- Increased knowledge of leadership skills;
- Enhanced confidence & self-belief;
- Increased aspirations for the future; and
- Feeling part of a community of girls and young women who encourage and support each other.



Impact of individual programmes

BEAM

- We successfully ran **96 x 60 minute BEAM workshops** in Schools, partnering with **16 schools** and **impacting 480 girls** through our BEAM transition workshops.

What young people say...

"I learnt to be: confident; respectful; reliable; resilient; responsible; be who you are; Don't change yourself!"

"I liked that we did many activities and that we had fun playing games"

"I have learnt to be more confident because I was very shy"

"What I like about BEAM is that it: Helps us build confidence (for certain people); makes us speak for ourselves; makes us build happiness; new friends"

"What I love about BEAM is how they try to help us be more confident and make it really fun too. Also I love that they can make us laugh"



LEAD HER SHIP

- We successfully **impacted 180 Girls** through our Leadership workshops which run for 12 weeks per cohort.

Through the project we have learnt:

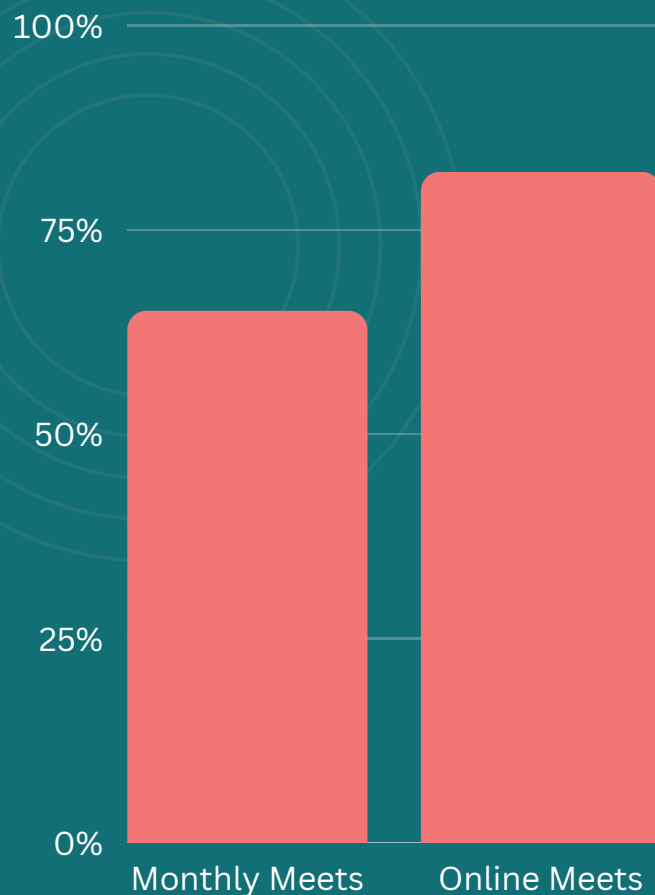
- Allowing the young leadership board to lead on project design ideas is key and allows continues newness and appropriate content to be communicated with the beneficiary
- Being able to adapt is important when working with young people
- Building community and creating a safe space for girls to connect is the most important thing.
- Introducing the Skills development workshops helped give the girls a sense of hope for the future and what they can achieve.
-
- Connecting girls with role models that they can identify with through the fireside chats were invaluable.



BelEve Ethos and the core values of the charity resonated with me and have given me the necessary skills for my career and everyday life.

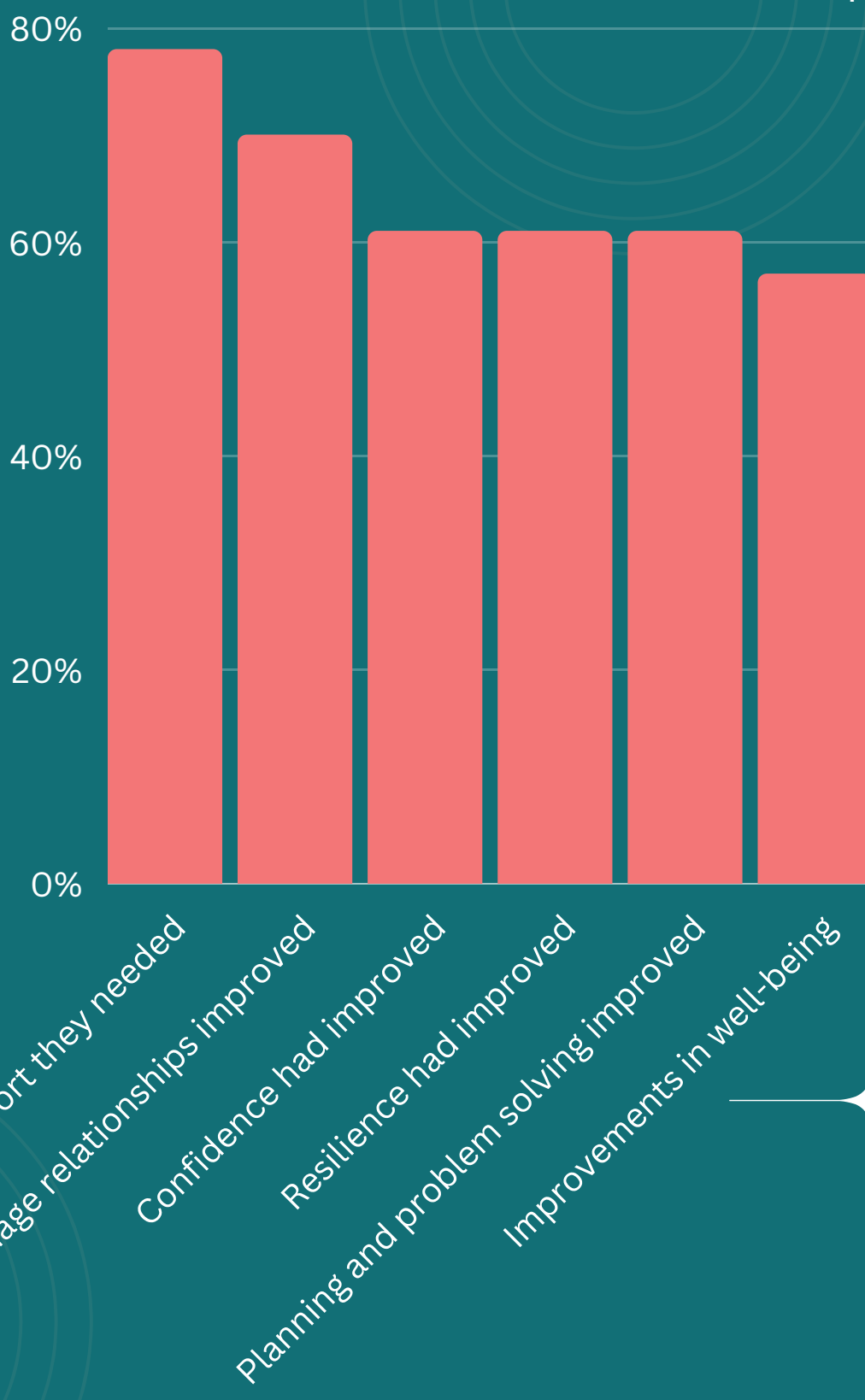
BELEVE IN HER SUCESS MENTORING:

- We have matched 100 young women with mentors on our BelEve in Her Success programme. These mentors came from 4 organisations. We ran two evaluation surveys to collect feedback from the Civil Service mentors and BelEve mentees. Questions in the survey collected feedback about activities undertaken, challenges encountered, and overall satisfaction with the mentoring pairing. We asked 52 young women aged 18-22 and 52 mentors between September and December 2021 and **44% of mentees responded.**



65% of mentor pairs met monthly and 82% of mentor pairs met online.

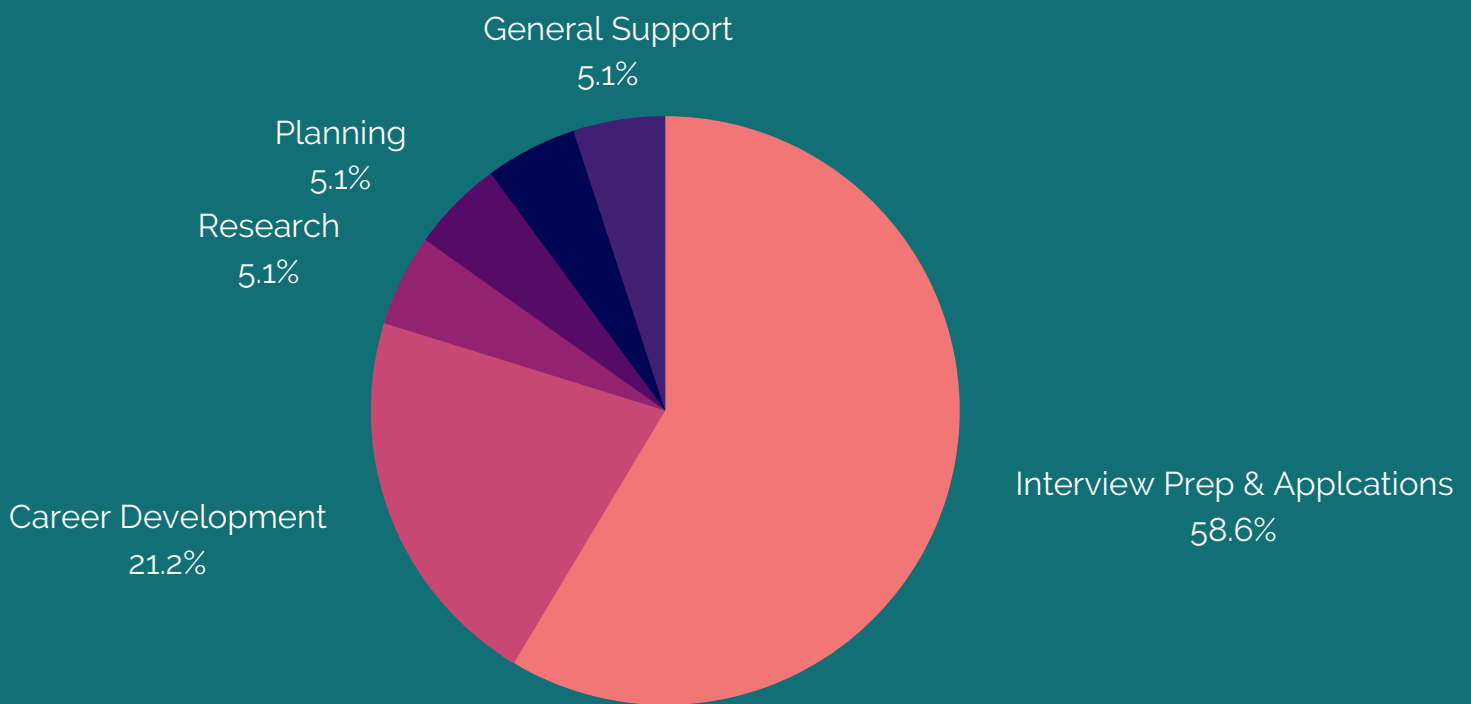
Percentage of girls impacted positively



The impact of mentoring on our young women was as follows:

78% said they got the support they needed;
70% said their ability to manage relationships had improved;
61% reported that their confidence had improved;
61% reported that their resilience had improved;
61% told us that their planning and problem solving had improved; and
57% saw improvements in their well-being

The majority of sessions (70%) lasted between 1-2 hours. 58% of mentoring focussed on interview preparation and applications, 21% explored their career development, 5% focussed on research, 5% worked on their planning, 5% worked on their communication skills and 5% asked for general support.



65% of mentor pairs met monthly and 82% of mentor pairs met online. The majority of sessions (70%) lasted between 1-2 hours. 58% of mentoring focussed on interview preparation and applications, 21% explored their career development, 5% focussed on research, 5% worked on their planning, 5% worked on their communication skills and 5% asked for general support.

IT IS THAT DEEP

As a result of the Sarah Everard case and the recent Ofsted report, which stated that all schools need to include sexual harassment in the curriculum, our It Is That Deep workshops are in high demand. This year we delivered a whole school approach in 4 secondary schools in Lewisham (Deptford Green, Sydenham girls, Sedgehill and Bonus Pastor).

We successfully ran 111 X 90 minute workshops, impacting 1908 girls and boys through our It is that deep workshops

85% said they were “fairly” or “very” confident in their ability to recognise the signs of sexual harassment. 61% were “fairly” or “very” confident they would call out behaviour they considered to be sexually inappropriate. 93% said workshops were interesting or helpful. Of the 1,945 young people we worked with, 476 shared and reflected on their previous experiences of sexual harassment.

Through our workshops we are identifying a shift in culture in the borough of Lewisham with regards to sexual harassment, conversations are now being had openly within schools and social settings. We continue to provide a safe space and ongoing support to the borough.



555 students have signed up to do ambassador training **(71% of students who have attended a workshop)** we have delivered 14 ambassador 1 x full day training. 155 students **(28% of ambassador sign ups)** have completed the ambassadors 1 x full day sexual harassment with our specialist trainer - Becky from 'what's the debate'.

Testimonial

This mentoring programme has paved the way for my future and made it even brighter. It has made me less stressed about my future and surer of the present. By having a mentor I have been able to understand the field that I want to go into and learn how to be the best in it. I have also been able to network with other people in Deliveroo with profound jobs, sharing how they have to do their job and advising me on what steps I should take next. I had such an eye-opening experience!



Kelis

@BELEVEUK

“

Having a mentor has helped me become much more open minded; I was introduced to a multitude of career paths that I didn't even know existed before and spending time with someone from a different background and generation to me has provided me with fresh and new perspectives. Overall, it has been a wonderful experience!

”



MOBOLU

@BelEve Uk



Monitoring And Evaluation

This year we implemented BelEve's new monitoring and evaluation (M&E) process, theory of change, and data collection process which is specifically designed to reflect and capture impact in relation to girls and young women's development as leaders.

Impact measurement (and the data return we can provide to funders) includes collecting data on: participants' ability to manage difficult situations on a day-to-day basis (resilience); their ability to manage challenging relationships (Managing Feelings; Relationships & Leadership); the ability to make themselves understood (Communication) work confidently with others (Confidence); and their ability to plan and deliver projects to build their employability and other developmental skills (Planning & Problem Solving; Collaboration; Self-Reflection).

The measurement framework we use to benchmark our impact has been co-created with girls and young women involved in our programmes. We put their voice and lived experiences at the heart of our impact measurement, data collection, and reporting.

As a result, it is:

- Participatory
- Based on informed consent
- Open and honest
- Undertaken in a Safe Space for girls
- Anonymous
- Relevant
- Led by girls and young women themselves!

Our monitoring and evaluation will continue to shape the work we do and give us insights into where we need to improve our offering in order to deliver on our strategic objectives. We measure outcomes through girls' self-reporting questionnaires at the beginning, middle and end of programmes, self-reflection sheets, testimonials, and staff, volunteer, and stakeholder feedback. This enables us to measure the changes to the girls' resilience, aspirations, confidence, and developmental skills at the end of the programme compared to at the start. Our mentors tell us what changes they have seen in their mentees.

We're pleased with the work so far. We now post evaluation reports of each programme we deliver on our website which you can find here: [Impact Reports](#) • [Beleve](#) ([beleveuk.org](#)). We will continue to refine and strengthen this work as we continue to grow our programmes and reach.

Public Benefit

All our activities are undertaken to further our purposes for the public benefit and are overseen by the Trustees to ensure that this is the case. In producing their assessment of the benefit to the public provided by the charity, the Trustees confirm they have complied with the duty set out in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.



Finance AND Fundraising



We ended 2022 positively, exceeding our yearly target of retaining 6 months worth of operating costs. We continued to maintain our fundraising efforts, which was underpinned by a robust fundraising strategy, that focused on diversifying the income streams. Investing in a fundraising associate has resulted in this year being our best financial year to date.

During the year ended 30 April 2022, BelEve yet again achieved a fantastic increase in income of £95K from £190K to £285k continuing to highlight the success of our focus on fundraising. Our income target for the year ending April 2022 was £270,000 so we are delighted to exceed our expectations.

We secured corporate funding from our partners, Finecast and Tik Tok, to support the development of our BelEve In Her Success Mentoring programme.

In March 2022 we secured a grant of £30,000 over two years from the Berkeley Foundation to build our organisation's resilience. This has been really helpful as the charity has grown. In March 2022 we were also awarded a grant of £19,000 by the Hadley Trust towards our Lead Her Ship programme.

We extend a huge thank you to our funders; The National Lottery, Children in Need, City Bridge Trust (City of London Corporation), The Fore, Rosa, The London Community Trust, Coutts Bank, Berkley Homes and The Hadley Trust.

The charity has continued to invest in its core programmes and objectives for 2021-22 as a result of the continued support from our funders and corporate sponsors. Total expenses for the year ended 30 April 2022 amounted to £249,892 (2021: £96,765) as per Note 3.

Overall the charity had a net surplus in funds for the year ended 30 April 2022 of £35,465 (2021: £93,436). This is a fantastic achievement that the charity has been able to use its funding and reserves to serve the girls and young women we are dedicated to support, encourage and inspire to be the next generation of leaders, leaders of their own world.

The reserves carried forward as at 30 April 2022 amounted to £163,478 (2021: £128,013) split between Unrestricted reserves £96,642 (2021: £81,177) and Restricted reserves £66,836 (2021: £46,836).

In what continues to be an extremely challenging landscape for the charity & voluntary sector we are extremely proud of our team for each and every success they have achieved and ultimately the impact they have had on the 2748 girls and young women that have come to BelEve in the year.

"Delivering sisterhood and community, amplify the girls' voices on issues that they are passionate about and connect our Girls and Young Women to amazing role model"

Corporate Partnerships

We are extremely grateful to our corporate partners, Community Impact, Finecast, Bloom and TikTok, L'Oreal, Deliveroo and Civil Service Fast Stream who have continued to support us and enabled us to consistently deliver a quality service to our beneficiaries. Most importantly we thank all our mentors who continue to go over and above to support their mentees and keep them motivated in the challenging times. We were thrilled to win Charity of the Year with the law firm Simmons and Simmons.

Over the period of the year we ran two mentoring programmes. One with the Civil Service and the other with Deliveroo, pairing 100 girls with a mentor for 12 months. Two of the young women secured internships on the civil service summer programmes and two of our young women gained work experience in the summer of 2022 with our corporate partner Finecast, a company that gives advertisers a single point of access to the whole TV ecosystem. Three career insight days with Tik Tok, L'Oreal and Deliveroo giving 100 girls and an opportunity to gain knowledge of a day in the life of such industries.

One was hosted by L'Oreal and another by the law firm Simmons and Simmons (who we are thrilled to announce have chosen BelEve as their Charity of the Year). 60 girls had the opportunity to have a day in the life of women who work at these companies.

What the girls said..

"...I felt reassured as she helped me step by step and never looked down on me if I was struggling."

"I learned more about the processes within the civil service and what the assessors are looking for."

"My goal was met and I was able to talk to my mentor like a friend."

"speaking with other students in my age group proved useful as I was exposed to different perspectives and ways of working. I [also] found the interview session held by a recruitment specialist very useful..."

"My mentor has been incredibly helpful. She has helped me in so many different fields such as application processes, interview processes, career prospects, networks and interpersonal skills. With her help I have managed to secure a paralegal officer position with the Crown Prosecution Service"

Our Future AT a glance

We remain committed to our values and priorities and intend to focus over the coming five-year period on enriching, deepening and expanding our current programme areas and developing our organisational effectiveness and sustainability to ensure our long-term success.

Infrastructure and capacity building will remain a key priority with safer recruitment and safeguarding enabling growth in delivering safe interactive spaces for all girls and young women. We are committed to continuous improvement in order to ensure our work continues to make a lasting impact on girl and young women's futures. BelEve delivers its work through five programmes. These will continue to be the flagship thematic areas for the charity throughout the coming five years.

With the pandemic just behind us and the current cost-of-living crisis, we acknowledge the setbacks to progress in women's rights. BelEve will ensure that it meets the needs of girls and young women whilst addressing their individual intersectionality.

The transformational stories of our girls and young women will continue to inform our monitoring and evaluation strategy to ensure that our programmes continue to meet the needs of our girls and young women.

We have developed a 5-year strategy that is ambitious – and also realistic, with 4 key goals underpinning our plan:

1. A sustainable charity with a defined sector position
2. Deliver greater impact for girls and young women
3. Influence and transform girls and young women's lives
4. Stronger and deeper partnerships and collaborations



Leadership & Management

Our leadership and management remains unchanged. Sisters Marsha, Chyloe and Rochelle continue to run the charity day to day and make up the Senior Leadership Team. They meet bi-weekly and report into the Board of Trustees. All strategic decisions are made by the Board. In 2022 Chyloe and Marsha have both increased their hours from part-time to full-time hours as the charity continues to grow. The team has grown too – from a team of 3 staff to 11 staff. This includes 4 full-time staff and 7 part-time facilitators as well as 100 volunteers.

Shruti Dube continues to chair the Board of Trustees and her skills and experience have been instrumental in helping the charity to grow. Many of our girls and young women on the Young Leadership Board were coming up to completing their 3-year term on the board. We have recruited a new group of 16 girls and young women and our previous young board members have gone on to be ambassadors or mentors. We were delighted that some applied for our recent job vacancies and were successful in securing a paid role at BelEve.

judgment.



Marsha Powell
CEO



Chyloe Powell
CFO



Rochelle Powell
Programme manager

Sisterhoof is embedded in everything we do.

Our Challenges

Looking back, the main challenge was completing our five-year strategy and we were pleased with the final version with the support of Simmons and Simmons. We will continue to review and adapt this over the coming year.

We've been very successful in securing income from grant-making trusts and earned income from our work in schools. Raising funds from individuals through an individual giving programme has been slower than anticipated – and we are looking at what we can do to grow this area of fundraising.

Summary

BelEve set an ambitious goal in 2021/22 and we went over and above this target– reaching more girls and young women, growing our resources and staffing levels, and increasing our income generation and organisational resilience. With the increase in the cost of living and the uncertainty around the economy, we know that it's going to get harder for many families and girls and young women over the next two years. BelEve is in a strong position to offer our mentoring and leadership programmes to more girls and young women so that they have access to new opportunities, positive female role models, and general support that some of them struggle to get at home or at school.

Structure, Governance, Management and Accountabilitys

BelEve is a charitable company, limited by guarantee without share capital and governed by its, memorandum and articles of association. It is registered as a charity with the Charity Commission. Ultimate responsibility lies with the Board of Trustees who meet 6-7 times in the year to review the activities and financial position of the charity. All governance decisions are made by the Trustees.

The day-to-day work of the charity is undertaken by the senior leadership team (who are also directors) who work closely with the Trustees.

Board of Trustees

The Trustees (who are also the directors of the charity for the purpose of company law) who served during the year are as follows:

Shruti Dube, Chair

Jenny Tolmie, Treasurer

Katy Clark appointed 5th April 2022

Shalena Haughton-Peters appointed 5th April 2022

Ramat Tajani appointed 5th April 2022

Outgoing Trustees

Jess Baker resigned 30th October 2021

Fiona Fitzgibbon resigned 11th April 2022

Michelle Raymond resigned 11th April 2022

Board of Directors

In addition to the Trustees who are directors of the company, the Directors include the following members of the management team who served during the year:

Chyloe Powell

Marsha Powell

Rochelle Powell

Members liability

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 April 2020 was £7.

Policies adopted for the induction of Trustees

New Trustees are appointed based on the skills and experience that they can bring to the Board.

The Board supports new Trustees through an induction process in which new Trustees are made aware of their responsibilities as individual Trustees and their joint responsibilities as members of the Board.

The Board follows the Charity Commission's guidance in setting out these responsibilities. Additionally, the Board undertakes optional charity governance-related training courses offered through non-profit organisations eg NCVO – National Council for Voluntary Organisations.

Risk Management

The Trustees recognise that the main risk to the charity is a shortfall in funding available to the organisation.

To mitigate such risk the management team, look to identify and apply for as many relevant grants available to the organisation. Further to this, we have implemented the process of creation and maintenance of a detailed Risk Register to institute robust management of ongoing risks to the charity.

It is further planned that the Board of Trustees will undergo governance training with an accredited third party in order to serve the needs of the charity even more diligently. The Trustees will continue to carry out an analysis of the risks faced by the organisation and safeguards in place to mitigate such risks

Reserves Policy

The Trustees have examined the charity's requirements in the light of the main risks to the organisation. It has established a policy whereby unrestricted funds held by the charity should cover up to 6 months operating costs including staff salaries. The Trustees are pleased to report that the present level of reserves is adequate to cover anticipated operating costs following a number of cost saving measures that have been put into place during the financial year as well as the increase in funding income.

Trustee's responsibility in relation to financial statements

The Trustees (who are also the directors of the charity for the purpose of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and resources expended for that period.

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

Approval

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

This Trustee report page 3 through 38 was approved by the Trustees on 27/01/2023 and signed on their behalf by:

Shruti Dube

.....
Shruti Dube
Chair of Board of Trustees

Independent Examiners Report

I report to the charity trustees on my examination of the accounts of BelEve UK for the year ended 30 April 2022 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the charity 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 your 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 can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that: accounting records were not kept in accordance with section 386 of the 2006 Act; or the accounts do not accord with those records; or the accounts do not comply with the accounting requirements under 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 the accounts have not been prepared in accordance with the Charities SORP (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.

Cavelle H. Batchelor
HND FMAAT

Angle Accountants
Airport House
Purley Way
Croydon, Surrey
CR0 0XZ



Statement of Financial Activities

incorporating Income and Expenditure Year ended 30 April 2022

		Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Notes					
Income and endowments from:					
		58,582	205,488	264,070	119,632
		12,304	-	12,304	14,386
		297	-	297	1,733
		8,686	-	8,686	54,450
Total		79,869	205,488	285,357	190,201
Expenditure on:					
	3	49,749	181,773	231,522	90,215
	3	14,655	3,715	18,370	6,550
Total		64,404	185,488	249,892	96,765
Net gains on investments		-	-	-	-
Net (expenditure)/income		15,465	20,000	35,465	93,436
Transfers between funds				-	-
Net movement in funds		15,465	20,000	35,465	93,436
Reconciliation of funds:					
Total funds brought forward		81,177	46,836	128,013	34,577
Total funds carried forward		96,642	66,836	163,478	128,013

Balance Sheet at April 2022

Company No. 07587692

	Notes	2022 £	2021 £
Current assets			
Debtor	5	1,290	-
Cash at bank and in hand		167,095	130,085
		<u>168,385</u>	<u>130,085</u>
Creditors: Amount falling due within one year	6	(4,907)	(2,072)
Net current assets		<u>163,478</u>	<u>128,013</u>
Total assets less current liabilities		<u>163,478</u>	<u>128,013</u>
Net assets excluding pension asset or liability		<u>163,478</u>	<u>128,013</u>
Total net assets		<u>163,478</u>	<u>128,013</u>
The funds of the charity			
Restricted funds			
Restricted income funds	7	66,836	46,836
		<u>66,836</u>	<u>46,836</u>
Unrestricted funds			
General funds	7	96,642	81,177
		<u>96,642</u>	<u>81,177</u>
Reserves	7		
Total funds		<u>163,478</u>	<u>128,013</u>

Balance Sheet at 30 April 2022

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 30 April 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 27/01/2023 and signed on its behalf by:

Shruti Dube

Shruti Dube

Chair of Trustees'

Notes to the Accounts for the year ended 30 April 2022

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income

Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

Income with related Expenditure

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Donations and Legacies

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Tax reclaims on donations and gifts

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities

These are only included in income (with an equivalent amount in expenditure) the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteers help investment income

The value of any volunteer help received is not included in the accounts. This is included in the accounts when receivable.

Notes to the Accounts for the year ended 30 April 2022

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, and fundraising.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Notes to the Accounts for the year ended 30 April 2022

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Notes to the Accounts for the year ended 30 April 2022

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2. Company status

The company is a private company limited by guarantee and consequently does not have share capital.

Notes to the Accounts for the year ended 30 April 2021

3. Other expenditure

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Expenditure on:				
Charitable Activities				
Events	470	345	815	30
Advertising and Branding	5,212	4,000	9,212	2,524
Volunteers Expenses	409	2,901	3,310	2,618
Workshop Cost	6,855	23,812	30,667	9,417
Salaries/wages	44	74,743	74,787	25,959
Directors' remuneration	-	60,000	60,000	34,177
Employer's NIC	7,013	-	7,013	-
Pension costs	3,126	-	3,126	759
Staff entertainment	1,251	145	1,396	324
Staff training	7,520	4,893	12,413	3,122
Temporary staff	-	-	-	-
Motor and Travel Costs -Fares	23	59	82	28
Rent	3,714	1,332	5,046	288
Equipment Expensed	1,212	524	1,736	564
General insurances	1,508	103	1,611	1,300
DBS	898	4,910	5,808	1,545
Refreshment	671	571	1,242	1,113
Postage and couriers	331	206	537	543
Software, IT support and related costs	6,399	2,012	8,411	3,989
Stationery and printing	121	275	396	116
Subscriptions	279	50	329	174
Sundry expenses	2,308	286	2,594	1,026
Telephone, fax and broadband	385	606	991	599
	49,749	181,773	231,522	90,215
Support and governance cost				
Accountancy and bookkeeping	660	1,735	2,395	1,930
Consultancy fees	13,995	1,980	15,975	4,620
	14,655	3,715	18,370	6,550
Total charitable expenditure	64,404	185,488	249,892	96,765

Notes to the Accounts for the year ended 30 April 2022

4. Staff costs

Salaries and wages	134,787	60,136
Employers NIC	7,013	-
Pension Cost	3,126	759
	<u>144,926</u>	<u>60,136</u>

No employee received emoluments in excess of £60,000.

The average monthly number of full-time equivalent employees during the year was as follows:

2022	2021
Number	Number
<u>4</u>	<u>4</u>
<u>4</u>	<u>4</u>

5. Debtors:

Amounts falling due within one year

	2022	2021
	£	£
Account Receivables	300	-
Rent Deposit	990	-
	<u>1,290</u>	<u>-</u>

6. Creditors:

Amounts falling due within one year

	2022	2021
	£	£
Other taxes and social security	2,113	39
Contribution scheme liability	874	533
Other creditors	1,920	1,500
	<u>4,907</u>	<u>2,072</u>

Notes to the Accounts for the year ended 30 April 2022

6. Movement in funds

	At 1 May 2021 £	Incoming resources £	Resources expended £	At 30 April 2022 £
Restricted funds:				
Restricted income funds:				
Lottery	1,432	-	(1,319)	113
National Lottery Awards (Beam)	1,262	-	(1,129)	133
National Lottery Awards (BelEve in her success)	3,284	-	(2,752)	532
Children in Need	10,293	9,500	(9,812)	9,981
London Community Trust - I Will Fund	338	-	-	338
London Community Trust - DCT	5,072	-	(5,072)	-
The London Community Trust - Mopac VAWG funding	17,155	17,155	(34,310)	-
Rosa Funding - Covid 19 response	8,000	-	(8,000)	-
National Lottery main grant -2021/23	-	50,000	(47,803)	2,197
The London Community Trust - DCT 2021	-	20,000	(11,851)	8,149
City Bridge Trust	-	48,101	(42,252)	5,849
The London Community Trust- VAWG MOPAC top up fund	-	6,188	(6,188)	-
The Hadley Trust	-	19,044	-	19,044
Berkley Foundation - Year 1 of 2	-	19,800	-	19,800
The Fore - Leadership	-	15,000	(15,000)	-
The Bg Give - Marketing fund	-	700	-	700
Total Restricted Funds	46,836	205,488	(185,488)	66,836
Unrestricted funds:				
General funds	81,177	79,869	(64,404)	96,642
Total Unrestricted Funds	81,177	79,869	(64,404)	96,642
Total funds	128,013	285,357	(249,892)	163,478

Comparative movements in funds

	At 1 May 2020 £	Incoming resources £	Resources expended £	At 30 April 2021 £
Restricted funds	23,026	113,632	89,822	46,836
Unrestricted funds	11,551	76,569	6,943	81,177
	34,577	190,201	96,765	128,013

Notes to the Accounts for the year ended 30 April 2022

Purposes and restrictions in relation to the funds: Restricted funds:

LOTTERY	PATHWAY TO SUCCESS MENTORING
NATIONAL LOTTERY	BEAM EMPOWERMENT WORKSHOPS
NATIONAL LOTTERY COMMUNITY FUND -	VIRTUAL MENTORING HUB - BELEVE IN HER SUCCESS
CHILDREN IN NEED	WORKSHOPS TO TRAIN PEER MENTORS AND FACILITATE WEEKLY SESSIONS
LONDON COMMUNITY TRUST - I WILL FUND	LEAD HER SHIP CONFIDENCE & WELLBEING PEER MENTORING PROGRAMME
LONDON COMMUNITY TRUST – DCT 2020	CORE FUNDING/ OUTREACH WORKER
THE LONDON COMMUNITY TRUST – VAWG MOPAC	IT IS THAT DEEP SEXUAL AWARENESS PROJECT
ROSA FUNDING LEAD HER SHIP PROGRAMME	CORE FUNDING /FACILITATORS COSTS
NATIONAL LOTTERY – MAIN GRANT	CAPACITY BUILDING PROGRAMME DELIVERY BEAM
THE LONDON COMMUNITY TRUST – DCT 2021	BELEVE IN HER SUCCESS MENTORING HUB
CITY BRIDGE TRUST	CORE COST FOR 2X DIRECTORS' SALARIES
THE LONDON COMMUNITY TRUST – VAWG MOPAC TOP-UP	IT IS THAT DEEP SEXUAL AWARENESS PROJECT
THE HADLEY TRUST	LEAD HER SHIP- SMALL GROUP FACILITATORS COST
BERKLEY FOUNDATION	LEAD FACILITATOR SALARY – 2 YEARS
THE FORE	LEAD HER SHIP FACILITATOR COST
THE BIG GIVE	MARKETING FUND

Notes to the Accounts for the year ended 30 April 2022

8. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Current assets	71,743	96,642	168,385
Current liabilities	(4,907)	-	(4,907)
Net current assets	66,836	96,642	163,478

9. Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.