

Centre for the Advancement of Development and Human Rights

England & Wales · Charity number 1178974

Details

Other names	CENTRE FOR THE ADVANCEMENT OF RURAL DEVELOPMENT AND HUMAN RIGHTS, CARD-HR
Status	Registered
Legal form	CIO
Registered	2018-06-28
Register	View on the Charity Commission register

Contact

Address	Flat 2 Danesfield 220 Albany Road London SE5 0AW
Phone	07535412539
Email	info@card-hr.org
Website	www.cad-hr.org

Activities

Objects: THE OBJECTS OF THE CIO ARE:THE RELIEF OR PREVENTION OF POVERTY IN WEST AFRICA PARTICULARLY BUT NOT EXCLUSIVELY BY HELPING TO FORM AND SUSTAIN LOCAL AGRICULTURAL MARKETS FOR THE BENEFIT OF LOCAL COMMUNITIES; TO FURTHER SUCH OTHER EXCLUSIVELY CHARITABLE PURPOSES ACCORDING TO THE LAW OF ENGLAND AND WALES AS THE TRUSTEES IN THEIR ABSOLUTE DISCRETION FROM TIME TO TIME DETERMINE.

Activities: We work with various communities in South East London and assist them to be economically independent through entrepreneurial and business development schemes and training programmes. At the same time, we also provide free legal advice and representation to individuals that we consider to be indigent and/or incapable of navigating the complex legal process that they are often faced with.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£498,450	£626,631	-	-
2023-12-31	£611,561	£523,700	£611,561	39
2022-12-31	£603,111	£331,677	£603,111	46
2021-10-31	£672,439	£467,388	£672,439	51
2020-10-31	£544,125	£489,950	£544,125	23

Trustees

Name	Role	Appointed
Askia Warne	Chair	2018-06-28
Hawa Barrie		2020-05-04
Umu Sanu Bah		2018-12-10

Centre for the Advancement of Development and Human Rights

England & Wales - Charity number 1178974

Accounts

CAD-HR

5TH ANNUAL REPORT

2024

AFRICAN DIASPORA COMMUNITY



CAD-HR FIFTH ANNUAL REPORT

Building Connected and Resilient Communities

Centre for the Advancement of Development and Human Rights (CAD-HR)

CAD-HR is an “Anchor Organisation” established to promote development and human rights in the UK. Since its establishment in 2018, it has worked closely with migrant and marginalised communities across the UK and helped them to build the structures and institutions they need to overcome the barriers and challenges they face and thrive as individuals and resilient communities.

Over the past six years, CAD-HR has successfully co-designed and co-implemented the following projects as a way of fulfilling its development objective: Community Health and Law Centre, African Diaspora Education Partnership, MRU Community Legal Services, and the Organisation for African Migration. A brief description of the work of these entities are outlined below. For more details, please visit their respective websites by clicking on the respective links below.

On the human rights advancement side, CAD-HR has moved from a free legal services provider to a community legal services builder. The organisation is currently working on a Community Law Systems project that will transform the landscape of legal sector in the UK. More information on this project will be provided in the next annual report.

Community Health and Law Centre





The Community Health and Law Centre (CHLC) project, initiated by the Centre for the Advancement of Development and Human Rights (CAD-HR), was designed to enable migrant and marginalised communities to confidently take charge of their health, social, and economic wellbeing. Firmly grounded on the principles of community-based solutions and beneficial community ownership, the CHLC brought together around 36 migrant-led charities and voluntary organisations to design and implement

tailored and culturally appropriate support services that addresses their health, social, economic, and legal wellbeing.

The concept of the CHLC is based on four pillars which then became the following four departments: Economic Wellbeing, Social Wellbeing, Community Health, and Community Legal Service. Under the inspiring leadership of Adama Nyama Bah, the Founder and Director of Women's Health Advocacy Network (WHAN), the CHLC has made remarkable progress in addressing health, social, economic inequalities, and other barriers that have been harming migrant and marginalised communities in the UK for so long.

Social Wellbeing – Community Social Safety Net

The Social Wellbeing Department of CHLC consist of a growing number of migrant-led charities and voluntary organisations working towards providing social inclusion and related support services to fellow community members. The department work mainly with elderly women with precarious immigration status, survivors of gender-based violence, and modern slaves. One of the ways that the Social Wellbeing Department supports its beneficiaries is through its Community Social Safety Net. This scheme provides beneficiaries with a weekly allowance of £50 while the immigration, welfare, housing, employment, or family law issues are being resolved by CILEx trained and accredited community lawyers.



Community Health

The Community Health Department of the CHLC is a vital lifeline for survivors of gender-based violence, including sexual exploitation, domestic abuse, and modern slavery. The department consist of experienced medical practitioners from the beneficial communities who volunteer their time and expertise to support fellow community members who do not have access to secondary and further healthcare services due to their precarious immigration status or are reluctant to access mainstream services due to cultural barriers and negative experiences.



The department work closely with local GP practices and hospitals making sure that its beneficiaries receive tailored and culturally appropriate healthcare services regardless of their immigration status. As leaders with lived experience and fellow community members who understand the cultural nuances and stigma surrounding seeking assistance for certain illnesses, they ensure that these issues are respected throughout during treatments and consultations. For more information on the work of the CHLC please visit: <https://communityhealthandlawcentre.org>

African Diaspora Education Partnership (ADEP)



ADEP began as a department within the Community Health and Law Centre but is now an independent and separate entity enabling economically inactive individuals from migrant and marginalised communities to develop vocational skills and receive employment, and entrepreneurial support to overcome employment and economic barriers and

thrive in the UK. ADEP has built upon the success of the Economic Wellbeing Department of the CHLC and took over the first cohort of 20 women who were successfully trained to become childminders. It has supported some of them to work in nurseries and primary schools and are supporting others to establish their own childminding businesses.

ADEP has also successfully negotiated a long-term partnership with Akelius Foundation <https://akelius-foundation.org/en> to provide language and vocational skills training to migrant communities across the UK through Akelius Languages <https://languages.akelius.com>. ADEP has also successfully partnered with London South Bank University to develop a comprehensive training programme for Migrant Community Leaders.

MRU Community Legal Services



The MRU Community Legal Services which began as a department of the Community Health and Law Centre has now transformed into an independent and separate legal entity providing free, high-quality, mobile, flexible, linguistic, and culturally competent legal services to mainly but not exclusively migrant communities from West Africa. The community lawyers are recruited from their beneficial communities, trained and accredited by the Chartered Institute of Legal Executives (CILEX), and supported by CAD-HR to provide free and culturally appropriate legal services to fellow community members. This innovative approach removes the need for interpreters and the stigma surrounding seeking legal assistance and contributes immensely to reducing health issues related to unresolved legal issues. For more information on the work of MRU Community Legal Services please visit: <https://mrucommunitylegalservices.com/mission>

Organisation for African Migration (OAM)





The OAM was established by CAD-HR primarily to support the settlement and integration of African migrants in the UK through the provision of high-quality, mobile, flexible, linguistic, and culturally competent free legal services to member of the African Diaspora Community in the UK. The organisation brought together sixteen community leaders from sixteen African communities in the UK through partnership discussions with the community engagement department of the former OISC and now Immigration Advice Authority (IAA).

The organisation works in collaboration and partnership with the Community Health and Law Centre (CHLC), MRU Community Legal Services, and the African Diaspora Education Partnership (ADEP) to fulfill its mission. As a result, it currently have access to a pool of community lawyers recruited and trained from the various African communities that makes up its membership to address the legal needs of its members and have access to health, social, and economic wellbeing support from the CHLC and ADEP. Through these partnerships, the OAM has paved the way for a more inclusive and supportive environment that ensures that its beneficiaries have access to the support services they need to lead fulfilling lives in the UK. For more information on the work of the OAM please visit www.oafricanmigration.org

African Diaspora Community

From the above projects carefully co-designed and co-implemented by CAD-HR in collaboration with its beneficiary communities, there emerges the organic and inspiring formation of the African Diaspora Community (ADC). This vibrant and resilient migrant community symbolises unity and strength. Within this framework, each leader of the various community institutions becomes a pivotal stakeholder, representing key issues that align with their institution's mission, thereby earning a seat as a board member of the African Di-

Aspora Community. Currently, the board is composed of dedicated representatives from the Community Health and Law Centre (CHLC), African Diaspora Education Partnership (ADEP), Organisation for African Migration (OAM), and Community Legal Services (CLS). This assembly convenes monthly, serving as a catalyst for collaboration, updating each other on ongoing initiatives, sharing invaluable lessons learned, and persistently developing new initiatives to fortify and expand the reach of the African Diaspora Community in the UK.

The ADC Board's work are strategically focused on four main areas: achieving sustainability, fostering leadership, enhancing governance, and advancing organisational development. Each of these domains is crucial to the enduring success and growth of the ADC. For instance, in the pursuit of financial sustainability, the ADC Board is currently planning to establish a coffee shop and bakery, with objectives to channel the profits into supporting the activities of its associated institutions. In terms of leadership, governance, and organisational, the board is working closely ADEP to establish a department dedicated to training community leaders. This department will focus on equipping leaders with the necessary skills and knowledge in governance and organisation, fostering a culture of strong, effective leadership within the community.

We are excited to report that these initiatives are progressing, and we anticipate sharing detailed updates on these activities in our next annual report. Our ongoing dedication to these goals reaffirms our commitment to the empowerment and cohesion of the African Diaspora Community in the UK.



Registered Charity Number : 1178974

**CENTRE FOR THE ADVANCEMENT OF
DEVELOPMENT AND HUMAN RIGHTS**

A CHARITABLE INCORPORATED ORGANISATION

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 DECEMBER 2024



CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS

LEGAL AND ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees	Askia Warne Hawa Barrie Umu Sanu Bah
Charity Number	1178974
Registered Office	Flat 2 Danesfield 220 Albany Road London SE50AW
Independent Examiner	Edwin Samu -Edmil Accountants UK Ltd

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS

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**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND
HUMAN RIGHTS**

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the year ended 31 December 2024 .

This report was approved by the trustee and signed on its behalf by:



Askia Warne
Trustee

Date : 11 July 2025

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND
HUMAN RIGHTS**

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024



Independent Examiner's Report to the Trustees of Centre For The Advancement Of Development And Human Rights

I report to the Charity Trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which consists of the statement of financial activities, balance sheet and the related notes

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act')

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination and I can confirm that:

- the accounting records were kept in accordance with section 130 of the Charities Act;
- the accounts were in line with the accounting records;
- the accounts comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 and that the accounts give a 'true and fair' view. 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.

Name: Edwin Samu Edmil Accountants UK Ltd

Date: 11 July 2025

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

Recommended categories by activity	Notes	Unrestricted funds £	Total Funds 2024 £	Total Funds 2023 £
Income and endowments from:				
Donations and legacies	2	21,000.00	21,000.00	316,890.00
Charitable activities	3	330,000.00	330,000.00	276,171.00

Other trading activities	4	147,450.00	147,450.00	18,500.00
Total		498,450.00	498,450.00	611,561.00
Expenditure on:				
Raising funds	5	45,000.00	45,000.00	27,890.00
Charitable activities	6	412,396.00	412,396.00	495,810.00
Other	7	169,235.50	169,235.50	-
Total		626,631.50	626,631.50	523,700.00
Net income/(expenditure)		(128,181.50)	(128,181.50)	87,861.00
Net movement in funds		(128,181.50)	(128,181.50)	87,861.00
Reconciliation of funds:				
Total funds brought forward		514,213.00	514,213.00	426,352.00
Total funds carried forward		386,031.50	386,031.50	514,213.00


CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS

BALANCE SHEET

FOR THE YEAR ENDED 31 DECEMBER 2024

Recommended categories by activity	Notes	Unrestricted funds £	Total Funds 2024 £	Total Funds 2023 £
Fixed assets				
Intangible assets	8	329,153.12	329,153.12	493,705.00
Tangible assets	9	13,928.37	13,928.37	18,612.00
Total fixed assets		<u>343,081.49</u>	<u>343,081.49</u>	<u>512,317.00</u>
Current assets				
Cash at bank and in hand	10	42,950.00	42,950.00	1,896.00
Total current assets		<u>42,950.00</u>	<u>42,950.00</u>	<u>1,896.00</u>
Total net assets or liabilities		<u>386,031.49</u>	<u>386,031.49</u>	<u>514,213.00</u>
Funds of the Charity				
Unrestricted funds	11	386,031.50	386,031.50	514,213.00
Restricted income funds	11	-	-	-
Endowment funds	11	-	-	-
Total funds		<u>386,031.50</u>	<u>386,031.50</u>	<u>514,213.00</u>

The financial statements were approved by the trustees on 11 July 2025 and signed on its behalf by:

Askia Warne 
 Chair
 Date : 11 July 2025

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1. Accounting Policies

The principal accounting policies adopted by the Charity, which is a public benefit entity, in the preparation of the accounts are as follows.

1.1 Basis of preparation

These accounts have been prepared under the historical cost convention, as modified by the inclusion of charitable properties and fixed asset investments and investment properties at valuation.

These accounts 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 Charities Act 2011.

These accounts are presented in pounds sterling and rounded to the nearest pound.

1.2 Going concern

The Trustees have prepared financial projections, taking into consideration the current economic conditions and have, at the time of approving these accounts, a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

2. Income from Donations and Legacies

Analysis	Unrestricted funds £	Total funds 2024 £	Total funds 2023 £
Donations & Legacies	21,000.00	21,000.00	316,890.00
	21,000.00	21,000.00	316,890.00

3. Income from Charitable Activities

Analysis	Unrestricted funds £	Total funds 2024 £	Total funds 2023 £
Charitable Activities	330,000.00	330,000.00	276,171.00
	330,000.00	330,000.00	276,171.00

4. Income from Other Trading Activities

Analysis	Unrestricted funds	Total funds 2024	Total funds 2023
	£	£	£
Government Grant	147,450.00	147,450.00	18,500.00
	147,450.00	147,450.00	18,500.00

5. Expenditure on Raising Funds

Analysis	Total funds 2024	Total funds 2023
	£	£
Raising Funds	45,000.00	27,890.00
	45,000.00	27,890.00

6. Expenditure on Charitable Activities

Analysis	Total funds 2024	Total funds 2023
	£	£
Charitable Activities	412,396.00	495,810.00
	412,396.00	495,810.00

7. Other Expenditure

Analysis	Unrestricted funds	Total funds 2024	Total funds 2023
	£	£	£
Depreciation	169,235.50	169,235.50	-
	169,235.50	169,235.50	-

8. Intangible Fixed Assets

Other
£

8.1 Cost or valuation

At 01 January 2024	493,705.00
Additions	-
Disposals	-
Revaluations	-
Transfers	-
At 31 December 2024	493,705.00

8.2 Amortisation and impairments

At 01 January 2024	-
Charge for the year	164,551.88
Disposals	-
Revaluations	-
Transfers	-
At 31 December 2024	<u>164,551.88</u>

8.3 Net book value

At 01 January 2024	493,705.00
At 31 December 2024	<u>329,153.12</u>

9. Tangible Fixed Assets

	Fixtures & Fittings	Computer Equipment
	£	£
9.1 Cost or valuation		
At 01 January 2024	7,211.00	11,401.00
Additions	-	-
Disposals	-	-
Revaluations	-	-
Transfers	-	-
At 31 December 2024	<u>7,211.00</u>	<u>11,401.00</u>

9.2 Depreciation and impairments

At 01 January 2024	-	-
Charge for the year	2,403.43	2,280.20
Disposals	-	-
Revaluations	-	-
Transfers	-	-
At 31 December 2024	<u>2,403.43</u>	<u>2,280.20</u>

9.3 Net book value

At 01 January 2024	7,211.00	11,401.00
At 31 December 2024	4,807.57	9,120.80

10. Cash at bank and in hand

	Total funds 2024	Total funds 2023
	£	£
Cash at bank and in hand	42,950.00	1,896.00
	42,950.00	1,896.00

Cash at bank and cash in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash held on deposit includes short-term investments with a maturity of greater than three months.

11. Charity funds

11.1 Details of material funds held and movements during the CURRENT reporting period

Fund names	Fund balances brought forward	Income	Expenditure	Transfers	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
Unrestricted funds	514,213.00	498,450.00	626,631.50	-	-	386,031.50
Total	514,213.00	498,450.00	626,631.50	-	-	386,031.50

11.2 Details of material funds held and movements during the PREVIOUS reporting period

Fund names	Fund balances brought forward	Income	Expenditure	Transfers	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
Unrestricted funds	426,352.00	611,561.00	523,700.00	-	-	514,213.00
Total	426,352.00	611,561.00	523,700.00	-	-	514,213.00

11.3 Transfers between funds

This Year

	Amount
	£
Between unrestricted and restricted funds	-
Between endowment and restricted funds	-
Between endowment and unrestricted funds	-

Last Year

	Amount
	£
Between unrestricted and restricted funds	-
Between endowment and restricted funds	-
Between endowment and unrestricted funds	-

12. Additional Disclosures

Legal Status

Centre for the Advancement of Development and Human Rights (CAD-HR) is charitable incorporated organisation (CIO), charity registration number 1178974 registered in England and Wales, and accordingly does not have a share capital. Its registered address is 2 Danesfield, 220 Albany Road, London, SE5 0AW.

Volunteers

Volunteers support the work of Centre for the Advancement of Development and Human Rights in three ways:

Contributing professional services

Professionals contribute their services at a reduced or pro bono rate. This includes financial skills, human resources support and legal services skills.

Volunteer Support Officer

Volunteer Support Officers, both short-term and long-term, have worked with the community in south-east London to provide assistance in the implementation of our projects. Volunteer Support Officers have direct interaction with all our community development projects, and the role is one that provides invaluable experience of being on the front line. Volunteers are supported and trained in their roles by employees and given assistance where required.

Raising Awareness

Volunteers across London help spread the message both online and offline about CAD-HR, so more people know what the organisation does and why it exists. This may involve sharing social media posts, distributing flyers at events, or facilitating workshops,

seminars, and conferences locally. Due to the difficulty in valuing the total contribution of volunteer time and skills, the value of services provided by volunteers has not been included in the financial statements.

Support costs and governance costs

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Governance costs are a component of support costs, and include audit fees, professional fees, license fees and compliance costs, and related staff costs. Support costs are allocated on the basis of the amount of direct time attributable to each area.

Redundancy accounting policy

Redundancy cost arising from periodic reviews of staff levels are charged as an expense in the year in which employees leave the organisation.

Operating leases

The charity classifies the lease of office equipment and the office space as operating leases. Rental charges are charged on a straight-line basis over the term of the lease. However, in 2023 reporting year, the charity did not lease an office and therefore there was no costs associated with operating leases or equipment.

Centre for the Advancement of Development and Human Rights

England & Wales - Charity number 1178974

Accounts

Centre for the Advancement of Development and Human Rights

CAD-HR

**FOURTH ANNUAL IMPACT
REPORT
AND
FINANCIAL STATEMENTS
2022 - 2023**

Askia Warne

CAD-HR 2 Danesfield, 220 Albany Road, London, SE5 0AW

SECTION I

INTRODUCTION

Message from the Chair



Centre for the Advancement of Development and Human Rights (CAD-HR) is a modern and innovative organisation that provides free legal services and economic empowerment support to migrant and deprived communities across the UK.

Our previous annual reports focused on the building blocks of CAD-HR over the past four years. However, this year, our annual report will focus on a single project that has brought together the four key areas of our work into a one stop Hub.

I am delighted to report that 2023 had been an incredibly successful year for CAD-HR and MRU Community. We kicked-off 2023 with a successful bid at the Greater London Authority (GLA) Poverty Prevention Challenge 2022/23. We became 1 of 8 Innovators selected by the GLA to reduce poverty and promote inclusion across London.

Our idea was to reduce poverty and promote inclusion by addressing the root causes of poverty, deprivation, and exclusion while at the same time providing tailored support to those who needed it. This idea then became the MRU Community Health and Wellbeing Hub. The Hub is divided into physical and mental health support, economic wellbeing, social wellbeing, and legal wellbeing.

With the support of the GLA and Allia we developed this concept further and are now effectively providing services that are uplifting many deprived communities from poverty and deprivation across London. We are incredibly grateful for the support we received from the GLA and Allia Teams and a particular thanks and appreciation to Ahmad Bismillah at the GLA and Kathryn Ore at Allia for their relentless support and guidance throughout.

Askia Warne
Chair
CAD-HR

SECTION II STRATEGIC REPORT

MRU Community Health and Wellbeing Hub (The Hub)

Physical and Mental Health Support

One year on since its inception, the Hub has made tremendous progress in delivering vital health, wellbeing, and economic empowerment support services to beneficiaries across the UK. It has supported people living with long-term illnesses such as cancer and diabetes, people struggling with overweight and obesity, people living in social isolation and loneliness, victims of modern slavery in all its forms, and people suffering from mental health issues stemming from domestic abuse, lack of immigration status, other traumatic events including tragic loss of loved ones. Through our partner organisations whom we support by providing them with a physical space to provide their services, free admin and management support, resources, and the tools they need to support people the issues outlined above, we have been able to reach a much wider section of unreachable and underserved communities struggling with multiple challenges.

The Hub operates a triage system through which beneficiaries are provided with tailored support. The Hub is accessed by walking-in, phoning, or online. Services users can self-refer or be referred by our partner organisations. Once a service user accesses the Hub by any one of the above entry points, a meeting of the core organisations that provides physical and mental health support is called and representatives of the core organisations will attend the meeting in-person or sometimes virtually. During this meeting, representatives of the core organisations will have an informal chat with the service user to understand the problem better so that support is tailored to the need of the service user. At this initial stage no data or details are taken from the service user as the idea is to encourage the service user to be as open as possible and to participate effectively in the discussions.

After gathering sufficient information from the service user through the informal discussions, the organisations that are deemed suitable to support the service user will have a separate meeting and develop a support strategy. Once this has been developed and agreed upon, the service user will be invited into another meeting and each organisation will explain the nature of the support they will provide, the manner in which the support is provided and how long and whether the service user will be further referred to other organisations for specialised support. This approach has received excellent feedback from service users. We will continue to develop it as we scale the project across the UK.

Economic Wellbeing

The Economic Wellbeing department of the Hub is one of our poverty prevention and resilience building measures. We started delivering services in this department by targeting to support 350 uneducated and unemployed women mainly from French-speaking West African countries living in the UK. We met these women through our 2022 winter cost-of-living crisis support. Following the food and financial support we provided them to help them get through the winter, we discovered that most of them also wanted to become Ofsted registered Childminders but lack the education, skills, and resources to achieve this dream.

After several consultations and information sessions, we agreed to work towards helping 150 of the 350 women to become Ofsted registered Childminders in our first 12 months and then 100 each year until we reach our 350 target. Due to religious, cultural barriers, and difficulty

in finding the right funding to train these women on Level 2 Certificate on Childcare and Young People Course, we spent £36,000 in training 20 of the 150 women we are targeting to train in our first 12 months and 6 months in preparatory work. Training a further 130 would cost us about £230,000 – which we believe is not sustainable and not efficient.

We have therefore partnered with teachers and educators from the West African community so that we can internalise the training of the women. We believe this partnership will enable us to establish a training centre and get funding for skilling and up-skilling through the Adult Education Budget Fund. The partnership will also enable us to train other people in other sectors outside or beyond early years. We are eager to see and share our experience in this approach we have taken.

Social Wellbeing

In our first year delivering services through the Hub, we discovered a new wave of people with multiple vulnerabilities added to other existing vulnerabilities found among migrant and deprived communities. We discovered a very large number of over 65-year-old women mainly from West Africa who were brought into the UK by their children or relatives to help them with childminding. After 20 years or more and when it became clear that their services are no longer required, these older women are then asked out of the homes they have been living since they entered the UK. They are effectively made homeless at a time they have no strength left and no capacity to understand the system or regularise their immigration status.

Through the Social Wellbeing department, we've been able to assist over 100 over 65-year-old women found in the situation described above to regularise their immigration status, provide them with decent accommodation, and financial support to help them live a dignified life. As the time it takes to regularise the immigration status of long-term overstayers is almost 2 years, we have put in place what we call a "Community Safety Net." This Community Safety Net consist of accommodation, food, and financial support to over 60-year-olds living in the UK without a valid immigration status. We are working on a partnership with CashPerks to facilitate financial payments to people without bank accounts. We are also working on convincing voluntary organisations within the West African community to donate a percentage of their annual income to this Safety Net.

Legal Wellbeing

We made MRU Community Legal Service Centre part of the Hub to help with the legal issues entangled with the other issues that our service users are facing. The aim is to provide rounded support services without the need to make further referrals or outsourcing. This has worked very well and feedback from service users revealed that our service users like the fact that they can access all their support services in one place.

We are in the process of registering with the Office of Immigration Service Commission (OISC) and train as many immigration advisers as possible. We are also planning to train mobile "Community Lawyers" who would go round the communities and support residents with various legal issues.

SECTION III IMPACT REPORT

Our MRU Community Health and Wellbeing Hub project benefited **12,552** people in **2023**. This is a **6% increase** from our activities in **2022**.

Our in Words and Figures

Physical and Mental Health Support				
Issue	Mode of Access	Number of People	Support Provided	Outcome
Modern Slavery	Community Referral	43	We work with Women’s Health Advocacy Network (WHAN) to get Modern Slavery recognition from the Home Office with all the support they are entitled to once recognised. The recognition also came with an immigration status and access to public funds. WHAN is a UK-registered charity supporting victims of modern slavery and women who have or are experiencing traumatic and domestic abuse from family members of outsiders.	Most victims have been recognised as modern slaves and receiving support. Some are awaiting recognition decisions.
Domestic Abuse	Community Referral	31	We work with WHAN to support the women referred to us who are experiencing domestic abuse. We provide legal support in the area of housing, employment, and immigration status.	Most victims have been rehoused and other are waiting to be rehoused.
Obesity/Overweight	Self-Referral	42	We refer people with obesity or overweight problems to Count Down Community Health and Wellbeing Network (Count Down) for further support. Count Down is a UK-registered charity providing free exercise classes to Southwark residents.	All are receiving support from partner organisations.

Long-term Illness	Self and Community Referrals	17	We refer people with long-term illness to Count Down to help with the physical exercise element of their support. We also refer them to The HealthShow Partnership, an organisation specialised in supporting people with long-term illnesses. The founder is a manager at a Hospice with over 20 years' experience in supporting people with long-term illnesses.	All are receiving support from partner organisations.
Social Isolation and Loneliness	Community Referral	26	We refer all people with loneliness and social isolation problems to Family United and Unity for Humanity. Both organisations are registered charities in the UK and provide support to people living in social isolation or loneliness. The range of support provided include cleaning in and around houses, shopping, appointments, and social events.	All are receiving support from partner organisations.
Mental Health	Self and Community Referrals	19	We partnered with MatchingMind a digital platform that provides peer-to-peer and other specialised mental health support run by experienced psychologists. We created an account with them and pay in advance for sessions so that any person referred to them would not have to worry about paying.	All are receiving support from partner organisations.
Tragic Loss	Community Referral	9	We have few community members who have lost their loved ones in hospitals and mental homes detained under the Menta Health Act and felt that the hospital or mental home authorities are responsible for the deaths of their loved ones. We have intervened in 9 cases and in all cases, we got the families the answers and support they sought.	All are receiving support from partner organisations.
Total		187		

Social Wellbeing				
Issue	Mode of Access	Number of People	Support Provided	Outcome
No Recourse to Public Funds (NRPF)	Community Referral	894	Most of the immigration cases we receive are tied up with the no recourse to public funds policy. This include families under the private life route to settlement, asylum, and failed asylum claimants, and overstayers or undocumented migrants. In most cases, we succeed in our request to remove the NRPF condition and support the individuals or families to access public funds.	Majority now have valid immigration status and have recourse to public funds. Some are waiting for decisions.
Social Isolation and Loneliness	Community Referral	723	We refer all people with loneliness and social isolation problems to Family United and Unity for Humanity. Both organisations are registered charities in the UK and provide support to people living in social isolation or loneliness. The range of support provided include cleaning in and around houses, shopping, appointments, and social events.	All are receiving support from partner organisations.
Total		1,617		
Economic Wellbeing				
Issue	Mode of Access	Number of People	Support Provided	Outcome
Employability	Self-Referral	653	This year, we supported 653 unemployed people to get jobs by helping them develop their CVs, making job applications, interview skills, and skills training including digital skills. We also started training 150 uneducated and unemployed women from French-speaking countries to become Ofsted registered childminders.	All are receiving training and support to be gainfully employed.
Total		653		

Legal Wellbeing				
Issue	Mode of Access	Number of People	Support Provided	Outcome
Immigration	Self-Referral	5,779	This year, we submitted 5,779 applications to the Home Office for leave to remain under private life, citizenship, asylum claims, fresh claims, and discretionary leave outside the immigration rules. Most of our applications were successful.	98% of all applications are successful and 2% are waiting decisions.
Housing	Self-Referral	2,631	After immigration, housing issues, including homelessness, overcrowding, disrepair, and unsanitary housing forms the second major part of our work. This is also the area that our success rate is the lowest as it is difficult to get families from Band 3 or C to Band 1 or A. most cases drag on for several years.	Local authorities have been very slow in dealing with issues. The success rate is below 50%.
Employment	Self-Referral	347	We supported beneficiaries with employment related complaints/grievances, occupational health issues, early retirement, flexible hours, reasonable adjustments, and unfair dismissal cases. Our success rate under this item is very high and more than 98% of all our interventions were resolved out of court.	All referred cases have been successful at the Employment tribunal.
Family	Self-Referral	556	Our accredited mediators assisted families with divorce, childcare arrangements, custody, social service issues, non-molestation orders, and domestic abuse.	Most cases are resolved through mediation.
Other (Civil or Commercial)	Self-Referral	782	Other civil or commercial legal issues that we help resolve include consumer rights in defective products, returning or exchanging goods, medical negligence, private hire driving licences involving the suspension of licensing by TFL and Uber, hire purchase early termination agreements, etc.	Most cases are resolved at the pre-action protocol stage.
Total		10,095		

MRU COMMUNITY







MRU COMMUNITY CHILDMINDERS ASSOCIATION

A CAD-HR and MRU Community Economic Wellbeing and Empowerment Program

Children's Safety is our Priority

We stand together and support each other for economic empowerment and resilience through childminding

FOR MORE INFO
 Email: admin@mrusocialcommunity
 Mobile: +447333412349
 Twitter: @mrucommunity

CHILD MINDERS ASSOCIATION








MRU Community

MRU COMMUNITY



How we raised and spent the funds we were given

Income

The majority of our income comes from financial and in-kind contributions from the Trustees of CAD-HR. We receive more in-kind support than financial support. Our figures are therefore made up of in-kind support valued in monetary terms. This is how we calculate the annual income and expenditure of the organisation. The rationale is that if we didn't receive the in-kind contribution from our valued supporters, we would have been obliged to pay for it. The fact that we are receiving it free of charge does not reduce its quality and value. Our beneficiaries receive quality legal and other services for free because our experienced professionals agree to support our work by providing their services for free.

In **2023**, we received **£18,500** from the GLA for both stages of the 2023 Poverty Prevention Challenge. We also received 12 months support in the form of workshops that helped us shape our work and maximise the impact of our work across London.

How was your money spent

We spend all the income and in-kind support we receive on the activities of CAD-HR. In 2023, we spent all our income and resources in establishing the MRU Community Health and Wellbeing Hub and providing rounded and seamless services to beneficiaries across London and other parts of the UK.

THANK YOU TO OUR SUPPORTERS

We wish to express our profound gratitude and thanks to the GLA, MRU Community, and all those who have been our strongest and most committed supporters. Without your support, our journey would have been significantly different, and we do not think that we would have been able to make the differences and impacts that we are currently making.

We also want to thank MRU Corporation, a local business that has been our strongest and highly committed supporter and enabler since our inception. Its financial and in-kind contributions has enabled us to design, develop, and implement our innovative projects.

Beneficiaries who have received support from our services and felt the impact of our interventions directly have asked us to share their genuine and profound thanks and appreciations with those who made it possible. We therefore say **Thank You** to the donors who have chosen to support our work for your continued support without which it would have been extremely difficult for us to continue delivering our services.

Individuals, organisations, agencies, community groups and religious places of worship have also helped those in need to access our services through referrals. In addition, our work is strengthened by our partnership and collaborative work with voluntary organisations within the MRU Community which we now know as the MRU Social Community. We wish to say here that we have enjoyed working collaboratively with you and we pray that our relationship continue to grow from strength to strength.

Together, we will continue changing the landscape and transforming deprived communities into strong and vibrant communities. Together, our creative thinking, passion, and determination to succeed has enabled us to change the way voluntary organisations think and work together and we will continue building on our success and innovate as we progress. Once again, we say thank you to all our supporters and our profound gratitude goes to our partner organisations.

Plans for the Future

It remains our firm commitment to promote development and human rights, and we therefore strive relentlessly to provide the tools, resources, and support systems needed for our beneficiaries to be economically

independent, socially included, and are thriving in society. Our funders and supporters can be confident that their donations and in-kind contributions are targeted to and reach the individuals and communities they desire to support through our intervention. All donations and in-kind contributions received in 2023 was used to fund our community development and human rights advancement projects.

The implementation of MRU Community Health and Wellbeing Hub has helped a rapidly increasing number of migrant and deprived communities across the UK who for various reasons could not access widely available mainstream support services to access services that are tailored to their needs. As we continue to scale our activities to other parts of the UK through our digital platform, the impact of our services will be deeper and wider.

Since our establishment, we have rigorously ensured that community development and human rights advancement continue to be the driving force of our interventions. Our approach is innovative and unique and is admired by many organisations and businesses across the world. We will continue to work with in-house and independent scholars, experts, and practitioners to continue innovating and improving our community advancement approaches which are rooted in our *raison d'être* and relevant to the current situation and circumstances of our beneficiaries.

We will continue our constant and ongoing engagement with the communities we work with, raise awareness, educate, and inform about our community development and human rights advancement programmes across the country, providing online resources, consultations services and webinars. We will also work with a range of networks and organisations to spread knowledge about our work even further.

We expect our income stream to increase in 2024 as supporters have seen the impact of our work on the lives and livelihood of the communities that we support and our innovative approaches to improving the financial and social stability and security of our beneficiaries. Our flexible recruitment and staff engagement has made us very efficient and enabled us to do more with very little. As a result, of this efficient way of delivering our services we save more money and use the saved funds to design, develop, and implement more innovative projects.

SECTION IV HOW WE OPERATE

Our People

We seek to maximise the potential of all workers associated with CAD-HR and we cultivate high levels of staff engagement. We do this through:

Employee Engagement Surveys

Our staff and associates participate in quarterly staff engagement survey, giving helpful feedback on what it is like to work at and with CAD-HR. During 2023 over 94% of participating staff said that our mission inspire and empower them. In addition, staff and associates meet regularly to discuss ideas and provide feedback.

Safeguarding

We expect all staff and associates, volunteers, partners, interns, and consultants to conduct themselves in a way that preserves the dignity and respect of every individual. We have a Code of Conduct that reflects this. We have zero tolerance for harassment, bullying or exploitation in any form.

Equal Opportunities and Diversity

We have an Equality and Diversity policy in place to ensure we give prospective staff and associates, existing staff and associates and volunteers equal opportunities to succeed. We engage the best person we can find for the role, ensuring they have the right skills, knowledge, and experience to help us achieve our mission. We encourage staff and associates to develop within CAD-HR to match their circumstances and aspirations wherever possible.

Employee' Remuneration

The Board of Trustees determines the salary of the Executive Director. The Executive Director proposes the salaries of key management personnel to the Board, which approves/amends as appropriate. In 2023, the key management personnel comprised the Executive Director, MRU Social and Economic Community Co-ordinator, MRU Community Health and Wellbeing Co-ordinator, and Project and Community Engagement Manager.

The Executive Director and the key management personnel agree the salaries of all other staff and associate. We set and review salaries based on a combination of benchmarking, seniority of the role, experience, and CAD-HR's overall budget. For 2023, we also took into account the personal circumstances of the staff or associate, the current financial, high price, and costs of living crisis. We review salaries in April each year, with any changes effective from the following month.

Use of Volunteers

Volunteers are a valued resource in our work. In 2023, we had over 37 professionals and students volunteering for us from time to time. These include experienced legal practitioners, development practitioners, and students from the US through our partnership with CAPA a Study Abroad Institution, from EU, and other parts of the world.

Volunteers have been involved in four key areas, (i) contributing professional services, (ii) business and management support, (iii) organising fundraising events, and (iv) designing, developing, and implementing projects. In 2023, nearly 40 professionals with the legal service sector, finance, human resources, and

management contributed their time and professional services on a pro bono or reduced cost basis. The value of their services given in kind amounted to **£271,434**.

During the year, we had about 37 experienced legal practitioners each contributing 16 hours a week for over 50 weeks. Additionally, we also benefited from 14 experienced development practitioners. Volunteers are supported and trained in their roles by employees and given assistance where required. Additionally, experienced professional volunteers were also used as consultants to provide legal and technical services that would have been outsourced to various firms.

We have supporters across the UK who help communicate our work. Volunteers across the UK help spread the message both online and offline about the impact we are making in the lives of our beneficiaries, so an increasing number of people know about the work we do and why we exist. Message about our work has been spread through various channels including all social media platforms, online channels, at religious places of worship, community centres by distributing leaflets, flyers, workshops, conferences, seminars, and sponsoring local community events. We are thankful to have reached this far and for this level of support from our volunteers, supporters, and beneficiaries in achieving our vision.

How we Manage our Funds and Resources

Principal Risks and Uncertainties

Every year, CAD-HR review its risk management process, and we confirm that we have reviewed our risk management process for this year as well. The board of Trustees have the responsibility of looking at our risk management process and agree on which areas need improving. We confirm that this was done in mid-November 2023 and recommendations for improvement include improving our strategic risk register which was developed in 2021 which detailed the external risks we face, and which are identified as important but outside our control. We confirm that we have responded to these recommendations and have put in place effective measures that will mitigate their impact on our organisation and beneficiaries.

Risks associated with our work and projects will be continued to be monitored and managed through our operational risk register. These risks are overseen by the relevant staff members and the Head of our Finance Committee. The next stage of our improvement is to improve the risk appetite section of our risk policy and to enhance the assurance framework to ensure that internal controls are working properly which is overseen by the Finance Committee which provides regular updates to the Board on the outcome of these. The Trustees assess all major risks to which the charity is exposed and review the systems and procedures established to manage those risks. The most significant risks are:

External Influence

A decline in funding and donations due to external influences such as the current economic crisis including inflation, high energy costs, high price crisis, and other resultant economic downturn, which increases our risk of financial instability and could impact the security of our funding streams.

This risk is mitigated through a diverse funding base and an increased focus on building and strengthening the MRU Community and strengthening our partnership with MRU Corporation and working with the thriving MRU Social Community and the business community to increase and expand on our fundraising activities. The Board of Trustees are also working on identifying innovative sources of funding that would give the charity financial security and stability. Further, we have significantly reduced the amount of funds spent on running costs and working on developing sustainable funding streams through our partnership with MRU Corporation and other local businesses within the MRU Community.

Data Breach

Loss of data through breach, cyber-attack, server failure or human error cyber-attack is now one of the largest concerns of organisations. Despite adoption of all recommended protections and processes the changing nature of cyber-attacks means that there will still be a risk, which we will be unable to completely mitigate or manage. A data breach or cyber security incident could result in legal, contractual and/or regulatory consequences, as well as reputational damage.

This risk is mitigated through having a dedicated IT supplier who ensure that we have strong IT systems in place, Firewall and antivirus software installed, software and operating systems regularly updated with security patches and our database, network and email all hosted securely in the cloud and backed up daily. We have clear Data Protection, Data Breach, and IT policies which staff and associates are regularly reminded of, and all staff and associates receive online GDPR training annually. Additionally, we have cyber security insurance in place to mitigate the impact of the risk and to insure us against an unfortunate and unforeseen breach. Further, management actions have been agreed which include improving the assurance process to ensure compliance with policies, a planned upgrade to SharePoint that enable the whole network to be located offsite and therefore more secure, and a review of our business continuation and response plan in the event of a data breach or cyber-attack.

Demonstration Impact

In our three years of operation, our community development and human rights advancement projects were geared towards working to empower and strengthen communities from Black, Asian, and Minority Ethnic (BAME) groups through the provision of free administrative and management support and legal services. We acknowledge that it is always challenging for us to demonstrate impact due to the size of the beneficiary community that we chose to work with. This resulted in key funders doubting how we can show that our work is making the impact that it is supposed to make. This risk has made it a bit more difficult for us to access the funding we need to continue delivering our services and increase our risk of financial instability.

This risk has been mitigated by redefining our beneficiary community and narrowing the scope of the number of beneficiaries we were targeting. We resulted in creating the MRU Community in the UK consisting of individuals, businesses, and voluntary organisations from the Manor River Union (MRU) region in West Africa which includes Sierra Leone, guinea, Liberia, and Ivory Coast. Having narrowed our focus in terms of the size of our beneficiaries, we were able to obtain information from the Office of national Statistics (ONS) that this community is now over **67,000** persons living in the UK currently.

With this information, we can undertake further studies to deepen our understanding of the needs of this community so as to better serve them. We will work with innovative institutions like IpsosMORI to learn more about this community. It is now easier for us to measure our impact, collect evidence, and conduct further research on any issues we intend to address.

Reputational

Media or other organisations publish high critical, slanderous and/or inflammatory opinions on the work of charities. This could result in a loss of reputation for excellence, quality of work and confidence on CAD-HR. This risk is mitigated through policy initiatives grounded in and supported by our impact reports and testimonies from our beneficiaries aligned with our strategic aims, ongoing discussions with the Executive Director, the Board of trustees, and key stakeholders of the MRU Community for the duration of our operations. We will strengthen our community engagement and make it easier for beneficiaries and stakeholders to be able to express their views about our operations freely. We will continue to maintain and further strengthen our relationship with the community that we work with and organise regular townhall meetings to allow members of the public to engage with us constructively.

Financial

The risk of insufficient generation of funds to cover the cost of implementing our projects, as well as the core costs of the organisation. This would affect our ability to grow and meet the needs of our beneficiaries. This risk is being mitigated by ensuring that we diversify our fundraising activities to fully cover the direct costs of running the organisation as well as implementing our projects. Since its establishment funds to cover core costs of operations and the cost of raising funds have been provided personally by the Trustees and MRU Corporation. However, the recent progress that we have made in the community has enabled us to raise more funds from the community. The organisation's strategy and its key elements such as budgetary review, cash resources, and cash flows are subject to regular management and Board review, supported by operational updates and key operational metrics.

People

The risk of losing valuable staff members who has extensive experience in running CAD-HR. this could result in failure to attract, motivate, and retain the most talented colleagues and failure to develop the required culture, leadership, and behaviours to achieve our objectives. This risk is being mitigated with the continued development of all staff and associates at all levels, and with staff and associates engagement policies and processes to attract and retain the best people. The right people are our most valuable asset. We continue to manage and consider diversity and inclusion as well as colleague engagement. We provide ongoing opportunities for personal and professional development. We have put in place staff training, with the team responsible for learning and development.

Serious Incidents

The risk of incidents that damage reputation and/or negatively impact operations including suppliers, beneficiaries, and GDPR breaches. This risk is being mitigated by ensuring that we have a robust serious incident policy in place, that staff, associates, and Trustees have been trained on adhering to the policy, and that GDPR-compliant systems in place which are well above the minimum standard required. In addition, beneficiaries are carefully assessed to ensure eligibility and likely impact, with Board involvement where necessary.

Our approach to operations

We made continuous improvement in the use of Customer relationship Management (CRM) system for beneficiaries and service users records. We also further embedded the safety of our accounting system with Accounting IQ.

Safeguarding

The risk that people who encounter CAD-HR are not protected from harm. This risk is being mitigated by ensuring CAD-HR has safeguarding policy and training rolled out for staff, associates, and Trustees, a policy which ensures reinforcement of good culture and good practice. We will continue to provide safe places, encourage the confidence to report any issue, and take consistent action. Trustees continue to ensure that these and other risks are managed appropriately. Trustees review systems and procedures for risk management throughout the year.

General Data Protection Regulation

The General Data Protection Regulation (GDPR) became law in May 2018. The regulation sets out the responsibilities all organisations have in relation to the personal data that they collect and hold and is designed to enhance the rights of individuals in controlling their own personal data. We take privacy seriously and we are committed to protecting personal data, and to ensuring that we are compliant with the changes introduced by the GDPR. We have put in place policies and procedures to comply with GDPR in the areas of data protection policies, data mapping, data retention and cleansing, data processing and supporter data privacy, consent, and

preference management. We consider that every member of staff has a role to play, and we have regular training to ensure we are all familiar and compliant with the new requirements.

Our approach to public fundraising

A significant proportion of our funds come from the public, and our aim is to ensure we do this in both a respectful and compelling way that is consistent with our values. We support measures that will improve public trust and support for the sector. We are registered with the Fundraising Regulator and pay the annual levy required. We will work diligently to comply with the Code of Fundraising practice. The Development Manager manages all income-generating activities, guided, and monitored by the Director, with overall oversight by the members of the Board. Our staff, associates, and consultants carry out fundraising activities for the charity. In 2018, 2019, 2020, 2021, 2022, and 2023 we did not use professional fundraisers or have any commercial participants.

We have set standards for the operation and management of our fundraising activities. We engage with our local community groups and collaborate with them to organise fundraising activities. We consider that our processes and controls ensure that vulnerable people and other members of the public are protected from any unreasonable intrusion on a person's privacy and that no fundraising activities would be unreasonably persistent or place undue pressure on a person to give money or other property. We actively encourage supporters to contact us with any feedback.

How we are governed

The Board of Trustees governs the organisation in line with its Constitution, vision, mission, values, aims and charitable objectives and provide overall policy direction. The Board is responsible for compliance with the legal and statutory requirement of CAD-HR.

CAD-HR's Board of Trustees is currently made up of three elected Trustees, four advisers from the MRU Community, and four experienced professional advisers from the International Development Practice sector. There are also various standing and ad hoc committees with the Board including, the Finance Committee, the Audit and Compliance Committee, the Project Development and Management Committee, the Community Engagement Committee, and the Events and Fundraising Committee. In total, there are 12 members that sit at the Board of CAD-HR. the Board meets at a minimum four times a year. The Finance and Audit Committee promotes and safeguards the highest standards of integrity, financial reporting, and internal control. It also oversees the organisation's risk management process, and any capital spend projects.

The Executive Director and employees make operational decisions and run the charity. The Executive Director or Line Manager, as appropriate, sets and agrees objectives with employees to ensure that the strategic objectives of the charity are being met. The Executive Director or Line Manager, as appropriate, also ensure staff and associates who have direct contact with beneficiaries are regularly supported, trained, and assessed to ensure their communication is in line with the charity's values.

Organisational Purpose: Public Benefit

The Trustees confirm that they have complied with their duty under the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit. The Trustees consider these when reviewing the aims and objectives of CAD-HR, and in planning activities for the future. the Trustees consider that the aims and activities of the charity are exclusively for public benefit. The trustees confirm that the aims of the Charity continue to be charitable and that the work of the charity is in line with its objectives, that the aims and the work done give identifiable benefits to the charitable sector and both directly and indirectly to individuals in need, that the benefits are for the public and are not unreasonably restricted in any way, and that there is no detriment or harm arising from any of the activities of the charity.

Board Effectiveness

Trustees are recruited based on relevant expertise, skills, experience, and qualifications, and on alignment of their values with CAD-HR's values. Before appointment, potential Trustees meet with the Chair of the Board and the executive Director. They are then invited to attend a Trustee meeting as an observer. After this, they are invited to act as an Adviser to the Board for six months and after this process, the Board decides whether to recruit the trustee. Once recruited, the Trustee is properly inducted into the organisation and training and support provided on an ongoing basis. The number of trustees is within the range recommended by the Governance Code. The profile of trustees is broadly representative of the people the charity work with and support. Our trustees undergo a comprehensive induction programme and are offered training and development opportunities throughout their Trusteeship. We have undertaken a skills audit of all trustees and intend to continue this practice.

Openness and Accountability

We make our charity's impact accessible to donors and stakeholders through our website and update it on an ongoing basis. We regularly share stories of our beneficiaries on our website and in external messaging. We fully disclose details of our Trustees and their biographies on our website. We have a disclosure policy in place, detailing what information we hold and how we process it, to provide confidence that we are securely handling private and often sensitive beneficiary and donor data.

Integrity

CAD-HR's Board of trustees has established a solid foundation in governance in which all Trustees are clear about their roles and legal responsibilities, are committed to supporting the charity to deliver its object most effectively for its beneficiaries' benefit and contribute to the charity's continued improvement.

We welcome the 2017 Charity Governance Code as a positive step forward for improving governance and excellence in resource management in the sector. The Board has undertaken a thorough review of its current practice compared to that recommended in the Governance Code. Both the Board and the Finance and Audit Committee take feedback on board and regularly implement aspects for improved Governance. The Board will identify further areas for improvement over time. This is part of the continued concern of the Trustees to constantly improve the effectiveness of the organisation. We have a serious incidents policy. However, there has not been any serious incident at CAD-HR. We also have a conflict-of-interest policy and detail potential conflicts within this report. In addition, each Trustee confirms annually that they are eligible to hold the position.

Diversity

We recognise the benefits diversity can bring. The charity has an Equality and Diversity policy which extends across the organisation. Trustees and employees are from a range of backgrounds. The majority of employees and all Trustees are from Black African background. We currently have two female and one male Trustee.

Environmental Impact

We are also constantly striving to reduce the charity's impact on the environment. All Board papers are provided online only, all applications are now fully online, and all donor and application records are stored online. We also ensure that all our work including the legal service we provide is done mostly electronically and we have a zero-paper use policy which ensures that we do not print anything.

Reserve Policy

Both the Board and CAD-HR's supporters recognise that the organisation operates in an environment that requires a long-term commitment if it is to achieve its mission. Being a development and human rights advancement organisation, it is the work undertaken by CAD-HR's staff that forms our charitable activities.

Therefore, it is the view of the Board that CAD-HR needs a reserves level that will enable it to continue to attract the highest level of expertise and in so doing meet its long-term commitments to its supporters and beneficiaries.

Each year, the Board review the reserves policy, taking into consideration any major risks and the impact these could have on planned income and expenditure. Our current policy is that unrestricted reserves on average are equivalent to at least six months running costs are needed if CAD-HR is to deliver on its commitments, meet the long-term expectations of its supporters and beneficiaries and continue to attract the highest level of legal, technical, and developmental expertise with which to do so. It remains extremely important to us to continue growing CAD-HR so that we can keep up with the increasing demands of the work is needed, and we believe we have done this in a sustainable way. Whilst CAD-HR is now in a much stronger financial position, it remains important that we maintain our reserves at the agreed level. We keep a close eye on these and our cash flow throughout the year.

Each year, substantial funds are raised to improve the financial health of the organisation and ensure that sufficient funds are generated beyond the initial reserves level. The charity's total funds at the year-end amounted to **£611,561** of which **£537,561** were unrestricted general funds designated for the MRU Community Health and Wellbeing Hub project. **£74,000** were restricted funds to be used for specific aspects of the above projects as agreed by the donors. This means these funds are not generally available and we will have to seek approval before using the funds in any of the activities of the projects. CAD-HR's Board will continue to review its reserves policy on an annual basis and will keep our investment and treasury management policy under regular review, particularly in the light of reduced funding.

Investment policy and performance

CAD-HR does not hold any investment at the moment. However, we are considering investing with MRU Corporation in 2023. The objective of our intended investment policy is to limit risk as far as is possible while earning such profits as is available on very secure deposits. Accordingly, our investment policy is to invest short-term and long-term deposits and to hold cash only at those banks with a high credit rating.

Going Concern

The Trustees have considered the funding position and risks to which the organisation is exposed. The Trustees have a reasonable expectation that the charity has adequate resources to continue in existence for the foreseeable future. The Trustees believe that there are no material uncertainties which call into question the charity's ability to continue as a going concern. The financial statements have therefore been prepared on the basis that the charity is a going concern.

Plans for the future

The future of CAD-HR is very bright despite the challenges we continue to face. We've made considerable progress on the Health and Wellbeing Hub project. All four departments are currently delivering services at a steady pace. We intend to expand its operations beyond and move some of our service online on the new digital platform we are building.

Our Leadership Team

Board of Trustees	Askia Warne (Chair) Umu Sanu Bah (Treasurer) Hawa Barrie (Secretary)
Executive Director	Askia Warne
Bank	NatWest Bank plc
Charity Number	1178974
Registered Office	2 Danesfield, 220 Albany Road, London, SE5 0AW

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and UK Generally Accepted Accounting Practice. Charity law require the Trustees to prepare financial statements for each financial period which give true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure of the charity for that period.

In preparing these financial statements, the Trustees are required to, (i) select suitable accounting policies and then apply them consistently, (ii) observe the methods and principles in the Charities SORP, (iii) make judgments and estimates that are reasonable and prudent, (iv) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and (v) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The financial statements have been prepared under the historical cost convention in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102). The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charity Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware, (i) there is not relevant audit information which the charity's auditors are unaware of, and (ii) the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information. In preparing this report, the Trustees have taken into account all relevant law relating to the preparation of its financial statements.

On behalf of the Board



Askia Warne

SECTION V FINANCIAL STATEMENTS

Our focus on building a modern, innovative, and sustainable organisation began in 2019. In 2020, our annual income reached **£544,125** in our first year of active operation. We saw an unprecedented increase in donations from MRU Community members, from grant making trusts, and fundraising activities. This strategy on diversifying our income streams allowed us to increase our staff members to 23 in 2020 with a commensurate increase in the output of work. This increasing production of high-quality work demonstrated to donors and funders that their grants and donations were put to worthwhile use in furthering the objectives of the charity. However, in 2022 we experienced severe draught in grants funding. Our development staff spent significant number of hours preparing funding applications and submitted about 300 funding applications to grant making trusts, local authorities, and government agencies, but none was successful. We also did not receive any feedback from our applications explaining why we were not successful in the applications we made. This had severe impact on staff morale and some staff members had to leave as we decided to move away from grant applications to more sustainable sources of funding.

As a result, we also had to change our recruitment policy and had to revert to engaging staff on consultancy basis which allowed us to pay only for the work we needed to be done. This is not our preferred way of recruiting and employing people. We would have loved to continue employing staff on a permanent basis, paying more than the minimum wage, with all the benefits inherent in employing full-time staff and also give opportunity to young people within our area of operation. However, without support or funding from mainstream funders this is extremely difficult and as a resilient organisation, we had to find ways of surviving and continue to deliver the much-needed services to our beneficiaries. Despite the profound difficulties in accessing mainstream funding, the in-kind contributions we receive from our supporters and the financial contribution from the Trustees of the Charity has kept us going at a steady pace. In 2023, our income which is mostly made up of n-kind contributions is:

£611,561

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS ANNUAL REPORT
AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS ANNUAL REPORT
AND UNAUDITED ACCOUNTS
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**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
CHARITY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2023**

Trustees	Askia Warne Hawa Barrie Umu Sanu Bah
Charity Number	1178974 (England and Wales)
Registered Office	2 Danesfield, 200 Albany Road, London SE5 0AW United Kingdom
Accountants	Edmil Accountants UK Ltd 146 Broadway Didcot Oxfordshire OX11 8SH

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
(CHARITY NO: 1178974 ENGLAND AND WALES)
TRUSTEES REPORT**

The Trustees present their report and accounts for the year ending 31 December 2023.

Trustees

The following Trustees held office during the whole of the period:

Askia Warne Umu Sanu Bah

Hawa Barrie

Statement of Trustees responsibilities

The Trustees are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare accounts for each financial year. Under that law, the Trustees have elected to prepare the accounts in accordance with the requirements of the Charities Act 2011 (The Act). Under Charity law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that period. In preparing these accounts, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

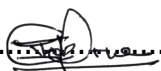
The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charity Commission under section 145(5)(b) of the Act. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Charity provisions

This report has been prepared in accordance with the special provisions relating to small charity total income -recorded in the statement of financial activities, prepared in accordance with the Charities SoRP (FRS102) and the total expenditure as shown in the Statement of Financial Activities (prepared in accordance with the Charities SORP (FRS102))

As a CIO with an annual income of more than £250,000, Centre for the Advancement of Development and Human Rights prepares its accounts using the accruals method permitted by section 133 of the Charities Act 2011. Centre for the Advancement of Development and Human Rights ended the year with a cash balance of £1896.

Signed on behalf of the board of Trustees

.....


Askia Warne Chair

Approved by the board on: 10 August 2024

**CHARTERED CERTIFIED ACCOUNTANTS' INDEPENDENT EXAMINER'S REPORT TO THE
BOARD OF TRUSTEES ON THE PREPARATION OF THE CHARITY ACCOUNTS OF
CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS FOR THE YEAR
ENDED 31 DECEMBER 2023**

In order to assist you to fulfil your duties under the Charity Act 2011, we have prepared for your approval the accounts of Centre for the Advancement of Development and Human Rights for the year ended 31 December 2023 as set out on pages 6 - 9 from the Charity's accounting records and from information and explanations you have given us.

As a practicing member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at
<https://www.accaglobal.com/uk/en/about-us/regulation/rulebook.html>

Our work has been undertaken in accordance with the requirements of the Association of Chartered Certified Accountants as detailed at
http://www.accaglobal.com/content/dam/ACCA_Global/Technical/fact/technical-factsheet-163.pdf.

Edmil Accountants UK Ltd Chartered Certified Accountants

146 Broadway Didcot Oxfordshire OX11 8SH

22 August 2024

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS RECEIPTS AND
PAYMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Unrestricted	Restricted	Total	Prior Year
RECEIPTS				
Donations and Legacies	316,890	-	316,890	133,597
Government Grant	18,500	-	18,500	5,779
Charitable activities	276,171	-	276,171	463,735
Total Receipts	611,561	-	611,561	603,111
PAYMENTS				
Revenue Expenditures				
Raising Funds	27,890	-	27,890	111,492
Charitable Activities	495,810	-	495,810	220,185
Total Revenue Expenditures [i]	523,700	-	523,700	331,677
Net Operating Cash Surplus/(Deficit) [A-i]	87,861	-	87,861	271,434
Total Payments [B] = [i+ii]	523,700	-	523,700	331,677
Net Surplus/ (Deficit) for the year [A-B]	87,861	-	87,861	271,434
Balance brought forward from last year	426,352	-	426,352	154,918
Balance carried forward end of this year	514,213	-	514,213	426,352

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS STATEMENT OF
FINANCIAL POSITION
AS AT 31 DECEMBER 2023**

	Unrestricted	Restricted	Total	Prior Year
	£	£	£	£
CASH FUNDS				
Cash at bank and in hand	1,896	-	1,896	16
Total Cash Funds	1,896	-	1,896	16
FIXED ASSETS				
Furniture and fittings	7,211	-	7,211	7,211
Computer equipments	11,401	-	11,401	11,401
In-Kind Contributions	493,705		493,705	407,724
Total Fixed Assets	512,317	-	512,317	426,336
Total Assets	514,213	-	514,213	426,352
Reserves Retained for Charity Use				
Income and expenses account	514,213	-	514,213	426,352
Charity Funds Retained	514,213	-	514,213	426,352

For the year ending 31 December 2023 the Charity prepared accounts under section 477 of the Charity Act 2011 relating to small Charity. The members have required the Charity to obtain an independent accountant's report in accordance with section 476 of the Charity Act 2011.

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

These accounts have been prepared in accordance with the provisions applicable to Charity subject to the small Charity' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

The financial statements were approved by the Board of Trustees and authorised for issue on 10 August 2023 and were signed on its behalf by:

Askia Warne



Chair

Charity Registration No.1178974

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS STATEMENT OF
CHANGES IN RESERVE
AS AT 31 DECEMBER 2023**

	Reserve Funds	Surplus & (Deficit)	Total
	£	£	£
At 1 January 2022	-	154,918	154,918
Surplus/ (Deficit) for the year	-	271,434	271,434
At 31 December 2022	-	426,352	426,352
At 1 January 2023	-	426,352	426,352
Surplus/ (Deficit) for the year	-	87,861	87,861
At 31 December 2023	-	514,213	514,213

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1 Statutory information

Centre for the Advancement of Development and Human Rights is a Charity, registered in England and Wales, registration number 1178974. The registered office is 2 Danesfield, 220 Albany Road, London, SE5 0AW, United Kingdom. The Charity is a going concern and has had a significant impact in the community over the past year.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the Charity Commission guidance. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Average number of employees

During the year, there were 37 experienced legal practitioners each contributing 16 hours a week for over 50 weeks; and 14 experienced community development practitioners.

5 Centre for the Advancement of Development and Human Rights reserves lie in its unrestricted cash balances of £1896: in-kind contribution of professional volunteers of £271,434 and trustees' contribution of £186,500 as of 31 December 2023. The trustees have considered what an appropriate level of reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for charity work and receipts of income and cover the potential gaps between the end of one source of income and securing of another. The trustees consider a cash and in-kind reserve of 6 months of expenses to be £377,000 based on the 2023 budget.



Edmil Accountants UK Ltd
146 Broadway
Didcot
Oxfordshire
OX11 8SH
22 August 2024

**Independent Accountants' report to the trustees of Centre for the Advancement of
Development and Human Rights (CAD-HR) on the preparation of accounts for the year ended
31 December 2023.**

In accordance with your responsibilities under the Charity Commission Act 2011, we have conducted an independent examination of the accounts of CAD-HR for the year ended 31 December 2023. Our review was based on the company's accounting records along with the information and explanations provided to us.

This report is addressed solely to the Board of Trustees of CAD-HR, in line with the terms outlined in our engagement letter. Our work focused exclusively on the examination of the accounts and stating the relevant matters we have agreed to include in this report. To the fullest extent permitted by law, we accept no responsibility to anyone other than CAD-HR and its Board of Trustees as a collective for our work or for the contents of this report.

It is the responsibility of the Board of Trustees to ensure that CAD-HR maintains adequate accounting records and prepares statutory accounts that present a true and fair view of the charity's assets, liabilities, financial position, and surplus.

In performing our independent examination, we adhered to the guidelines established under section 145(5)(b) of the Charity Commission Act. After reviewing the accounts prepared by the treasurer for the year ended 31 December 2023 under section 145 of the Act, I am satisfied that the accounts accurately reflect the transactions of CAD-HR for the period under review. Furthermore, I did not identify any concerns or material misstatements in the accounts that could adversely impact the understanding or interpretation of the financial position of the charity.

Thank you for the opportunity to assist in this important process.

Signature:.....

Edwin Samu- FCCA, FMAAT, BSc (Hons), MSc. PG. Cert.
Director
Edmil Accountants UK Ltd

Edmil Accountants UK Ltd, 146 Broadway, Didcot, Oxfordshire OX11 8SH
Registered in England No. 10507644, at 146 Broadway, Didcot, Oxfordshire OX11 8SH

Notes to the financial statements

ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

Legal Status

Centre for the Advancement of Development and Human Rights (CAD-HR) is charitable incorporated organisation (CIO), charity registration number **1178974** registered in England and Wales, and accordingly does not have a share capital. Its registered address is 2 Danesfield, 220 Albany Road, London, SE5 0AW.

Basis of preparation

The financial statements are prepared in with Accounting and Reporting by Charities: Statements of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2016).

Centre for the Advancement of Development and Human Rights meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Preparation of the accounts on a going concern basis

After making enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future. Awards are given on the basis of secured income. The Trustees are not aware of any material uncertainties about the charity's ability to continue, and accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities on page 31.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, which are described in this note, Trustees are required to make judgement, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates is revised if the revision affects only that period, or in the period of the revision and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year. In the view of the Trustees the only significant estimations are those linked to the allocation of support costs across our

charitable and non-charitable activities. Allocations of this nature inherently require estimation of time spent on certain activities and other resources use judgements.

Volunteers

Volunteers support the work of Centre for the Advancement of Development and Human Rights in three ways:

Contributing professional services

Professionals contribute their services at a reduced or pro bono rate. This includes financial skills, human resources support and legal services skills.

Volunteer Support Officer

Volunteer Support Officers, both short-term and long-term, have worked with the community in south-east London to provide assistance in the implementation of our projects. Volunteer Support Officers have direct interaction with all our community development projects, and the role is one that provides invaluable experience of being on the front line. Volunteers are supported and trained in their roles by employees and given assistance where required.

Raising Awareness

Volunteers across London help spread the message both online and offline about CAD-HR, so more people know what the organisation does and why it exists. This may involve sharing social media posts, distributing flyers at events, or facilitating workshops, seminars, and conferences locally. Due to the difficulty in valuing the total contribution of volunteer time and skills, the value of services provided by volunteers has not been included in the financial statements.

Income

All income resources are included in the statement of financial activities when the charity is entitled to the income, and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income: Voluntary income is received by way grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity are recognised when the charity becomes unconditionally entitled to the grant. Investment income on funds held on deposit is included when receivable and the amount can be measured reliably; this is normally upon notification of the investment income paid or payable by the bank.

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It comprises costs that can be allocated directly to such activities. Costs of raising funds comprises the costs associated with attracting voluntary income.

Support costs and governance costs

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Governance costs are a component of support costs, and include audit fees, professional fees, license fees and compliance costs, and related staff costs. Support costs are allocated on the basis of the amount of direct time attributable to each area.

Redundancy accounting policy

Redundancy cost arising from periodic reviews of staff levels are charged as an expense in the year in which employees leave the organisation.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Where unrestricted funds have been designated, the likely timing of the expenditure is before the start of the implementation of the project or purpose for which the fund is designated. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Financial instruments

The charity has assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value (including transaction costs) and are subsequently re-measured where applicable at amortised cost.

Cash at bank and in hand and on deposit

Cash at bank and cash in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash held on deposit includes short-term investments with a maturity of greater than three months.

Tangible and intangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation/amortisation. Depreciation or amortisation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Leasehold improvements –	Straight line over 5 years
Fixture, fittings, and equipment –	Straight line over 3 years
Intangible assets –	Straight line over 3 years

All items of expenditure greater than £750 are capitalised if they meet the definition of a fixed asset as stated within FRS 102.

Operating leases

The charity classifies the lease of office equipment and the office space as operating leases. Rental charges are charged on a straight-line basis over the term of the lease. However, in 2023 reporting year, the charity did not lease an office and therefore there was no costs associated with operating leases or equipment.



CAD-HR DEEPLY CARE ABOUT THE

COMMUNITIES



PEOPLE



OUTCOME

Centre for the Advancement of Development and Human Rights

England & Wales - Charity number 1178974

Accounts

Centre for the Advancement of Development and Human Rights

CAD-HR

**THIRD ANNUAL IMPACT
REPORT
AND
FINANCIAL STATEMENTS 2021 -
2022**

Askia Warne

CAD-HR 2 Danesfield, 220 Albany Road, London, SE5 0AW

SECTION I

INTRODUCTION

Message from the Chair



Centre for the Advancement of Development and Human Rights (CAD-HR) is a modern and innovative organisation which combines theory and practice to advance its development and human rights agenda. Over the past four years our community development focused projects has assisted many individuals and families from deprived backgrounds across the UK and within the Manor River Union (MRU) Community in the UK in overcoming the insurmountable barriers to financial inclusion and work towards financial independence and social inclusion. Further, our human rights advancement work through our “Unfettered Access to Justice and Enabling the Litigant in Person” projects has developed and graduated into the MRU Community Law Centre. This Law Centre has assisted many individuals and families across England and Wales caught up in impossible legal problems to resolve them free of charge.

In our first annual report, we outlined four ways in which we work toward achieving our goals which include the following four projects:

- Community Cohesion,
- Common Purpose,
- Community Health and Wellbeing, and
- Community Legal Services.

We stated in our first annual report that the Community Cohesion project enabled us to bring together many organisations and community groups within the MRU Community, encouraged, and supported them in working together in delivering the various services within their respective communities. This strategy enabled us to coordinate our efforts and work in tandem so that the delivery of services are not duplicated, and that cooperation and collaboration is promoted rather than competition. This worked very well and as a result, the Community Cohesion project graduated into our ‘Common Purpose’ project.

As an extension to the Community Cohesion project, the focus of the Common Purpose project was to find ways and means in which all the organisations, community groups, social enterprises, private businesses, and individual members of the MRU Community will be supported in achieving their personal and professional goals. Considerable progress was made

during the currency of this project as well, as an increasing number of MRU Community were able to successfully set up and effectively manage their charitable organisations, social enterprises, private companies, and individual members were also able to receive the required training and support to secure their dream jobs.

After series of consultations followed by a feasibility study, it was agreed by all stakeholders and majority of community members that the most effective way of supporting the MRU Community in the UK was to establish a three-tier support structure with tailored services and support systems. At the end of the feasibility study, a detailed project proposal was developed by CAD-HR and the MRU Social and Economic Community was established. Details of this community, its membership and governance structure, and the benefits that members are now accessing was considered in greater details in our Second Annual Report (2020-2021).

This year (2022), I am delighted to report that after laying the foundations for the establishment of a strong, resilient, sustainable, and vibrant MRU Social and Economic Community in the past three years, in our fourth year we continued building the structures and institutions that will ensure that this community continue to grow and expand and make the deep and wider positive impacts that it was designed to make. Our Second Annual Report gave detailed background information about what the "Social and Economic Community" concept is about and how we intend to develop and utilise this concept to build and strong, resilient, sustainable, and vibrant MRU Community in the UK and link it up with similar communities that we are also building in the Manor River Union region in West Africa.

Our focus in 2022 was to establish and develop a Law Centre for the MRU Community that would act as a one-stop-shop for all the legal problems and challenges faced by members of the MRU Community. While we were faced with enormous challenges is setting this Law Centre up and continue delivering the much needed legal services to the MRU and wider communities that we work with, I am very happy to report that we were also able to make considerable progress in achieving this aim. However, work on its further development and links with other projects that we are working on this year are ongoing and the deeper and wider impacts of the free legal services we provide continues.

In 2023, we intend to take our work several steps further and details of these steps will be presented in the report below.

Askia Warne
Chair
CAD-HR

SECTION II

STRATEGIC REPORT

MRU SOCIAL COMMUNITY

The MRU Social Community consist of all voluntary organisations operating within the MRU Community in the UK. In our second annual report, we indicated that supporting the voluntary sector is at the heart of our agenda and at the top of our priority list. We also stated that our aim was to provide organisations within the voluntary sector with tailored support that enable them to grow and continue delivering the much needed services that continue to make deeper and wider impact on the health, social, and economic wellbeing of our beneficiaries. In achieving this aim, in 2022, we focused our attention on the establishment and continuous development of the MRU Community Law Centre but also continued working with our partner charities to build a stronger and more interconnected MRU Community.

As a result of the tremendous progress, we have made in developing the MRU Social Community, we have been able to establish strong partnerships with sister organisations that are delivering very important projects in the health and social care sector, in the entertainment sector, and in the cultural promotion sector. These partnerships and networks have begun sowing the seeds of not only a strong and connected community, but also innovative collaborative partnerships between the voluntary sector and the business sector. In the medium and long-term, the hope is that the interlink between the voluntary and business sectors will address the major problems affecting the voluntary organisations within the partnerships we are establishing, including funding. We foresee the creation of mutual beneficial partnerships between the voluntary and business sectors where all parties including the beneficiaries and bystanders will all win.

We will continue to nurture and develop this innovative link between the voluntary and business sectors over the coming years through continuous engagement and working collaboratively in projects capable of strengthening the relationships between these two major sectors.

MRU Community Law Centre

In our second annual report, we stated that access to legal services has been a constant challenge for many deprived communities in the UK and that our feasibility study for establishing a Law Centre for the MRU Community revealed to us that 9 in 10 MRU Community members have had legal issues that could not be resolved due to lack of access to quality legal services. We are happy to report here that this figure has now changed to 8 in 10 and the number of people that have accessed our free legal services increased by 10% from 4,778 in our 202-2021 reporting year.

While we are still struggling to find and afford to pay for a suitable place for the Law Centre, we managed to move most of our services online and on the phone while reserving physical contact or face-to-face meetings to the cases that needed it most. This strategy has worked very well and reduced the cost of providing legal service significantly. We intend to continue developing this strategy and we have started recruiting and training lawyers from within the community targeting new graduates from law schools based in various cities across the UK. The aim is to build a team of lawyers specialised in various areas of practice in each city across the UK.

Through our collaborative and innovative way of working with our partner organisations, we have also managed to make the Law Centre one of the four departments in the MRU Community Health and Wellbeing Hub. We believe this move will enhance its effectiveness and enable it to work effectively with other organisations in providing a rounded support for our service users. In our experience, we have discovered that the problems of our service users are multiple and interconnected and that unless we engage multiple organisations specialised in different areas we will be unable to fully support or provide a well-rounded service to a service user who for example is suffering from mental health because he/she has been evicted from their house as a result of a new no recourse to public fund condition attached to their immigration status, and as a result of them losing their job, they are unable to apply to renew their visa, and therefore moved in with someone who then becomes their abuser etc.

MRU Community Health and Wellbeing Hub

The birth of this project was inspired by five organisations that we worked with and discovered that each organisation is delivering services in a different field within the health and social care sector. For example, one of them work with women who have suffered violent sexual abuses or going through an abusive relationship, another focuses on mental health within the Black community in Southeast London, the third one work with lonely and socially isolated people within the Black community in Southeast London, the fourth one raise awareness about prostate and breast cancer and provide support to people living with long-term illness, and the fifth one promote physical activity as their way of helping people lose weight and live a healthy life.

Through our engagement with these organisations, we discovered that each one of them needed a space, equipment, and resources to deliver their respective services and our calculation as to how much money they will need to effectively provide these services revealed that, each organisation will need at least £185,000 to effectively provide the services to their beneficiaries. After this discovery, we organised a meeting with the leaders of these five organisations and suggested that sharing a space, equipment, and a back office would significantly reduce the delivery costs of their respective projects. The idea was appealing to them, and we continued developing the idea as our discussions progressed.

Currently, we have submitted a project proposal with the National Lottery Community Fund to see whether this is the kind of projects that they fund and are waiting for a decision as to whether our funding application is successful. Whilst waiting on the outcome of this application, we have also been looking at other ways in which we will be able to implement this project as its benefits to society including reducing the pressure on the NHS, local authorities, contributing to rebuilding the local and wider economy is enormous. Below, we will also provide background profiles of the participating organisations in this project and the concept as it is submitted to the National Lottery Community Fund.

MRU Community Arts and Cultural Entertainment Project

After the lifting up of all social distancing measures that were in place to tackle the spread of Covid-19, we decided to organise a fundraising event in July 2022 to raise funds for the MRU Community Law Centre. As this was our first time to organise such an event and therefore not experienced in organising fundraising events, we reached out to several organisations in the MRU Community to see whether we could collaborate in organising one event and share the proceeds among us. This was impossible as most of the organisations we approached

were either reluctant to collaborate in fundraising event or had their own plans that they did not want to destabilise. Reluctantly, we decided to press ahead with caution and secured a space at Lucas Gardens in Camberwell, London for 23 July 2022.

However, while the event was highly unsuccessful as there were over 12 other similar events taking place within the community on the same day, the lessons we learned from this failure helped to us develop a project that will not only assist us in effectively organising fundraising events and generating the steady and sustainable income we need to continue delivering our services to the community, but will also benefit all voluntary organisations and businesses within and beyond the MRU Community.

One of the local Artists in the MRU Community who assisted greatly in organising the event and goes by his stage name, Fullah Bee, invited several of his musician friends who performed at the event. After the event, Fullah Bee and two of his friends, King Hamid, and DJ King approached us to assist them in setting up a business that promote festivals and similar events in the UK within the MRU Community. They suggested that the name we used for our event, "Sierra-Guinea Festival" is very catchy, and they would like to use the name and continue organising the event until it is successful and are willing to cover all the costs associated with organising it. We agreed and continued with our discussion and planning on the model and the legal structure of their business. While these discussions were ongoing, Fullah Bee linked up with a very popular and successful ShowBiz promoter based in Belgium but covers the entire European Union, called Amlo.

Amlo is an agent for almost all the artists and musicians from Guinea performing on shows and events across the EU. We invited him to London and had further discussions about our proposed partnership. Amlo indicated that he was very happy for the opportunity as the UK is a market that he has been looking very closely and have been searching for an organisation to partner with and that he is interested in the project. He offered to help save us costs by covering all costs associated with importing artists and musicians from Guinea-Conakry to Europe and that we will only cover the costs from a given EU country into the UK and back.

Following our discussions, we have developed a concept for the launching of the Sierra-Guinea Festival to be organised once year in the UK in summer and to be rotated yearly across major cities in the UK. Also included in the concept is a Sierra-Guinea Musical Concert at least once a year and at least four other shows in designated times of the year. This project is still developing as we are planning to link up with promoters in Sierra Leone and the owner of 7th Century Music platform to enable our local artists to sell their songs and keep most of the money they receive. The partnership agreement has also been drafted and we are currently reviewing it before the first batch of musicians are imported from Guinea and Sierra Leone.

MRU Community Multicultural Hub

The concept of a multicultural community hub was inspired by the Health and Wellbeing Hub project and therefore very similar. Among the voluntary organisations that we provide support to, there are many organisations that have as their main objective the advancement or promotion of culture in their respective organisations. The MRU Community in addition to the different countries of origin identities inherent in the community, the community also consist of many major tribes or ethnic communities such as the Fullah, Mandingo, Temne, Mende etc.

Like the organisations in the Health and Wellbeing Hub, these tribal organisations also want to embark on establishing cultural centre where their native languages can be taught to their children born in the UK. While some of these organisations already have their own writing

systems and are working on establishing cultural centres where they can effectively teach their languages to their children and other people interested in learning their languages, other organisations are yet to develop their own writing systems. Some of these have language manual developed by NGO workers in their native countries, but others do not even know where to start. Like the participating organisations in the Health and Wellbeing Hub project, each of these tribal organisations also want to establish their own cultural centre which will cost a lot more than what was calculated for the health sector voluntary organisations.

Talks and consultations with leaders of these tribal organisation has begun and progress have been made. We will continue working with the leaders of these tribal organisations to design the MRU Community Multicultural Centre project in due course. We hope that, by our next annual report we will have a lot more to write about this and other interesting projects that are on the pipeline. Below, we provide a brief overview of the participating organisations and other projects that we have worked on collaboratively:

Count Down Community Health and Wellbeing Network (Count Down)

Count Down Community Health and Wellbeing Network started working as a community group few months before the outbreak of Covid-19. It was the second community group we collaborated with and discovered them during our implementation of a Transport for London Grant given to us by Walking and Cycling Grant London (WCGL). The aim of the grant was to promote physical activity, reduce commuting, and increase walking. During our first monthly meeting, we met with the leaders of Count Down who were very keen in promoting physical health and wellbeing by organising series of running and jogging sessions at Burgess Park in Camberwell.

The group was and is still headed by highly trained and experienced personal trainers and community leaders. We soon discovered that, the leaders of the group had a much wider network than we had, and we approached their leaders and proposed a collaboration in the delivery of the project. We negotiated the terms and agreed and informed our funders who gave us the approval to go ahead. The project was a three years project which ended in November 2022. Over the three years that we have worked together in the WCGL project, we have developed a very strong working relationship with the group, and we agreed that they should continue delivering the physical health and wellbeing sessions while we provide them with the management and administrative support.

Part of our agreement was also to assist them to register their group as a registered charity with the Charity Commission. In fulfilling this aim, we worked together to develop their project proposal and submitted an application on their behalf to the Charity Commission in September just after their 4th Annual Mini Marathon organised at Burgess Park on 04/09/2022. Count Down runs two physical exercise sessions at Burgess Park on Wednesdays and Saturdays. During the peak period of Covid-19, their physical exercise sessions assisted many community members to recover from loneliness and social isolation, and obesity and overweight. As a result, fighting obesity and overweight has been the focal point of the group which is working tirelessly to ensuring that at least every participant lose 2.5kg per year.

Family United

Family United is one of the largest community organisations within the MRU Community in terms of membership with over 1,000 active members. It draws its membership from various West African communities across Southeast London. During the peak periods of Covid-19, it was very visible and instrumental in delivering food and essential household items to the most

vulnerable members of our communities. It received funding from The National Lottery Community Fund during the peak period of Covid-19 to deliver essential food and household items to vulnerable members of society. During the delivery of this project, Family United worked mainly with socially isolated and lonely people and have continued supporting this group of beneficiaries up to this moment. According to the current Director of Family United, its work in supporting socially isolated and lonely people is ongoing and this is where it is focusing all its resources now.

We only began working with Family United in January 2021 when there was a change of leadership. The new leader approached us and proposed to work with us collaboratively in the work we all do for the community. As a result, we designed their 'Age With Dignity' project proposal which is currently being implemented. The focus of the Age With Dignity project is to target those vulnerable community members who are socially isolated or lonely but also cannot access the mainstream support services available within their localities due to religious, cultural, and other barriers. It draws hugely from its membership who consist to a very large and experienced individuals working in the health and social care sector, including nurses, midwives, healthcare assistance, social workers, and doctors.

ICE Health and Wellbeing Foundation

ICE Health and Wellbeing Foundation (The HealthShow) is a community group founded to raise awareness about breast cancer and prostate cancer. The initial aim was to inform the Black community in Southeast London that the risk for them to develop cancer is very high based on their food and lifestyle. The founder, Isata Sisay, is a well-trained and highly experienced medical professional working as a Deputy Head of Service for Community Specialist Palliative Care at the Royal Trinity Hospice in Clapham Common North Side.

In terms of her experience in caring for people with long-term illness, Isatta has gained considerable experience in specialised therapy, enhancing the comfort of her patients, providing advice on the promotion of health and the prevention of illness. She has also provided specialist consultancy advisory service and support to healthcare professionals and service users including, clinical assessment, symptom management, psychological support for all palliative care patients in their home environment. She has also been involved in teaching and providing mentorship in symptom management and end of life care including equipment support. Isatta also gained extensive experience in intravenous therapy including chemotherapy, biotherapy, immunotherapy, intrathecal therapy, phlebotomy, female urinary catheterisation, bladder lavage and irrigation, spinal tap, abdominal paracentesis, bone marrow aspiration, and chest and drain removal.

In addition to the work, she does at the Royal Trinity, she is also a community asset and one of the strongest community leaders we have worked with. During the peak period of Covid-19 she used her home as a food and essential items collection and processing centre and made it very easy for volunteers to collect and distribute supplies to those who needed it most. She is also the host of the HealthShow, a social media talk show that she jointly runs every Thursday evening with Sierra Gem Media and Wellbeing at their Studio in Southwark.

In terms of our work with the ICE Foundation, we have not done any collaborative work with Ms Sisay and her group as they seemed very capable of running their organisation. However, during the peak period of Covid-19, we made a donation of £1,000 to her group to assist with the food and essential items distribution. It was only recently and during the launching of Women's Health Advocacy Network (WHAN's) launching event in which she was the MC and one of our member was a speaker in the event that we were able to connect with the ICE

Foundation. Since that encounter, we have maintained contact with this group, and we are now working together to assist them in registering their organisation with the Charity Commission. We have just completed preparing their project proposal for the application and have submitted an application to register ICE Health and Wellbeing Foundation as a registered charity with the Charity Commission.

Women 4 Women Empowerment Organisation

Women4Women is relatively new as it was registered in April 2022 and led by Rugiātu Kanu who preferred to be called 'Sister Rugie'. Sister Rugie was referred to us by one of our strongest supporters in the community, Sister Tina Bangura who is also a founder but due to the nature of the activities of her organisation is not part of the Health and Wellbeing Hub project. Sister Rugie has a very strong team of competent staff who understands her organisation and what they need to do to help her achieve her goal. The team prepared the project proposal which we used to register Women4Women with the Charity Commission. Sister Rugie is a natural leader and an advocate and is very passionate about what she does, and she has a very large and wide viewership on her social media platform where she does her advocacy work regularly. She has so much positive energy that, most of us rely on her energy for motivation when things get difficult. It has been a pleasure working with her and we are confident that she will play an integral role in making this project a success.

The Work of Women4Women in the UK focuses on three key areas, (i) supporting people with mental health issues within the Black community in Southeast London, (ii) challenging school exclusions through advocacy and awareness raising, and (iii) supporting struggling families cope with cost of living. However, for the purposes of the Health and Wellbeing Hub project, the focus was more on the mental health than the school exclusions. For its mental health program, Women4Women has forged ties with Irie Mind, a Black-led mental health organisation based in Hackney in East London working mainly with the Caribbean Community, and Minds (the largest organisation in the UK supporting people with mental health issues). Preparation including staff and volunteer training is ongoing and we are expecting the organisation to start delivering its services soon.

Women's Health Advocacy Network (WHAN)

The founder of WHAN, Ms Adama Bah met with our Director, Askia, at a wedding of one of our volunteers at the Law Centre, Fatu Bah. She also happened to be a childhood friend of Askia. During this encounter, Adama approached Askia and asked whether it is possible for CAD-HR to support WHAN in the work it is planning to implement to which Askia responded in the affirmative.

WHAN's work focuses mainly in three areas, (i) sexual violence and trauma, (ii) domestic violence, (iii) forced marriage, and (iv) modern slavery. The organisation was founded on the basis of personal experiences of the founder from which she was supported by numerous organisations in the UK to recover. Part of her recovery process was to engage in work that would help her overcome the challenges she has been through. According to the founder in her own words,

"When I think of what they did to me all those years, I get angrier and upset and this in turn affects my recovery process. As I was not getting anywhere by going through this process all over again and in circles, I decided to look at the positive side. I always wanted to revenge and make them pay for what they did to me, but then I found a better way of doing it which I will describe as "positive revenge."

Positive revenge is what made me to think about setting up an organisation that supports people that have been in my kind of situation. This way of thinking was very good for my recovery process as it gave me a sense of purpose and fulfillment. Since I embarked on this journey and meeting people who are or, were in a situation similar to mine or worse, and realised that I am in a position now to help them recover, seems surreal and this enhances my passion to continue with this work."

From her account, we knew that Adama is a 'Leader with Lived Experience' and she brings that passion with her in the work she does. Since we met with Adama in September 2021 and she started coming to our office to work on her organisation and her projects, she has been consistent and constantly engaging with us and with the communities we work with. When she started initially, we thought that there was no way we could collaborate with her as the issues she deals with might not fall within the scope of our Law Centre. However, this thinking proved to be wrong when the Law Centre received its first modern slavery case and could not get through to Salvation Army. When we discussed the issue with Adama and she made few calls followed by emails, on the following day, the individual that we were seeking to be recognised as a modern slave was provided with the support she needed whilst waiting for the decision on her application to be made. Presently, that individual has been recognised as a modern slave and is receiving all the benefits and entitlements including education.

Our second work with WHAN was on a lady who was brought into the UK from Ivory Coast under the EU Settlement Scheme by her husband. After having her first child and was around seven months pregnant, her husband abandoned her, and she became street homeless. Her case was a bit complex as at the time we met her she was not qualified to receive any benefits under retained EU Laws but at the same time she was not here illegally and also, she was not under the 'No Recourse to Public Funds' conditions. A decision was made by the local authority not to provide her with any support. When we received this decision, we worked with WHAN and in three weeks, the decision was reversed, and she is now living in a two bedroom flat.

In addition to these two examples, we have also worked on many cases involving domestic abuse tangled with immigration, and housing. She was also one of our strongest advocates when we had our meeting with the Office of Immigration Services Commissioner (OISC) on how to better support migrants and asylum seekers in the UK within the MRU Community. Adama also work as a full-time Junior Sister and Trainee Colposcopist at St Georges Hospital in Tooting. We are sure she will bring her skills with her to the hub as she has done in the projects we have worked on jointly.

Project Outcomes

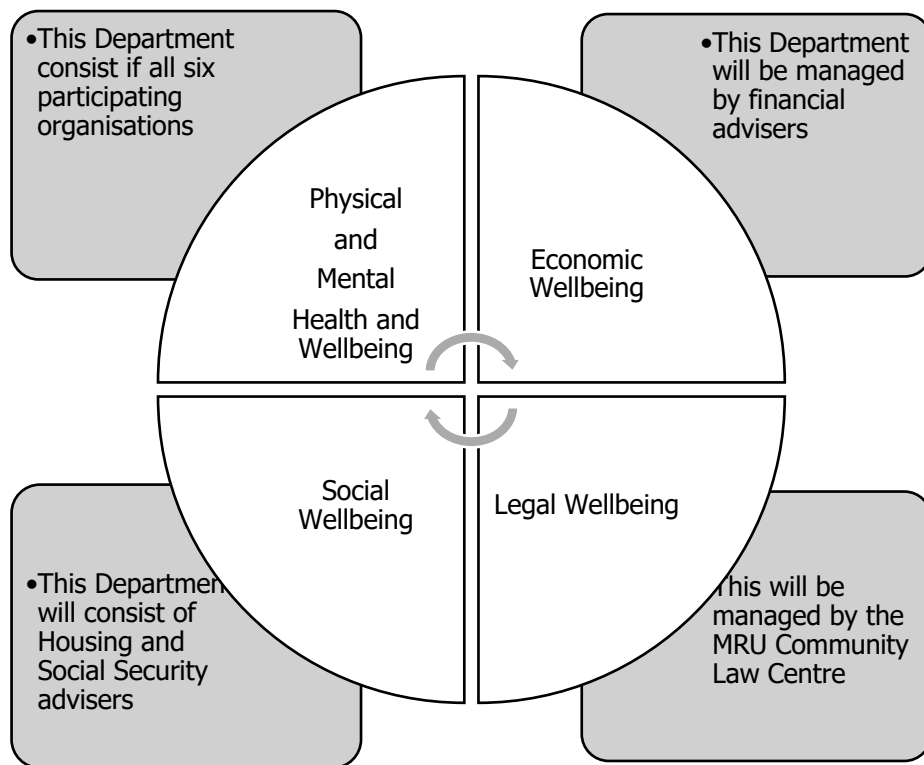
We expect to see the following outcomes in the implementation of the MRU Community Health and Wellbeing Hub project:

- (i) Priorities for the MRU Community Health and Wellbeing Hub reflect what is important to the beneficial communities.
- (ii) Community ownership of the Health and Wellbeing Hub, including their level of participation, breadth of community representation in the Board of Governors, various committees, and other sub-groups within the project.
- (iii) Community members are recognised as assets and feel valued.

- (iv) The participating organisations, funders, and supporters, and us work together to recognise existing assets that the Health and Wellbeing Hub can be built on.
- (v) Community members are provided with adequate information and support to improve their health and wellbeing by participating organisations of the MRU Community Health and Wellbeing supported by CAD-HR.
- (vi) Effective communication between CAD-HR, participating organisations, and community members including the wider community is available and enhanced.
- (vii) Community members in peer and lay roles are actively involved in organising and delivering the services of the Health and Wellbeing Hub.
- (viii) CAD-HR and Participating Organisations work together through the Health and Wellbeing Hub to address barriers such as, language, literacy, numeracy, low income, access to transport, childcare, digital exclusion, social and economic exclusion among others and support individual community members and other stakeholders to engage in evaluating the effectiveness of the Health and Wellbeing Hub.
- (ix) CAD-HR work with Participating Organisations, stakeholders, and the wider community to identify local skills, knowledge, networks, relationships, and facilities that could support the Health and Wellbeing Hub and are supported to understand and use the strengths that they already have in the community.
- (x) Ensure community members who take on peer and lay roles provide community members with quality support and advice and assist with and/or organise activities that promote health and wellbeing.
- (xi) Ensure community members in peer and lay roles also play important roles as connectors, relaying community opinion to CAD-HR and Participating Organisations as well as reaching people who are not in touch with the services of the Health and Wellbeing Hub or are socially isolated.
- (xii) Support such people to use their skills, knowledge, life experience, cultural awareness, and social connections to communicate with other members of their community effectively.
- (xiii) CAD-HR and Participating Organisations ensure that they recruit members of the local community who can take on peer and lay roles. Once recruited, ensure that ongoing training and support is provided to enable them to fulfill their roles and responsibilities and reach their full potential.
- (xiv) Participating Organisations and other members of the community are given support and information by other members of the wider community who are working closely with organisations that provide health and wellbeing services and act as representatives of the interests and concerns of the community to the Health and Wellbeing management team.
- (xv) Ensure access to community resources, practical help, group activities, and volunteering opportunities to meet health needs and increased social participation are available and enhanced.

- (xvi) Establish a link between primary care and the Health and Wellbeing Hub through social prescribing, green gyms, other community hubs in faith settings, healthy living centres, among others.

DELIVERY PLAN AND RESOURCES



Explanation of the Hub’s Departments

From the above diagram, it can be seen that the MRU Community Health and Wellbeing Hub is made up of the following four departments, (i) physical and mental health and wellbeing, (ii) economic wellbeing, (iii) social wellbeing, and (iv) legal wellbeing. As stated above, at the initial stage the focus was on health and wellbeing in the narrow sense, but after consultations and discussion with the participating organisations, it was unanimously agreed that the communities will benefit more and the hub will have deeper and wider impact on its beneficial communities if it also took into account the factors responsible for making people sick in the first place, i.e., tackling the root cause of the problem rather than the treating the disease itself and its symptoms. As a result, the delivery plan of the hub changed from a single department (physical and mental health and wellbeing) to four departments now which consist of the other three as seen in the diagram above. Below, is a brief description of each department:

Physical and Mental Health and Wellbeing

Presently, this department consists of all six participating organisations, also known as the ‘Original Six’. As seen from the brief descriptions of these organisations at section 3 above, all

the participating organisations work in the health and social care sector addressing different aspects of the health and wellbeing of the individual. Although some of their services may overlap, but we believe that this will strengthen their relationship with each other and will promote collaborative work. For example, Family United is keen in reducing loneliness and social isolation, whereas Count Down is committed to promoting physical activity and thereby reduce obesity and overweight. It is often the case that people who are socially isolated and/or lonely also suffer from obesity or overweight. One of the support activities of Family United is to encourage their service users to engage in physical exercise or activity regularly, which happens to be the main activity of Count Down. It can therefore be seen from this example that grouping participating organisations with a common goal fosters collaboration and partnerships.

It is worth mentioning here that the original six participating organisations will not be the only organisations in this department. We envisage that, as we move to the implementation phase of this project an increasing number of organisations who are delivering very important services within the physical and mental health and wellbeing sector would want to join the hub. In anticipation, allowance has been made to allow new members to join and for existing members to leave should they choose to. We believe this flexibility or open door policy would only enhance the strength and effectiveness of the hub. An admission of new members and the process and procedures for departing members policy has been developed to facilitate this.

Economic Wellbeing

By economic wellbeing as part of the hub, our thinking is that, most physical and mental health issues begin from lack of money or lack of personal financial management skills. This problem is often precipitated by various factors including low-level literacy and numeracy skills that enhances and individual's chances to be gainfully employed, job insecurity and/or the loss of employment through redundancy or otherwise, immigration status (some people may have initial permission to work which is then lost through revocation or through some other means such as not paying the complete fee for renewal or submitting invalid application). In most cases, the people found in these circumstances also have the 'no recourse to public funds' condition which means that, they are unable to turn to the benefit system or to consider whether they can apply for the 'no recourse to public funds' condition to be removed.

We intend to bring onboard trained, qualified, and experienced financial and employment advisers who will provide expert support and advise to community members who have lost their jobs and do not have the qualifications or skills to gain new ones, who will also work with them to build their CVs, enrol them in training programmes that will increase their chances of being gainfully employed. We also aim to organise seminars, workshops, and information sessions in which we invite employers, recruitment professionals, accountants, and financial advisers to give talks and information that promotes financial inclusions and economic security.

Social Wellbeing

With regards to social wellbeing, the focus of this department is on access to suitable and fit for human habitation housing and social security benefits. In our four years of experience providing free legal services to community members, most of the cases we have dealt with apart from those in the immigration section are related to access to housing, housing disrepair issues, homelessness and/or being threatened with homelessness, domestic violence issues that would require one of the parties to find a new home. Housing issues have been the most

troublesome for us in our work as local authorities are always very reluctant to provide accommodation to families stating that they themselves are struggling with property availability. Most of the families we support are either in overcrowded situations or required to be rehoused due to disrepair issues but they most of the time find themselves in Band 3 or Band C which means that they could be in the housing allocation system qualified to bid for new homes but their chances of succeeding or being relocated from their current housing situation is zero.

Access to social security benefits is also something that has persistently troubled community members most of who struggle to access online applications and resources. Some have been provided with tablets by the DWP but are still struggling to operate them due to lack of access to internet or not having the capabilities to navigate through the online forms or accounts. There are also many elderly residents who are living alone and vulnerable but are not up to the point where they are qualified for supported living. Further, those who have the 'no recourse to public funds' with children often qualify to apply for the condition to be removed but either do not know about it or simply do not have the skills to do so. We know that there are many advice agencies around but, most members of the communities we work with are reluctant to access them due to many reasons including lack of confidence in speaking or expressing themselves in English, fear of discrimination, among others. We intend to equip this department with trained and experienced professionals who are able to support service users with their housing issues and access to social security benefits.

Legal Wellbeing

With legal wellbeing, we mean the provision of quality legal services that will assist individuals trapped in complex situations which have severe impact on their physical and mental health and wellbeing. We already have the MRU Community Law Centre which we have been developing in the past two years, putting together all the regulatory requirements for a full and functioning Law Centre. We intend to make this Law Centre a department of the Health and Wellbeing Hub. This is because, it is almost impossible to imagine solving any of the problems described in the other departments above with the input or services of a Lawyer.

In our experience of the past four years since we started providing free legal services, we discovered that the range of problems that we are brought forward to us are so intertwined with the other areas we have described above that, we will have to call for help from Law Firms or practising Lawyers with many years of experience. We believe, if this Law Centre becomes part of the Health and Wellbeing Hub, it will be easier for us to have access to highly trained and experienced lawyers to assist with dealing with the complex issues we are often presented with. This will also make the health and Wellbeing Hub a complete one-stop-shop for all problems affecting the communities we support.

Structure of the Health and Wellbeing Hub

The overriding objective of this Hub is to provide a seamless and high quality support and services to our beneficial communities which work to ensure the promotion of their health and wellbeing in all aspects of their lives as described above. It is also worth mentioning here that, the MRU Community Health and Wellbeing Hub is a project of CAD-HR and a Sub-Entity or a Department of the MRU Social Community. The MRU Social Community is registered as a Community Interest Company in England with the registration number: **12512573**. However, due to the structure of the Hub and the nature of the work that the Hub is designed to do, a legally binding multi-stakeholder partnership agreement will be in place to ensure the smooth

running of the Hub and any future sub-entities, to effectively protect the interests of the beneficial communities, and to enhance their participation.

The MRU Community Health and Wellbeing Hub will be based in the London Borough of Southwark (Southwark) where most of community members reside. In terms of the actual location of the Hub itself, this is yet to be confirmed as there are a number of spaces, we have identified around Camberwell Green and depending on the outcome of our enquiries and negotiations with the owners of the properties, we cannot confirm exactly where the Hub will be located at this moment. Further, we are also finding ways to see whether it will be possible to obtain a space for the Hub through the local authority. We have started making progress on this front, but it is still inconclusive and therefore we do not know exactly where the Hub will be based as it depends on the availability of the space and whether the space is acquired from the local authority free of charge, or at a reduced or subsidised rate, or whether we are renting from the private sector.

In our first meeting with the six participating organisations, we agreed that the best way forward is put in place a governance structure that will ensure the smooth running of the Hub. Following the meeting, the students assisting us to develop this project conducted the election using google sheets and we now have a leader from the community who will be charged with the responsibilities of ensuring that the Hub runs smoothly. In line with its nature, the Hub shall consist of, Board of Governors (Management Committee) and various committees including, learning and development (leadership development), finance, audit and compliance, dispute resolution, community engagement and marketing, fundraising and events. It will be made up representatives from all participating organisations, CAD-HR, funders, supporters, and other stakeholders. It will be led by a representative of a participating organisation and the leadership of the board will rotate bi-annually. The Head of the Board will also act as the Chief Executive Officer, but his/her detailed duties and obligations and whether he/she will be a full-time paid individual will be discussed and agreed.

The Board of Governors or the Management Committee will be responsible for making, by consensus, management decisions, including approval of annual work plan, admitting new members into the Hub, ensuring that all the participating organisations are on target with their responsibilities and the services they are required to deliver, where necessary provide strategic guidance to participating organisations, taking enforcement actions against participating organisations that fall short or are not complying with their obligations, represent the Hub at all discussions, negotiations, meetings, seminars, and conferences relating to the Hub and the services it delivers with funders, supporters, local authorities, the private sector, and other stakeholders.

Once installed, a leadership and management training programme will be procured for the Board of Governors and all committee members to ensure that they fully understand their duties and obligations in respect of the management of the Hub and are empowered to make strategic decisions and take corrective actions where required. The training programme will also ensure that the Board of Governors and committee members are aware of the accountability of their office and committees and that the quality of the Board seriously affects the health and viability of the Hub. The training programme will further acknowledge the scale of responsibilities and the need for the Board and committee members to grow into tasks and responsibilities allocated to them. We will therefore ensure that we procure the right training programme from a reputable leadership and management training provider.

The Terms of Reference and other governance documents will be developed by CAD-HR prior to the installation of the Board of Governors and the committees. The Board and the

committees will be required to meet at least once a month to discuss important matters relating to the delivery of Hub services, review and make important decisions that enhances the effectiveness of the Hub.

Below the Board of Governors and the various committees is the Hub Manager who is responsible for the day-to-day management of the Hub. The staffing structure of the Hub has been developed upon expected level of available resources and to meet the expected development and growth of the hub service delivery. In this regard, it has was agreed by CAD-HR and all six participating organisation at the 08/10/2022 meeting that we need at least 4 members of staff at the initial stage of the operation of the hub. In the medium term, the Hub will need to have additional staff members including, heads of departments for the four departments (physical and mental health and wellbeing, economic wellbeing, social wellbeing, and legal wellbeing). For now, it is sufficient to run the Hub with four staff.

The Service Delivery System

In terms of the services of the Hub, this has been designed to reflect the different services provided by all participating organisations. As these are similar and different at the same time, we have developed a triage system. Access to the Hub is through the following three ways, (i) telephone call through the Helpdesk, (ii) face-to-face contact with the Helpdesk Operator by walking-in to the Hub, or (iii) through an online enquiry or booking system. Following one of these three routes, the Helpdesk Operator or a software system will collect all the required information from the individual wishing to use any of the services provided by the Hub. Once the information has been inputted into the software or ticketing system procured for that purpose, an email or several emails will be triggered to the various participating organisations or departments with the Hub. The responsible people will then action the information and requests from these emails and using a central booking system make appointments (virtually or face-to-face) with the individual and work with them to address their issue.

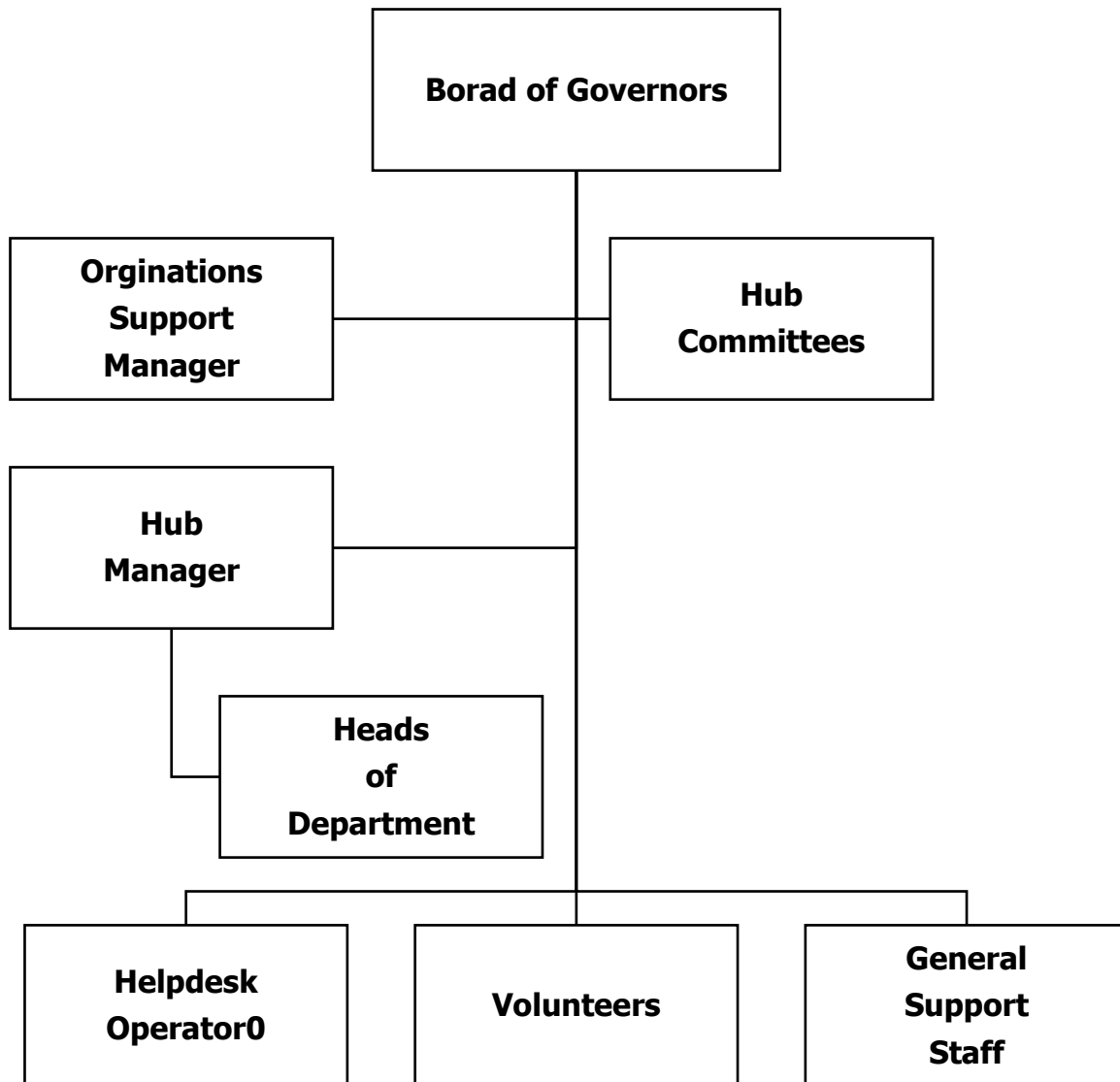
In the event that the issue(s) cannot be addressed at the initial meeting(s) and requires the attention of a specialist(s), the Hub Manager will use all resources available to him/her to ensure that the individual in question receives the support he/she is seeking. Arrangements and links will be made with GP Surgeries, the surrounding NHS Hospitals, health, and social care services available within the relevant local authority and in the local area to ensure that sufficient access to additional and specialised support is available at all times.

Further, we are planning to develop a database or a software where details of professionals within the communities or the local area, including their area of expertise, level of training and qualifications, length of service in the particular sector, their availability, and whether they can be accessed physically at the Hub on specific days, or online, will be developed and installed. We work with the Community Engagement and Marketing Committee to recruit such professionals on a voluntary basis.

We are certain that these activities and systems will ensure that anyone accessing the Hub is provided with the help and support they need. In addition, we have previously stated that the hub will also engage in preventive work to ensure that the staff at the Hub are not inundated and overworked. The Community Engagement and Marketing Committee will work closely with the Learning and Development committee to ensure that the behavioural change, health education, and health promotion activities are organised and delivered effectively within the community. This will ensure that while we strive to provide support to those who are ill or have ongoing health and wellbeing issues, we are also reducing and addressing the risks factors responsible for these issues and illnesses. As cited above, we have informed ourselves

about our approach by looking at how other communities in the Kk and other parts of the world has developed similar systems to promote health and wellbeing in the community and have provide examples to the effect.

Health and Wellbeing Governance and Management Structure



MRU ECONOMIC COMMUNITY

Unlike the MRU Social Community where we have made considerable progress, work in the MRU Economic Community has been very slow. We have faced many challenges that we have so far been unable to overcome but we continue to find solutions to the problems and barriers that the businesses we support faces. In 2019, when we started providing free business administration and management support services to members of the MRU Community, the number of people that were reaching out to us was very high and as a result we helped register over 40 small businesses. However, progressing from the start-up stage to development, growth, and expansion has been very challenges for us as a support organisation and for the businesses as well.

There are quite a few businesses that are interested in registering with the Care Quality Commission and provide health and social care services but the paperwork and what is needed to obtain the license is enormous and restrictive. Despite these challenges, we have made some progress but are still looking at ways that we can effectively support these businesses.

SECTION III

IMPACT REPORT

5,255 – 2022

Benefited from the services of the MRU Community Law Centre as part of our Human Rights Advancement efforts

6,587 – 2022

Benefited from Community Development Projects as we continue to make progress in our Development Advancement campaign

10% increase

How our Projects Benefited our Beneficiaries

MRU Community Law Centre

While structural and development work for the Law Centre continue, the Centre has continued providing free legal services to its beneficiaries. Although the overarching aim of the Law Centre project is for the Centre to act as a one-stop-shop for all legal problems affecting our beneficiaries, due to lack of adequate funding we have made considerable progress in some areas but other areas remain dormant at the moment as we either have not put in place the regulatory requirement to begin work in those areas or we lack the resources needed to being providing services in those areas including lack of trained, qualified, and experienced personnel.

However, despite these challenges in 2021-2022 demand for our service grew and the number of people we served increased by 10% and this year our services benefited **5,255** people from **4,778** in 2020-2021 reporting year. In terms of percentages, **67% or 3,520** of the people that accessed our services had multiple and complex legal issues that included and tied up with, immigration, domestic violence or modern slavery, housing, employment, and access to benefits. **31% or 1,630** of service users who accessed the Law Centre's services had only housing issues. Of these, over **60%** were living in overcrowded or unsanitary, or unsuitable housing conditions including disrepair issues and the rest were related to homelessness and those who are looking to access social housing. The remaining 2% or 105 had employment related problems only.

MRU Social Community

The biggest success we achieved with this project includes the establishment of the MRU Community Health and Wellbeing Hub and the MRU Arts and Cultural Community projects. The aim of the MRU Social Community as indicated elsewhere above is provide free administrative and management support to voluntary organisations within the MRU Community so that these organisations will go on and deliver their projects and create the positive impact as a way of achieving their respective objectives. While providing these support services on an ongoing basis, we also monitor the respective projects of the organisations that access our services. As a result of our continuous monitoring and evaluation of the projects of the voluntary organisations that we support, we also discover trends and patterns of problems and/or delivery models or identify potential areas for collaboration. This is exemplified by the Health and Wellbeing Hub and the Arts and Cultural projects described

above in which we were able to identify common interest and suggested a partnership among organisations working in the same sector with a view of promoting collaboration and efficiency.

Through our partner organisations, we were able to support **6,587** people in 2021-2022, a 10% increase from what we achieved in 2020-2021. Support in this area include, (i) assistance provided to cultural organisations which helped them to successfully organise cultural events that brought various communities together and enabled them to showcase their culture to other communities, (ii) assistance provided to physical wellbeing organisations working very hard to reduce obesity and overweight to do so by providing them with the tools and resources they need including partially funding an annual marathon event at Burgess Park, (iii) assistance provided to organisations providing support to women who have experienced violent sexual abuses, domestic violence, and related trauma to overcome and recover from their bad experiences and lead a better and prosperous life, (iv) assistance provided to organisations providing support to socially isolated and lonely people within the Black community in Southeast London, (v) assistance provided to organisations that provide support to Black Women experiencing mental health, financial crisis and support to get through the cost of living crisis, and (vi) assistance provided to organisations raising awareness about prostate and breast cancer and providing support to people with such illnesses and other long-term diseases.

MRU Economic Community

The approach we took with the MRU Social Community is the same approach we employed in the MRU Economic Community. However, as the work we do and the services we provide to the businesses that made up this community are mainly profit driven for the beneficiaries coupled with the fact that it takes a while for a business to start making profits, impact on this front is difficult to measure. However, we have continue assisting community members to set up businesses and social enterprises and continue to provide them with free management and administrative support.

At the time of writing, we have 8 companies that we are assisting in registering with the Care Quality Commission to provide healthcare services in the private sector. We also have few businesses that we are supporting in the cleaning industry, fashion industry, and in the food industry.

Testimonies of the Organisations that we Support and Work in Partnership with

Count Down Community Health and Wellbeing Network

CAD-HR has been an enabler and strong supporter of Count Down Community Health and Well-being Network.

Since we came into contact with CAD-HR in 2019 and worked collaboratively on their WCGL Funded Walk to Improve our Health and Well-being project, our organisation has been growing from strength to strength. In the past three years CAD-HR has supported all our activities including our annual mini marathon event every September.

Thanks to CAD-HR we are now in the process of registering our community group into a

Family United

Family United hereby express our profound appreciation and gratitude to CAD-HR for the invaluable and ongoing support they are providing to our organisation and to the MRU Community in general.

Since we started working in collaboration with CAD-HR in 2021, our organisation has flourished, breaking barriers, and discovering new opportunities. We have enjoyed working in collaboration with CAD-HR.

Our highlight for this year (2022) is our joint project in supporting struggling families to get through the cost of living crisis and

ICE Health and Wellbeing Hub

I Just want to take this opportunity to say a big thank you to CAD-HR for all the ongoing support through the process of registering our organisation with the charity commission. The hours and knowledge invested in this work has been truly appreciated.

I also want to thank CAD-HR for financially supporting the SL Rapid Response team during and after the covid pandemic. The support we value most from CAD-HR is the ability to provide mentorship and supervision to starting charities and founders.

I would encourage CAD-HR to continue promoting

Women 4 Women Empowerment Organisation

CAD-HR has made a positive and meaningful contribution towards the establishment and development of our organisation.

Since we came into contact with CAD-HR we have worked collaboratively in various projects including providing ongoing support to struggling families during the costs of living crisis.

Further, the MRU Community Health and Wellbeing Hub project which we are part of is another example of the excellent work that CAD-HR is doing in our community. This project will build and strengthen

Women's Health Advocacy Network

CAD-HR!!

Women's Health Advocacy Network is grateful for all your support in helping us with the ongoing challenges to achieve our (WHAN) our goals. Thank you for both the legal support and representation of our clients, helping WHAN to connect with other implementing organisations within the community and the daily personal support in dealing with our individual client's needs.

The most above all is bringing the community together by helping the most valuable organisations recognised and enabled them through your support to provide the highest level of service to our communities who are in dire need.

registered charity with the charity commission. Their team of experts designed our project proposal and all the supporting documents we needed to submit a persuasive application. We are still waiting to hear from the Charity Commission, but we are hopeful that the registration will go through.

We are also working with CAD-HR in a community health and well-being hub project which will enhance the delivery of our services and make deeper and wider impact. We are also hoping to work with CAD-HR on a number of other projects in due course. It's an organisation that is supporting our community immensely.

Ishmael Sankoh
Founder/CEO
CDCHWN

particular during the winter.

We also found the MRU Community Health and Wellbeing Hub project, a project that will bring immense benefit to not just the MRU Community, but the wider British society.

CAD-HR also designed and developed our "Age with Dignity" project that assist us to understand the impact of loneliness and social isolation and how, as an organisation we can support those people who due to cultural and other barriers are unable or unwilling to access mainstream support.

Thank you, CAD-HR, for the excellent work, you are a true asset to the community.

Alhaji Jalloh
Chairman
Family United

collaboration/partnership work across local communities the expertise and support is truly needed and appreciated.

Thank you for the incredible work you do around fostering community cohesion, inclusion, and diversity.

From
Ms Isatta Sisay
CEO/Founder
THSPP

relationships between voluntary organisations within and outside the MRU Community.

Without any exaggeration, we would not hesitate CAD-HR to anyone, as its services are beneficial and helpful to the community, organisations, and other entities.

We express our sincere appreciation to the CAD-HR team, and we encourage them to continue with the excellent work.

Together, we will continue to make deeper and wider impacts and transform communities.

Rugiatu Kanu
Founder/CEO
Women 4 Women
Empowerment

CAR-HR is providing a valuable service to organisations, individuals, and the community as a whole. Your services is needed we hope you will continue to get the relevant resources for your ongoing support.

WHAN needs help in sourcing out funding for the progression of our ongoing services. We hope that CAD-HR will help us with their expertise is addressing this issue/need as it is very important.

Thank you very much for everything you are definitely making a difference.

Adama Nyama Bah
Founder/ CEO
Women's Health Advocacy
Network



Notes

CAD-HR is providing ongoing support to the above organisations, and we have worked collaboratively in various community development and health and wellbeing projects that have benefitted a wider and diverse groups of beneficiaries across the UK. Currently, we are working with these organisation to implement the MRU Community Health and Wellbeing Hub project which we expect to make deeper and wider impact on the lives of the communities in the vicinity of the project. We have enjoyed working with these organisations and we will continue building and strengthening our relationship and work in collaboration to continue deepening and widening our impact on the communities we support with a particular focus on health and wellbeing.

From CAD-HR we also want to express our profound thanks and appreciation to the above organisations and affirm here that without your support, our organisation will struggle to make a difference in the lives of the deprived communities that we intend to benefit, but your support makes it easier and together we are stronger and more effective and efficient.

Thank you and we look forward to a prosperous 2023.

THANK YOU TO OUR SUPPORTERS

We wish to express our profound gratitude and thanks to the MRU Community who have been our strongest and most committed supporters. Without the support of this community, our journey would have been significantly different, and we do not think that we would have been able to make the differences and impacts that we are currently making.

We also want to thank MRU Corporation, a local business that has been our strongest and highly committed supporter and enabler since our inception. Its financial and in-kind contributions has enabled us to design, develop, and implement our innovative projects.

Beneficiaries who have received support from our services and felt the impact of our interventions directly have asked us to share their genuine and profound thanks and appreciations with those who made it possible. We therefore say **Thank You** to the donors who have chosen to support our work for your continued support without which it would have been extremely difficult for us to continue delivering our services.

Individuals, organisations, agencies, community groups and religious places of worship have also helped those in need to access our services through referrals. In addition, our work is strengthened by our partnership and collaborative work with voluntary organisations within the MRU Community which we now know as the MRU Social Community. We wish to say here that we have enjoyed working collaboratively with you and we pray that our relationship continue to grow from strength to strength.

Together, we have begun changing the landscape and transforming deprived communities into strong and vibrant communities. Together, our creative thinking, passion, and determination to succeed has enabled us to change the way voluntary organisations think and work together and we will continue building on our success and innovate as we progress.

Once again, we say thank you to all our supporters and our profound gratitude goes to our partner organisations, including but not limited to:

MRU Corporation
Women's Health Advocacy Network (WHAN)
Women 4 Women Organisation
Family United
Count Down Community Health and Wellbeing Network
ICE health and Wellbeing Foundation, and
Mandingo Union UK&I

Plans for the Future

It remains our firm commitment to promote development and human rights and we therefore strive relentlessly to provide the tools, resources, and support systems needed for our beneficiaries to be economically independent, socially included, and are thriving in society.

Our funders and supporters can be confident that their donations and in-kind contributions are targeted to and reach the individuals and communities they desire to support through our intervention. All donations and in-kind contributions received in 2022 was used to fund our community development and human rights advancement projects.

The establishment of MRU Community Law Centre has helped a rapidly increasing number of deprived families who could not have afforded the fees of quality legal services to sort out their legal issues. As we continue to develop and expand the reach of the Law Centre online and through our satellite offices, the impact of its services will be deeper and wider.

The significant progress and ongoing development of MRU Social Community has resulted in the proposed establishment of MRU Community Health and Wellbeing Hub, MRU Arts and Cultural Community, and MRU Multicultural Centre. The benefits from these three major and important projects will transform the communities we support tremendously, strengthen their common bond, and enhance partnership and collaboration between voluntary sector organisations and businesses.

Since our establishment, we have rigorously ensured that community development and human rights advancement continue to be the driving force of our interventions. Our approach is innovative and unique and is admired by many organisations and businesses across the world. We will continue to work with in-house and independent scholars, experts, and practitioners to continue innovating and improving our community advancement approaches which are rooted in our *raison d'être* and relevant to the current situation and circumstances of our beneficiaries.

We will continue our constant and ongoing engagement with the communities we work with, raise awareness, educate, and inform about our community development and human rights advancement programmes across the country, providing online resources, consultations services and webinars. We will also work with a range of networks and organisations to spread knowledge about our work even further.

We expect our income stream to increase in 2023 as supporters have seen the impact of our work on the lives and livelihood of the communities that we support and our innovative approaches to improving the financial and social stability and security of our beneficiaries. Our flexible recruitment and staff engagement has made us very efficient and enabled us to do more with very little. As a result, of this efficient way of delivering our services we save more money and use the saved funds to design, develop, and implement more innovative projects.

SECTION IV

HOW WE OPERATE

Our People

We seek to maximise the potential of all workers associated with CAD-HR and we cultivate high levels of staff engagement. We do this through:

Employee Engagement Surveys

Our staff and associates participate in quarterly staff engagement survey, giving helpful feedback on what it is like to work at and with CAD-HR. During 2022 over 94% of participating staff said that our mission inspire and empower them. In addition, staff and associates meet regularly to discuss ideas and provide feedback.

Safeguarding

We expect all staff and associates, volunteers, partners, interns, and consultants to conduct themselves in a way that preserves the dignity and respect of every individual. We have a Code of Conduct that reflects this.

We have zero tolerance for harassment, bullying or exploitation in any form.

Equal Opportunities and Diversity

We have an Equality and Diversity policy in place to ensure we give prospective staff and associates, existing staff and associates and volunteers equal opportunities to succeed. We engage the best person we can find for the role, ensuring they have the right skills, knowledge, and experience to help us achieve our mission.

We encourage staff and associates to develop within CAD-HR to match their circumstances and aspirations wherever possible.

Employee' Remuneration

The Board of Trustees determines the salary of the Executive Director.

The Executive Director proposes the salaries of key management personnel to the Board, which approves/amends as appropriate. In 2022, the key management personnel comprised the Executive Director, MRU Social and Economic Community Co-ordinator, MRU Community Law Centre Co-ordinator, and Project and Community Engagement Manager.

The Executive Director and the key management personnel agree the salaries of all other staff and associate. We set and review salaries based on a combination of benchmarking, seniority of the role, experience, and CAD-HR's overall budget. For 2022, we also took into account the personal circumstances of the staff or associate, the current financial, high price, and costs of living crisis. We review salaries in April each year, with any changes effective from the following month.

Use of Volunteers

Volunteers are a valued resource in our work. In 2022, we had over 37 professionals and students volunteering for us from time to time. These include experienced legal practitioners, development practitioners, and students from the US through our partnership with CAPA a Study Abroad Institution, from EU, and other parts of the world.

Volunteers have been involved in four key areas, (i) contributing professional services, (ii) business and management support, (iii) organising fundraising events, and (iv) designing, developing, and implementing projects. In 2022, nearly 40 professionals with the legal service sector, finance, human resources, and management contributed their time and professional services on a pro bono or reduced cost basis. The value of their services given in kind amounted to **£271,434**.

During the year, we had about 37 experienced legal practitioners each contributing 16 hours a week for over 50 weeks. Additionally, we also benefited from 14 experienced development practitioners. Volunteers are supported and trained in their roles by employees and given assistance where required. Additionally, experienced professional volunteers were also used as consultants to provide legal and technical services that would have been outsourced to various firms.

We have supporters across the UK who help communicate our work. Volunteers across the UK help spread the message both online and offline about the impact we are making in the lives of our beneficiaries, so an increasing number of people know about the work we do and why we exist. Message about our work has been spread through various channels including all social media platforms, online channels, at religious places of worship, community centres by distributing leaflets, flyers, workshops, conferences, seminars, and sponsoring local community events.

We are thankful to have reached this far and for this level of support from our volunteers, supporters, and beneficiaries in achieving our vision.

How we Manage our Funds and Resources

Principal Risks and Uncertainties

Every year, CAD-HR review its risk management process and we confirm that we have reviewed our risk management process for this year as well. The board of Trustees have the responsibility of looking at our risk management process and agree on which areas need improving. We confirm that this was done in mid-November 2022 and recommendations for improvement include improving our strategic risk register which was developed in 2021 which detailed the external risks we face, and which are identified as important but outside our control. We confirm that we have responded to these recommendations and have put in place effective measures that will mitigate their impact on our organisation and beneficiaries.

Risks associated with our work and projects will be continued to be monitored and managed through our operational risk register. These risks are overseen by the relevant staff members and the Head of our Finance Committee. The next stage of our improvement is to improve the risk appetite section of our risk policy and to enhance the assurance framework to ensure that internal controls are working properly which is overseen by the Finance Committee which provides regular updates to the Board on the outcome of these.

The Trustees assess all major risks to which the charity is exposed and review the systems and procedures established to manage those risks. The most significant risks are:

External Influence

A decline in funding and donations due to external influences such as the current economic crisis including inflation, high energy costs, high price crisis, and other resultant economic downturn, which increases our risk of financial instability and could impact the security of our funding streams.

This risk is mitigated through a diverse funding base and an increased focus on building and strengthening the MRU Community and strengthening our partnership with MRU Corporation and working with the thriving MRU Social Community and the business community to increase and expand on our fundraising activities. The Board of Trustees are also working on identifying innovative sources of funding that would give the charity financial security and stability.

Further, we have significantly reduced the amount of funds spent on running costs and working on developing sustainable funding streams through our partnership with MRU Corporation and other local businesses within the MRU Community.

Data Breach

Loss of data through breach, cyber-attack, server failure or human error cyber-attack is now one of the largest concerns of organisations. Despite adoption of all recommended protections and processes the changing nature of cyber-attacks means that there will still be a risk, which we will be unable to completely mitigate or manage. A data breach or cyber security incident could result in legal, contractual and/or regulatory consequences, as well as reputational damage.

This risk is mitigated through having a dedicated IT supplier who ensure that we have strong IT systems in place, Firewall and antivirus software installed, software and operating systems regularly updated with security patches and our database, network and email all hosted securely in the cloud and backed up daily. We have clear Data Protection, Data Breach, and IT policies which staff and associates are regularly reminded of, and all staff and associates receive online GDPR training annually. Additionally, we have cyber security insurance in place to mitigate the impact of the risk and to insure us against an unfortunate and unforeseen breach.

Further, management actions have been agreed which include improving the assurance process to ensure compliance with policies, a planned upgrade to SharePoint that enable the whole network to be located offsite and therefore more secure, and a review of our business continuation and response plan in the event of a data breach or cyber-attack.

Demonstration Impact

In our three years of operation, our community development and human rights advancement projects were geared towards working to empower and strengthen communities from Black, Asian, and Minority Ethnic (BAME) groups through the provision of free administrative and management support and legal services. We acknowledge that it is always challenging for us to demonstrate impact due to the size of the beneficiary community that we chose to work with. This resulted in key funders doubting how we can show that our work is making the impact that it is supposed to make. This risk has made it a bit more difficult for us to access the funding we need to continue delivering our services and increase our risk of financial instability.

This risk has been mitigated by redefining our beneficiary community and narrowing the scope of the number of beneficiaries we were targeting. We resulted in creating the MRU Community in the UK consisting of individuals, businesses, and voluntary organisations from the Manor River Union (MRU) region in West Africa which includes Sierra Leone, guinea, Liberia, and Ivory Coast. Having narrowed our focus in terms of the size of our beneficiaries, we were able to obtain information from the Office of national Statistics (ONS) that this community is now over **67,000** persons living in the UK currently.

With this information, we can undertake further studies to deepen our understanding of the needs of this community so as to better serve them. We will work with innovative institutions like IpsosMORI to learn more about this community. It is now easier for us to measure our impact, collect evidence, and conduct further research on any issues we intend to address.

Reputational

Media or other organisations publish high critical, slanderous and/or inflammatory opinions on the work of charities. This could result in a loss of reputation for excellence, quality of work and confidence on CAD-HR.

This risk is mitigated through policy initiatives grounded in and supported by our impact reports and testimonies from our beneficiaries aligned with our strategic aims, ongoing discussions with the Executive Director, the Board of trustees, and key stakeholders of the MRU Community for the duration of our operations. We will strengthen our community engagement and make it easier for beneficiaries and stakeholders to be able to express their views about our operations freely.

We will continue to maintain and further strengthen our relationship with the community that we work with and organise regular townhall meetings to allow members of the public to engage with us constructively.

Financial

The risk of insufficient generation of funds to cover the cost of implementing our projects, as well as the core costs of the organisation. This would affect our ability to grow and meet the needs of our beneficiaries. This risk is being mitigated by ensuring that we diversify our fundraising activities to fully cover the direct costs of running the organisation as well as implementing our projects. Since its establishment funds to cover core costs of operations and the cost of raising funds have been provided personally by the Trustees and MRU Corporation.

However, the recent progress that we have made in the community has enabled us to raise more funds from the community. The organisation's strategy and its key elements such as budgetary review, cash resources, and cash flows are subject to regular management and Board review, supported by operational updates and key operational metrics.

People

The risk of losing valuable staff members who has extensive experience in running CAD-HR. this could result in failure to attract, motivate, and retain the most talented colleagues and failure to develop the required culture, leadership, and behaviours to achieve our objectives. This risk is being mitigated with the continued development of all staff and associates at all levels, and with staff and associates engagement policies and processes to attract and retain the best people.

The right people are our most valuable asset. We continue to manage and consider diversity and inclusion as well as colleague engagement. We provide ongoing opportunities for personal and professional development. We have put in place staff training, with the team responsible for learning and development.

Serious Incidents

The risk of incidents that damage reputation and/or negatively impact operations including suppliers, beneficiaries, and GDPR breaches. This risk is being mitigated by ensuring that we have a robust serious incident policy in place, that staff, associates, and Trustees have been trained on adhering to the policy, and that GDPR-compliant systems in place which are well above the minimum standard required. In addition, beneficiaries are carefully assessed to ensure eligibility and likely impact, with Board involvement where necessary.

Our approach to operations

We made continuous improvement in the use of Customer relationship Management (CRM) system for beneficiaries and service users records. We also further embedded the safety of our accounting system with Accounting IQ.

Safeguarding

The risk that people who encounter CAD-HR are not protected from harm. This risk is being mitigated by ensuring CAD-HR has safeguarding policy and training rolled out for staff, associates, and Trustees, a policy which ensures reinforcement of good culture and good practice. We will continue to provide safe places, encourage the confidence to report any issue, and take consistent action. Trustees continue to ensure that these and other risks are managed appropriately. Trustees review systems and procedures for risk management throughout the year.

General Data Protection Regulation

The General Data Protection Regulation (GDPR) became law in May 2018. The regulation sets out the responsibilities all organisations have in relation to the personal data that they collect and hold and is designed to enhance the rights of individuals in controlling their own personal data. We take privacy seriously and we are committed to protecting personal data, and to ensuring that we are compliant with the changes introduced by the GDPR.

We have put in place policies and procedures to comply with GDPR in the areas of data protection policies, data mapping, data retention and cleansing, data processing and supporter data privacy, consent, and preference management. We consider that every member of staff has a role to play, and we have regular training to ensure we are all familiar and compliant with the new requirements.

Our approach to public fundraising

A significant proportion of our funds come from the public, and our aim is to ensure we do this in both a respectful and compelling way that is consistent with our values. We support measures that will improve public trust and support for the sector. We are registered with the Fundraising Regulator and pay the annual levy required. We will work diligently to comply with the Code of Fundraising practice.

The Development Manager manages all income-generating activities, guided, and monitored by the Director, with overall oversight by the members of the Board. Our staff, associates, and consultants carry out fundraising activities for the charity. In 2018, 2019, 2020, 2021, and 2022, we did not use professional fundraisers or have any commercial participants.

We have set standards for the operation and management of our fundraising activities. We engage with our local community groups and collaborate with them to organise fundraising activities. We consider that our processes and controls ensure that vulnerable people and other members of the public are protected from any unreasonable intrusion on a person's privacy and that no fundraising activities would be unreasonably persistent or place undue pressure on a person to give money or other property. We actively encourage supporters to contact us with any feedback.

In 2021, we received a complaint from Virgin Money Giving relating to £25,800 donations made to us online through their platform. Virgin Money Giving operates a policy in which donations are held for 15 days before transferring the funds into the account of the beneficiary charity. In this case, that money was transferred into our charity's account after 21 days. After over 30 days, we received an email from Virgin Money Giving to return the money to them as they were not sure whether the money was meant for us. We refused to return the money on the basis that we did not see anything wrong or suspicious with the donations. We complied with all the requirements for setting up a fundraising platform with Virgin Money Giving.

The matter was referred to the Charity Commission for investigation and we were contacted by the Charity Commission. We co-operated with the investigator and responded to all the letters sent to us. We provided sufficient information and evidence to satisfy the investigator that the

donations were genuine and not from any suspicious source. The matter was closed, and we have learned a lot from this incident which has helped us improve our fundraising activities.

After the incident, we agreed not to rely entirely on online fundraising platforms and to ensure that we also carry out our due diligence to ensure that we only receive funds designated for our organisation and from legal sources. We have therefore, limited our online fundraising activities and are now working with various local businesses and organisations to embark on organising fundraising events such as festivals, musical concerts, sports, and other entertainment activities.

How we are governed

The Board of Trustees governs the organisation in line with its Constitution, vision, mission, values, aims and charitable objectives and provide overall policy direction. The Board is responsible for compliance with the legal and statutory requirements of CAD-HR.

CAD-HR's Board of Trustees is currently made up of three elected Trustees, four advisers from the MRU Community, and four experienced professional advisers from the International Development Practice sector. There are also various standing and ad hoc committees with the Board including, the Finance Committee, the Audit and Compliance Committee, the Project Development and Management Committee, the Community Engagement Committee, and the Events and Fundraising Committee. In total, there are 12 members that sit at the Board of CAD-HR. The Board meets at a minimum four times a year. The Finance and Audit Committee promotes and safeguards the highest standards of integrity, financial reporting, and internal control. It also oversees the organisation's risk management process, and any capital spend projects.

The Executive Director and employees make operational decisions and run the charity. The Executive Director or Line Manager, as appropriate, sets and agrees objectives with employees to ensure that the strategic objectives of the charity are being met. The Executive Director or Line Manager, as appropriate, also ensure staff and associates who have direct contact with beneficiaries are regularly supported, trained, and assessed to ensure their communication is in line with the charity's values.

Organisational Purpose: Public Benefit

The Trustees confirm that they have complied with their duty under the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit. The Trustees consider these when reviewing the aims and objectives of CAD-HR, and in planning activities for the future. The Trustees consider that the aims and activities of the charity are exclusively for public benefit.

The trustees confirm that the aims of the Charity continue to be charitable and that the work of the charity is in line with its objectives, that the aims and the work done give identifiable benefits to the charitable sector and both directly and indirectly to individuals in need, that the benefits

are for the public and are not unreasonably restricted in any way, and that there is no detriment or harm arising from any of the activities of the charity.

Board Effectiveness

Trustees are recruited based on relevant expertise, skills, experience, and qualifications, and on alignment of their values with CAD-HR's values. Before appointment, potential Trustees meet with the Chair of the Board and the executive Director. They are then invited to attend a Trustee meeting as an observer. After this, they are invited to act as an Adviser to the Board for six months and after this process, the Board decides whether to recruit the trustee. Once recruited, the Trustee is properly inducted into the organisation and training and support provide on an ongoing basis.

The number of trustees is within the range recommended by the Governance Code. The profile of trustees is broadly representative of the people the charity work with and support. Our trustees undergo a comprehensive induction programme and are offered training and development opportunities throughout their Trusteeship. We have undertaken a skills audit of all trustees and intend to continue this practice.

Openness and Accountability

We make our charity's impact accessible to donors and stakeholders through our website and update it on an ongoing basis. We regularly share stories of our beneficiaries on our website and in external messaging. We fully disclose details of our Trustees and their biographies on our website. We have a disclosure policy in place, detailing what information we hold and how we process it, to provide confidence that we are securely handling private and often sensitive beneficiary and donor data.

Integrity

CAD-HR's Board of trustees has established a solid foundation in governance in which all Trustees are clear about their roles and legal responsibilities, are committed to supporting the charity to deliver its object most effectively for its beneficiaries' benefit and contribute to the charity's continued improvement.

We welcome the 2017 Charity Governance Code as a positive step forward for improving governance and excellence in resource management in the sector. The Board has undertaken a thorough review of its current practice compared to that recommended in the Governance Code. Both the Board and the Finance and Audit Committee take feedback on board and regularly implement aspects for improved Governance. The Board will identify further areas for improvement over time. This is part of the continued concern of the Trustees to constantly improve the effectiveness of the organisation.

We have serious incidents policy. However, there has not been any serious incident at CAD-HR. We also have a conflict of interest policy and detail potential conflicts within this report. In addition, each Trustee confirms annually that they are eligible to hold the position.

Diversity

We recognise the benefits diversity can bring. The charity has an Equality and Diversity policy which extends across the organisation.

Trustees and employees are from a range of backgrounds. The majority of employees and all Trustees are from Black African background. We currently have two female and one male Trustee.

Environmental Impact

We are also constantly striving to reduce the charity's impact on the environment. All Board papers are provided online only, all applications are now fully online, and all donor and application records are stored online.

We also ensure that all our work including the legal service we provide is done mostly electronically and we have a zero paper use policy which ensure that we do not print anything.

Reserve Policy

Both the Board and CAD-HR's supporters recognise that the organisation operates in an environment that requires a long-term commitment if it is to achieve its mission. Being a development and human rights advancement organisation, it is the work undertaken by CAD-HR's staff that forms our charitable activities. Therefore, it is the view of the Board that CAD-HR needs a reserves level that will enable it to continue to attract the highest level of expertise and in so doing meet its long-term commitments to its supporters and beneficiaries.

Each year, the Board review the reserves policy, taking into consideration any major risks and the impact these could have on planned income and expenditure. Our current policy is that unrestricted reserves on average are equivalent to at least six months running costs are needed if CAD-HR is to deliver on its commitments, meet the long-term expectations of its supporters and beneficiaries and continue to attract the highest level of legal, technical, and developmental expertise with which to do so.

It remains extremely important to us to continue growing CAD-HR so that we can keep up with the increasing demands of the work is needed, and we believe we have done this in a sustainable way. Whilst CAD-HR is now in a much stronger financial position, it remains important that we maintain our reserves at the agreed level. We keep a close eye on these and our cash flow throughout the year.

Having changed our recruitment and employee engagement approach, our expenditure budget for 2022 financial year anticipated growth, but the challenges we continue facing from the impact of Covid-19 and the current financial crisis on our income streams means that we continue finding alternative sources of income stream. We have been able to reduce our budget further down through salary savings and innovative ways of engaging with employees including remote working, consultancy, and hybrid approaches. We expect to receive two-thirds of our income from the MRU Community and MRU Corporation, and the rest from grant funding applications.

Investment policy and performance

CAD-HR does not hold any investment at the moment. However, we are considering investing with MRU Corporation in 2023. The objective of our intended investment policy is to limit risk as far as is possible while earning such profits as is available on very secure deposits. Accordingly, our investment policy is to invest short-term and long-term deposits and to hold cash only at those banks with a high credit rating.

Going Concern

The Trustees have considered the funding position and risks to which the organisation is exposed. The Trustees have a reasonable expectation that the charity has adequate resources to continue in existence for the foreseeable future. The Trustees believe that there are no material uncertainties which call into question the charity's ability to continue as a going concern. The financial statements have therefore been prepared on the basis that the charity is a going concern.

Plans for the future

The future of CAD-HR is very bright despite the challenges we continue to face. The challenges we faced during the outbreak of Covid-19 and its continuous adverse effect coupled with the war in Ukraine, the cost of living crisis, and the country's current financial crisis means that we will continue to build on and find new and innovative ways of adapting, not only for survival but for progress and expansion as well. We are moving away from spending thousands of hours preparing funding applications to working with voluntary organisations and local businesses to generate the income we need to continue delivering our services to our beneficiaries.

We have established partnership with Sierra-Guinea Entertainment, a private business specialised in organising festivals, musical concerts, and cultural shows throughout the year. We are confident that this will maximise our income stream and make us less reliant on grant funding and

asking people to donate. This approach also has the benefit of not only bringing us the income stream that we need to continue delivering the much needed services and innovative projects to our beneficiaries, but also strengthen our partnerships and collaborative work with the MRU Community.

In our second annual report, we indicated that our main focus for 2022 and 2023 was to establish the MRU Community Law Centre. We are happy to report that we have made considerable progress on this front. This year, we design an innovative project that will further enhance the effectiveness of the Law Centre and this project which we called the MRU Community Health and Wellbeing Hub which consist of physical and mental health and wellbeing, social wellbeing, economic wellbeing, and legal wellbeing.

The overarching aim of this project is to provide a one-stop-shop solution for all the problems affecting our beneficiaries and also for the Hub to act as an information centre alongside the wide ranging services it provides. Work on this project has already begun and the five original participating organisations have already elected their leader and have established their Board of Governors. Engagement with the beneficial community has also begun and all the project development activities are already running according to schedule. We are quite happy with the pace at which the project is developing and intend to press on until we finally establish a functional and efficient Health and Wellbeing Hub.



CAD-HR DEEPLY CARE ABOUT THE

COMMUNITIES



PEOPLE



OUTCOME

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
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**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
CHARITY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2022**

Trustees	Askia Warne Hawa Barrie Umu Sanu Bah
Charity Number	CE014457 (England and Wales)
Registered Office	Unit 414 Vox Studios London SE115HJ United Kingdom
Accountants	Edmil Accountants UK Ltd 146 Broadway Didcot Oxfordshire OX11 8SH

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
(CHARITY NO: CE014457 ENGLAND AND WALES)
TRUSTEES REPORT**

The Trustees present their report and accounts for the year ended 31 December 2022.

Trustees

The following Trustees held office during the whole of the period:

Askia Warne
Umu Sanu Bah
Hawa Barrie

Statement of Trustees responsibilities

The Trustees are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare accounts for each financial year. Under that law, the Trustees have elected to prepare the accounts in accordance with the requirements of the Charities Act 2011 (The Act). Under Charity law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that period. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent.
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charity Commission under section 145(5)(b) of the Act. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Charity provisions

This report has been prepared in accordance with the special provisions relating to small charity total income -recorded in the statement of financial activities, prepared in accordance with the Charities SoRP (FRS102) and the total expenditure as shown in the Statement of Financial Activities (prepared in accordance with the Charities SORP (FRS102))

As a CIO with an annual income of less than £250,000, Centre for the Advancement of Development and Human Rights prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. Centre for the Advancement of Development and Human Rights ended the year with a cash balance of £16.

Signed on behalf of the board of Trustees



.....
Askia Warne
Trustees

Approved by the board on: 10 August 2023

**CHARTERED CERTIFIED ACCOUNTANTS' INDEPENDENT EXAMINER'S REPORT TO THE
BOARD OF TRUSTEES ON THE PREPARATION OF THE CHARITY ACCOUNTS OF
CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

In order to assist you to fulfil your duties under the Charity Act 2011, we have prepared for your approval the accounts of Centre for the Advancement of Development and Human Rights for the year ended 31 December 2022 as set out on pages 6 - 9 from the Charity's accounting records and from information and explanations you have given us.

As a practicing member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <https://www.accaglobal.com/uk/en/about-us/regulation/rulebook.html>

Our work has been undertaken in accordance with the requirements of the Association of Chartered Certified Accountants as detailed at http://www.accaglobal.com/content/dam/ACCA_Global/Technical/fact/technical-factsheet-163.pdf.

Edmil Accountants UK Ltd
Chartered Certified Accountants

146 Broadway
Didcot
Oxfordshire
OX11 8SH

22 August 2024

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Unrestricted	Restricted	Total	Prior Year
RECEIPTS				
Voluntary receipts	-	-	-	-
Activities for generating funds (Trading)	-	-	-	-
Grant	-	-	-	500
Charitable activities	34,849	1,000	35,849	29,283
Other receipts	-	-	-	150
Total Receipts [A]	34,849	1,000	35,849	29,933
PAYMENTS				
Revenue Expenditures				
Cost of generating voluntary receipts	600	-	600	-
Operating expenses (Schedule 1)	30,881	1,000	31,881	27,604
Governance costs	-	-	-	26
Other Costs	2,360	-	2,360	2,100
Total Revenue Expenditures [i]	33,840	1,000	34,840	29,730
Net Operating Cash Surplus/(Deficit) [A-i]	1,008	-	1,008	203
Purchase of fixed assets [ii]	1,267	-	1,267	-
Total Payments [B] = [i+ii]	35,107	1,000	36,107	29,730
Net Cash Surplus/ (Deficit) for the year [A-B]	(259)	-	(259)	203
Cash balance brought forward from last year	275	-	275	72
Cash balance carried forward end of this year	16	-	16	275

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2022

	Unrestricted	Restricted	Total	Prior Year
	£	£	£	£
CASH FUNDS				
Cash at bank and in hand	16	-	16	275
Deposit account	-	-	-	-
Total Cash Funds	16	-	16	275
FIXED ASSETS				
Furniture and fittings	7,211	-	7,211	7,211
Computer equipments	12,668	-	12,668	11,401
Total Fixed Assets	19,879	-	19,879	18,612
Total Assets	19,895	-	19,895	18,887
Reserves Retained for Charity Use				
Income and expenses account	19,895	-	19,895	18,887
Charity Funds Retained	19,895	-	19,895	18,887

For the year ending 31 December 2021 the Charity was entitled to exemption from audit under section 477 of the Charity Act 2011 relating to small Charity. The members have not required the Charity to obtain an audit in accordance with section 476 of the Charity Act 2011.

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

These accounts have been prepared in accordance with the provisions applicable to Charity subject to the small Charity' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

The financial statements were approved by the Board of Trustees and authorised for issue on 10 August 2023 and were signed on its behalf by



Askia Warne
Trustees

Charity Registration No. CE014457

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF CHANGES IN RESERVE
AS AT 31 DECEMBER 2022

	Reserve Funds	Surplus & (Deficit)	Total
	£	£	£
At 1 January 2021	-	18,684	18,684
Surplus/ (Deficit) for the year	-	203	203
At 31 December 2021	-	18,887	18,887
At 1 January 2022	-	18,887	18,887
Surplus/ (Deficit) for the year	-	1,008	1,008
At 31 December 2022	-	19,895	19,895

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022

1 Statutory information

Centre for the Advancement of Development and Human Rights is a Charity, registered in England and Wales, registration number CE014457. The registered office is Unit 414 Vox Studios, London, SE115HJ, United Kingdom. The Charity is in the process of being wound up.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the Charity Commission guidance. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Average number of employees

During the year the average number of employees was 23. However, the average number of volunteers was 25.

- 5** Centre for the Advancement of Development and Human Rights reserves lie in its unrestricted cash balances of £16 as at 31 December 2022. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for charity work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

SCHEDULES TO STATEMENT OF RECEIPTS AND PAYMENTS

This schedule does not form part of the statutory accounts.

Schedule 1: Operating Expenses

	<u>2022</u>	<u>Prior Year</u>
Sundry Expenses	683	467
Charity Payments	26,478	24,017
Staff Welfare	10	-
Professional Fee	479	-
Office Supplies	287	24
Subscription	-	557
Website Charges	253	-
Meals and Subsistence	718	15
Telephone and Internet	330	333
Software Charges	658	30
Repairs and Maintenance	-	-
Premise Rent	249	-
Insurance	253	96
Computer Accessories	-	64
Advertising and Marketing	867	2,000
Print, postage and stationery	35	-
Travelling Charges	24	-
Rates and Taxes	556	-
	<u>31,881</u>	<u>27,604</u>

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
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**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
CHARITY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2022**

Trustees

Askia Warne
Hawa Barrie
Umu Sanu Bah

Charity Number

CE014457 (England and Wales)

Registered Office

Unit 414 Vox Studios
London
SE115HJ
United Kingdom

Accountants

Edmil Accountants UK Ltd
146 Broadway
Didcot
Oxfordshire
OX11 8SH

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(CHARITY NO: CE014457 ENGLAND AND WALES)
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Signed on behalf of the board of Trustees



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Trustees

Approved by the board on: 10 August 2023

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146 Broadway
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22 August 2024

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

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CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
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AS AT 31 DECEMBER 2022

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Askia Warne
Trustees

Charity Registration No. CE014457

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF CHANGES IN RESERVE
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CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022

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Rates and Taxes	556	-
	<u>31,881</u>	<u>27,604</u>

Centre for the Advancement of Development and Human Rights

England & Wales - Charity number 1178974

Accounts

CENTRE FOR THE ADVANCEMENT OF

**DEVELOPMENT
AND
HUMAN RIGHTS**

SECOND ANNUAL REPORT

2021 – 2022

INTRODUCTION



INTRODUCTION

Centre for the Advancement of Development and Human Rights (CAD-HR) is a modern and innovative organisation which combines theory and practice to advance its development and human rights agenda. Over the past three years our development focused projects has assisted many individuals and families within the Manor River Union (MRU) Community in the UK in overcoming the insurmountable barriers to financial inclusion and work towards financial independence. Further, our human rights advancement work through our "Enabling the Litigant in Person" project has assisted many individuals and families across England and Wales caught up in impossible legal problems, to resolve them free of charge.

In our first annual report, we outlined four ways in which we work toward achieving our goals which include the following four projects:

- Community Cohesion,
- Common Purpose,
- Community Health and Wellbeing, and
- Community Legal Services.

We stated in our first annual report that the Community Cohesion project enabled us to bring together many organisations and community groups within the MRU Community, encouraged, and supported them in working together in delivering the various services within the community. This strategy enabled us to coordinate our efforts and work in tandem so that the delivery of services are not duplicated, and that cooperation and collaboration is promoted rather than competition.

This worked very well and as a result, the Community Cohesion project graduated into our 'Common Purpose' project.

As an extension to the Community Cohesion project, the focus of the Common Purpose project was to find ways and means in which all the organisations, community groups, social enterprises, private businesses, and individual members of the MRU Community will be supported in achieving their personal and professional goals. Considerable progress was made during the currency of this project as well, as an increasing number of MRU Community members were able to successfully set up and effectively manage their charitable organisations, social enterprises, private companies, and individual members were also able to receive the required training and support to secure their dream jobs.

After series of consultations followed by a feasibility study, it was agreed by all stakeholders and majority of community members that the most effective way of supporting the MRU Community in the UK was to establish a three-tier support structure with tailored services and support systems. At the end of the feasibility study, a detailed project proposal was developed by CAD-HR and the MRU Social and Economic Community was established. Details of this community, its membership and governance structure, and the benefits that members would access will be provided in the relevant sections within this report.

WHO WE ARE

"Our development focused projects has assisted many individuals and families within the Manor River Union (MRU) Community in the UK to overcome the insurmountable barriers to financial inclusion and work towards financial independence"

MESSAGE FROM THE CHAIR



UMU SANU BAH

Chairlady of
Centre for the Advancement of
Development and Human Rights

CAD-HR

It has been an extremely difficult year but one that also presented us with many opportunities.

In terms of accessing funding from the Government, Local Authorities, and grant-making Trusts, this has been an exceptionally disappointing year for us. In total we prepared and submitted nearly 300 applications and received no funding in all applications submitted.

In all cases, we passed the first and second stages of the application process but were rejected in the end. Reasons for rejecting our applications were generic and no feedback was given to us as to why we couldn't be funded. In most cases, we received praises for the structure and content of our applications and for the potential far-reaching impacts of our projects but could not be funded due to insufficient funds or other vague reasons.

Like many other flexible and resilient organisations that have survived the uncertainties and harsh conditions of operating during Covid-19, we managed to find innovative ways to fund our activities and projects.

We also had to let go all of our employees and opted to outsourcing our work to consultants as it became too expensive to keep our staff without support from the government or its agencies.

As we started operating shortly before the outbreak of Covid-19, we were unqualified for the Job Retention Scheme and our application to the Kickstart Scheme was also rejected because we only had two annual accounts submitted.

According to the DWP there was not enough financial information for them to make a decision on our suitability for the Kickstart Scheme.

With all hopes lost to access support from the government and/or its agencies, we decided to turn to the community that we have been working with in the past three years for support.

I am proud to report that the community came through for us in a way that we never expected.

We received so much support from the MRU Community and it is because of this support that we are still existing as an organisation. Without it, like many organisations that have folded up due to lack of funding, we would have considered the possibility of folding up our much needed services that many communities across the UK are heavily depending on.

As the MRU Community is our only source of funding, we have decided to focus our attention on this community. We will ensure that this community becomes our priority in terms of the projects we design and the services we deliver.



“Like many other flexible and resilient organisations that have survived the uncertainties and harsh conditions of operating during Covid-19, we managed to find innovative ways to fund our activities and projects.”

STRATEGIC REPORT



THE CONCEPT OF SOCIAL AND ECONOMIC COMMUNITY

Social and Economic Community is a concept innovated and developed by CAD-HR aimed at providing a blanket and sustainable support structure for deprived communities in developing countries as well as in the developed world.

It is a way to connect diaspora communities with their counterparts in their countries of origin and promote 'direct diaspora and direct domestic investments' as key tools.

The concept is based on the principle of social and economic justice and fairness, shared ownership, and prosperity in which wealth is generated collectively and shared equally within the community leaving no one behind.

As a modern and innovate organisation that combines theory and practice to combat poverty, deprivation, social; and economic exclusion, we therefore had to find a novel approach in strengthening the MRU Community in the UK.

In essence, the concept assumes that wealth is already within the community, but lack of community cohesion, collaboration and collective efforts makes it extremely difficult for community members to make a successful transition from deprivation to prosperity.

Therefore, bringing together the three most important ingredient of society – people, business and those who are passionate about protecting the planet and helping others (the voluntary sector), is key to harnessing the wealth that already exists within the community.

Overall, the feasibility study unearthed a high level of support from a wide range of community groups and organisations for the establishment of MRU Social and Economic Community that caters for the needs of the MRU Community in the UK.

Video and telephone interviews with all the community groups and organisations that make up the MRU Community in the UK evidenced significant support and potential involvement for the MRU Social and Economic Community's development.

It also helped commence the essential process of identifying and securing the required resources for its development phase, initial operation, and also building its membership through various marketing opportunities.

“As a modern and innovate organisation that combines theory and practice to combat poverty, deprivation, social; and economic exclusion, we therefore had to find a novel approach in strengthening the MRU Community in the UK”





“The spirit of this union has brought together descendants of MRU member states living in the UK through the formation of various community groups that aim to foster close ties amongst descendants from these countries.”

BACKGROUND OF MRU SOCIAL AND ECONOMIC COMMUNITY

Manor River Union (MRU) Social and Economic Community is a product and project of CAD-HR that emerged from the successful delivery of CAD-HR’s Community Cohesion and Common Purpose projects.

Historically, the MRU was established as an instrument of regional corporation consisting of Sierra Leone, Liberia, Guinea, and Ivory Coast. It was founded in 1973 by Sierra Leone and Liberia. The close ties between Sierra Leone and Liberia after the conclusion of this Free Trade Agreement inspired Guinea to apply for membership and acceded to the union in 1980. In 2008, Ivory Coast was also inspired by the closeness of the relationship between Sierra Leone, Guinea, Liberia, and joined the union.

It can be seen that the MRU is a subregional and bilingual organisation with English and French as official languages of the union. The overarching aim of this union was to accelerate the economic growth, social progress, and cultural advancement of the member states by active collaboration and mutual assistance in matters of common interest in economic, social, technical, scientific, and administrative fields.

The spirit of this union has brought together descendants of MRU member states living in the UK through the formation of various community groups that aim to foster close ties amongst descendants from these countries.

The overarching aim of MRU Social and Economic Community is to strengthen the common bond between descendants from the MRU region in West Africa living in the UK and their families. This has been done by bringing the community together through our Community Cohesion and Common Purpose Projects.

Our focus now is to build on this success and enhance the common bond by establishing an institution that is owned and controlled by the community. MRU Social and Economic Community has been formally registered as a Community Interest Company with Company House and is regulated by the Community Interest Company Regulator.

It is therefore important to note that, whilst MRU Social and Economic Community is a project of CAD-HR, the institution itself is independent with its own legal personality and consequently not owned or controlled by CAD-HR. Although CAD-HR is the ‘Asset Lock Body’ as required by the Community Interest Regulator, CAD-HR itself is a member of the MRU Social and Economic Community.

However, as a project of CAD-HR, its role is supervisory and ensuring that MRU Social and Economic Community is managed in way that would enable it to achieve its goals.

STRUCTURE OF THE MRU SOCIAL AND ECONOMIC COMMUNITY

During the feasibility study which was conducted by community development consultants engaged by CAD-HR between April and November 2021.

Stakeholders and community members indicated that a broad-based structure that takes into account the diversity of communities within the MRU Community would be an appropriate way of designing a support structure capable of addressing the varying needs of the community.

As a result of this apposite observation, the consultants recommended that the MRU Social and Economic Community be made up of the following groups or communities to reflect the diverse nature of the people from that region, their families, religion, associations, and professions:

1. Salone Community,
2. Liberian Community,
3. Guinean Community,
4. Ivorian Community,
5. MRU Social Community,
6. MRU Economic Community,
7. MRU Multi-Faith Community,
8. MRU Young Peoples' Community,
9. MRU Women's' Community,
10. MRU Arts and Cultural Community,
11. MRU Professionals Community,
12. MRU Corporation, and
13. Centre for the Advancement of Development and Human Rights

It can be seen from this broad-based structure of membership to the MRU Social and Economic Community is its key strength. It should be noted that membership of the MRU Social and Economic Community can only be achieved through at least one of the above communities.

For example, a Sierra Leonean wishing to join the community can do so through the Salone Community but if he/she identifies as an artist or a professional and wishes to remain neutral in terms of country of origin or religion, he/she may do so by accessing membership through the Arts and Cultural or Professional Community as the case may be.

Similarly, a businessperson or an entrepreneur, or a member of a charitable organisation who is a Guinean, Sierra Leonean, Liberian or Ivorian can also choose to join the Community either through their country of origin or through the social or economic community.

This flexibility of accessing membership to the MRU Social and Economic Community coupled with the wide range of options available to prospective members enhances its democratic values by ensuring that all elements of the community are equally represented with further proportional representation from the community embedded within its management structures.

At this initial stage, the governance structure of the MRU Social and Economic Community consists of the following:

1. Board of Directors,
2. Finance Committee,
3. Audit and Compliance Committee,
4. Dispute Resolution Committee,
5. Community Engagement Committee,
6. Education and Skills Training Committee,
7. Fundraising and Events Committee,
8. Health and Wellbeing Committee, and
9. Emergency Response Committee.

Each committee will have an equal representation and equal voting weight from the 13 communities listed above.

Decision of the MRU Social and Economic Community are taken at board and committee levels on the basis of a simple majority except where the issue to be decided is very important and/or sensitive and requires a special vote to be taken.

Details of the decision making process can be found in the governing document of the MRU Social and Economic Community and can be accessed through their website once published.

**MRU-SEC
BOARD of DIRECTORS**

CHIEF EXECUTIVE

MRU-SEC COMMITTEES

**MRU
Business Development
and
Support**

**MRU
Charity Development
and
Support**

**MRU
Personal and Professional Development
and
Support**

**MRU
Events and Fundraising**

**MRU
Dispute Resolution Centre**

MRU SOCIAL AND ECONOMIC COMMUNITY SUPPORT PILLARS

Although the MRU Social and Economic Community consist of 13 communities and 9 committees, for the purposes of service delivery and effectiveness, it is divided into the following departments:

1. MRU Business Development and Support,
2. MRU Charity Development and Support,
3. MRU Personal and Professional Development and Support,
4. MRU Fundraising and Events Management Department, and
5. MRU Dispute Resolution Centre.

It should be noted that these departments as outlined above will be headed by Heads of Department who will be charged with the responsibility of delivering the following products and services to the membership in the following themes:

1. Theme I – Policy, representation, and committees,
2. Theme II – Support and advice,
3. Theme III – International trade and investment facilitation, and
4. Response to local and international emergencies.

Theme I

A key priority of MRU Social and Economic Community is to gain recognition from the UK Government, local authorities, voluntary organisations, local enterprise partnerships, local businesses, and Chambers of Commerce including the British Chamber of Commerce and to be affiliated with other Chambers of Commerce in other parts of the world.

With the requisite capacity, resources, connectivity, and influence MRU Social and Economic Community will be able to represent and lobby on behalf of its members locally, nationally, and internationally.

MRU Social and Economic Community will provide requisite business and organisation leadership and act as the voice of individual members, voluntary organisations, and businesses within the MRU Community; promoting actions that are the priorities of its members in support of real and lasting social, economic, and business growth.

These will be carried out under the following sub-themes (i) reducing regulations, (ii) improving access to markets, and (iii) giving businesses and voluntary organisations the tool to excel.

Through the work of the Education and Skills Training Committee the MRU Social and Economic Community will direct significant investment in adult education and skills training for individual members, business owners, and leaders of voluntary organisations. It will aim to advance the interests of its membership through regular dialogues with local MPs, input into government and local authorities consultation papers, foster close engagement with government agencies including local authorities.

Theme II

Supporting businesses of MRU Community members is high on MRU Social and Economic Community priority list. Much of the work of the Business Development and Support Unit will be focused on providing tailored support to MRU Community businesses so that they can grow, develop, and flourish. Businesses need specific and targeted support for them to achieve their growth potential and MRU Social and Economic Community will ensure that all businesses owned by members of the MRU Community receive the following support and services:

MRU Economic Community Growth Hub

This hub will be launched in six months after the official launching of the MRU Social and Economic Community and will be its flagship business support programme. It will be funded jointly by MRU Social and Economic Community, CAD-HR, and MRU Corporation. The Growth Hub business plan will be developed by the Head of Department of the Business Development and Support Unit. It is the key element of the MRU Social and Economic Community Growth Programme that will deliver proactive, targeted support to, mainly, existing businesses and also a few start-ups which have the potential to grow exponentially.

The programme will aim to result in the provision of an integrated business support service, providing long-term sustainable job creation, productivity enhancement, business start-ups, and increased employment opportunities for local residents.

Small Firms Enterprise and End Point Assessment

MRU Business Development and Support Unit will seek to become a Small Firms Enterprise Development Initiative Awards Approved Centre and then upgrade to an Institute of Enterprise and Entrepreneurs Academy status shortly afterwards. The Approved Centre status will allow the Unit to commercially deliver nationally recognised and approved training awards in business support activities.

As providing businesses owned by MRU Community members the opportunity to take-on apprentices and also for the younger generation to benefit from apprenticeship programmes, the Unit will seek to become an independent assessment organisation capable of delivering EPA for levels 3, 5 and 6.

B2B Networking Activity

This programme will aim to deliver events that attract new members and encourage retention of current members, improve profit margins in relation to the time spent organising and delivering the events that are business focused and meet the needs of the MRU Community. In its first year of operation, it will launch and deliver its first prestige dinner followed by series of events that include annual summer outings, picnics, and parties. The networking programme will also deliver events for MRU Community businesses as well as launching its Community Business and Cultural Festivals and trade fairs.

Theme III

Supporting the MRU Community's voluntary sector is also at the heart of MRU Social and Economic Community's agenda as a priority item on its list. The aim is to provide the voluntary sector with tailored support that enable them to grow and continue delivering services beneficial to the MRU Community and the wider society. We recognise that every voluntary organisation needs specific targeted support for them to achieve their growth potential. This is particularly important now than ever as the number of voluntary organisations within the BAME community that had to close down due to lack of support is increasingly growing.

MRU Social Community Growth Hub

This hub will be designed and will operate in a similar way to the Economic Community Growth Hub, will be launched at the same time, and will be funded in the same way as the Growth Hub for the Economic Community. Its programmes will also aim to result in the provision of integrated voluntary organisational development support services. It will provide in-depth advice and guidance to voluntary organisations including support in developing project proposals, annual reports, and measuring impact.

Networking Activities

Like the Business Development and Support Unit the networking activities within the Social Community also include prestige dinners, annual general meetings, cultural celebrations, festivals, and other networking events that would allow MRU voluntary organisations to meet and explore collaboration opportunities.

Theme IV

Supporting individual MRU Community members is also an integral part of the establishment of the MRU Social and Economic Community and therefore sits at the heart of its activities. It is acknowledged that its human capital is the most precious resource it has. In this regard it would seek to provide a tailored and targeted support to all its members that would enable them to develop personally and professionally and realise their individual dreams. The Personal and Professional Development Unit will ensure that this aim is achieved under the following programmes:

MRU Career Advice and Professional Development Hub

Presently, work to establish the MRU Community Academy has begun. CAD-HR has forged a partnership with City & Guilds to act as a centre in delivering a range of training programmes in the Health and Social Care Sector. Once the development phase of this work is complete, CAD-HR will also link up with the Institute of Leadership and Management (ILM) to roll-out certain programmes geared towards equipping members of the MRU Community who are interested in furthering their careers including those who are in management and/or managing their own businesses or organisations.

The project proposal and business plan for the MRU Community Academy has already been developed by consultants working for CAD-HR and key programmes within those plans are being implemented.

The Academy will deliver all training programmes for the three arms of the MRU Social and Economic Community i.e., the social, economic, and individual members communities. This includes the Growth Hub, Small Firms Enterprise, and End Point Assessment outlined in themes II and III above. The Academy will work in tandem with the Education and Skills Training Committee of the MRU Social and Economic Community to ensure that all programmes relating to the education and skills training of business and organisation managers, and individual members of the MRU Social and Economic Community are delivered by the MRU Community Academy.

During the feasibility study for the establishment of MRU Social and Economic Community, our biggest and most important discovery was that over 75% of members of the MRU Community in the UK struggle with basic computer literacy skills, reading, speaking, writing, and basic numeracy skills, the use of smart phones, tablets among others. We further discovered that as a result of these deficiencies community members struggle to secure jobs and/or progress within their chosen careers or fields of work.

We believe the Academy, working closely with the three arms of the MRU Social and Economic Community and the Education and Skills Training Committee will be able to address this deficiency within the MRU Community and increase the number of community members with the right skills and knowledge to further their individual goals.

MRU Community Centre and Community Health and Wellbeing Hub

During the feasibility study and consultation with the MRU Community, lack of a Community Centre or a hub where members of the MRU Community could meet frequently, socialise, and engage with each other was the most popular topic between respondents and focus group discussions. Almost all participants stated that they felt Southwark, Lambeth, Lewisham, Greenwich, and Croydon is the home of the MRU Community as most members of the community reside in large concentration in these boroughs.

However, they felt that the fact that the community does not have a centre where members could meet regularly to socialise, and network makes it extremely difficult for the community to develop and prosper. After the study and before completing the feasibility study report, researchers discovered evidence of continuation of the discussions relating to the establishment of a community centre for the MRU Community on various WhatsApp platforms.

Closely related to and supplementary to the community centre in the feasibility study was also a wellbeing hub where members can engage in physical activities that would improve the health and wellbeing and help reduce social isolation and loneliness at the same time. Since the completion of the feasibility study report, CAD-HR has been working with two voluntary organisations within the MRU Community interested in managing these two programmes. In the coming years, we will consult further with the wider membership to see how best to develop and provide these services to the membership.

Theme IV

MRU Community Information Centre

Throughout the coronavirus pandemic and its ensuing social distancing measures implemented by the UK government to manage the spread, many communities across the UK including the MRU Community suffered severely from misinformation in various social media platforms.

There were also many members of the MRU Community with legal, social, and economic problems who needed access to authentic information to remedy their problems but couldn't, due to the unavailability of the right information platform or channels. The problem of misinformation in the MRU Community was particularly acute during the development and rolling out of the Covid-19 vaccines.

CAD-HR staff and other civil society organisations within the MRU Community spent several hours on the phone with members of the community answering questions ranging from accessing Universal Credit services, immigration issues including no recourse to public funds, accessing government funds and grants for businesses and the voluntary sector and many other issues.

In light of this and response from participants of the feasibility study and consultations, we considered that a one-stop information centre physically and online providing accurate and authentic information to community members in different languages within the languages spoken in the community would go a long way in addressing the issue of misinformation.

MRU Mutual Credit Union

The feasibility study also highlighted that most MRU Community members are financially excluded. The study concluded that this was due to poor credit ratings, poor financial knowledge, and management skills, and sometimes due to discrimination that members face in mainstream financial services.

The study revealed that it is extremely difficult and sometimes impossible for members of the MRU Community to access affordable loans for home improvements, studying a course at University (as most of them do not also qualify for student finance due to their immigration status and the no recourse to public funds), buy a new home, start a business, buy a car, or invest in a very important project.

Studies by other civil society organisations also revealed that 4 in 5 members of the Black African community have been denied a loan by mainstream banks and financial institutions. Further, during the feasibility study, participants were asked whether joining existing credit unions across London would remedy the financial exclusion experienced by the MRU Community.

96% responded that they would prefer a credit union owned and controlled by the MRU Community as cultural and language barriers and discrimination experienced by many members of the MRU Community has had a serious adverse effect on members confidence and self-esteem.

Further to these initial discussions a credit union project development consultant was employed by CAD-HR to conduct a feasibility study on the viability of a credit union for the MRU Community. It was reported that a credit union for the MRU Community is indeed viable and would benefit the MRU Community immensely both in terms of financial inclusion, stability and security, economic development, and in terms of cohesion amongst members of the MRU Community.

A detailed feasibility report, a project proposal, and a business plan have been produced by CAD-HR funded by MRU Corporation for the establishment of MRU Mutual Credit Union. However, further discussions with incoming stakeholders and new members will be held before looking at what should be done next in terms of establishing the credit union.

Theme IV

MRU Community Law Centre

Access to legal services is a constant challenge for members of the MRU Community in the UK. During the feasibility study we discovered 9 in 10 members of the MRU Community have had legal problems and could not access the right legal advice and could not afford to pay specialised lawyers.

In 2019 and 2020, CAD-HR ran a free legal service pilot programme for members of the MRU Community in Immigration, Family disputes, Employment, and Administrative law areas.

The scheme recruited volunteer legal practitioners that speaks Krio, Fullah, Madingo, and French and allowed clients to express themselves in the language they were comfortable with.

The results were incredibly great, and the clients felt more relaxed and could describe or explain their problems far better than they would have done in English – which is not their first or even second language.

The result of this pilot project and further feasibility studies carried out regarding the establishment of a Law or Legal Service Centre for the MRU Community has been developed to a full-blown project proposal and business plan.

The aim of the Law Centre is to provide a one-stop-shop legal service for the entire MRU Community in the UK.

However, although the priority and focus of the Law Centre is to support the MRU Community which is defined as Sierra Leoneans, Guineans, Liberians, and Ivorians living in the UK, it has been agreed by community members and stakeholders that the services will not be limited to these communities only.

We have identified circumstances where it would be impossible to limit the services to these communities alone. However, we are cautious of expanding the scope of the services too widely as this relates directly to access to funding and resources to deliver quality legal services.

The Law Centre has been registered as a Community Interest Company Limited by Guarantee under the name MRU Community Law Centre. It will be governed by key representatives and stakeholders of the MRU Community in the UK which consist of leaders of representatives from the four communities of the countries listed above.

These representatives will make up the Board of Directors and the various committees responsible for the governance and management of the Law Centre. Below the Board is the Chief Executive of the Law Centre, Heads of Departments, Managers, the legal practitioners, and employed staff responsible for the smooth running of the Law Centre.

Due to the high number of community members currently accessing free legal services provided by CAD-HR Legal Service Department (this department will close once the Law Centre is fully functional), we anticipate that the team of lawyers currently providing legal services will not be enough to serve the entire community.

However, we also acknowledge that we will not have the funds and resources required to employ additional lawyers to meet the increasing demand of the centre's services.

Moreover, our recent experience working with the MRU Community revealed to us that community members are not just based in London where the headquarter of the Law Centre will be based. In fact, they are spread across the towns and cities all over the UK. This would make it difficult to serve the community.

However, after consulting with key stakeholders of the MRU Community, we have agreed to look at innovative ways of delivering the services of the Law Centre effectively regardless of where members are based in the UK. A small team of consultants have been put together by CAD-HR to come up with a comprehensive plan of how this issue could be resolved.

Theme IV

MRU Community Law Centre

Although this team has just begun working on their task, popular suggestions of the best way forward include creating a platform for legal professionals similar to Flex Legal where qualified lawyers will be required to create an account, upload their profiles and areas of specialisation so that when needed the managers of the Law Centre would be able to outsource some of the work, they are unable to take. As state above, work in this area has just begun at the time of writing and further details of how this will play out will be covered in our third annual report.

As the services of the Law Centre will be free to all members of the MRU Community, this also means that the Law or Legal Services Centre itself will not be generating any income on its own. Also, as it would be unreasonable to rely on grant funding to run the Centre, it has been agreed that CAD-HR, MRU Social and Economic Community, and MRU Corporation will be the main funders of the Law Centre.

Already, CAD-HR has set up a fundraising platform with Enthuse to raise funds to finance the development and operational phases of the Law Centre's project. A segregated account has also been created to hold all funds generated for the purposes of establishing and running the Law Centre.

Further fundraising activities arrangements with local partners in Spring, Summer, and Autumn is ongoing to maximise the funding stream for the Law Centre.

Another team on sustainable funding is working on a sustainable funding strategy for the Law Centre. Details of that strategy will also be considered in the third annual report.

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IMPACT REPORT



IMPACT AT A GLANCE

4,778

Benefitted from our free legal services including advice and representations

5,989

Benefitted from our Community Development Projects including business and organisation set-up and ongoing management and administrative support

HOW OUR PROJECTS BENEFITTED OUR BENEFICIARIES

Benefits of membership to the MRU Social and Economic Community are as follows:

Individual members will have access to a credit union, free legal services, a community centre, a community gym, adult learning and development programmes, career advice and professional development support, access to one-stop- information and support centre, scholarships, and other tailored support services.

The MRU Economic Community will have access to a chamber of commerce equivalent services, professional services including legal, accounting, HR etc., co-working space, tailored business support activities such as trade fairs, business events and networking activities, business development training programmes, trade facilitation portal, commodities trading platform, logistics services, business start-up, development, and growth fund, and the opportunity to compete for and receive awards.

The MRU Social Community will have access to VCSE tailored support products and services, professional services as above, co-working space, tailored organisational support activities similar to the economic community, events and networking activities, development and training programmes, project funding, emergency relief fund, and the opportunity to compete for and receive awards.

HOW YOUR MONEY WAS SPENT

Of the £672,439 we receive we spent £467,388 in 2021 on legal service provision and work done in establishing MRU Social and Economic Community in the following manner:

34.5% being £230,350 was spent on Community Legal Service provision.

24% being £157,610 was spent on the development phase of MRU Social and Economic Community.

7% being £47,649 was spent on Leadership Investment. 4.5% being £31,779 was spent on fundraising activities.

We have an internal policy of ensuring no more than 15% of our income is spent on charitable activity relating to the cost of effectively, efficiently, and compassionately benefitting our community. There are direct people costs and direct process costs.

The actual percentage spent in leadership investment in 2021 was 7%. We have committed to maintain this and to ensure that no more than 10.5% is spent in 2022. We plan to achieve this through technological efficiencies.

We incurred support and governance costs of £110,484 during the year. Governance costs relate to audit fees, professional fees, license fees and compliance costs, and related staff costs. The cost of raising funds was a further 4.5% of total spending.

HOW WE RAISED MONEY

Income

Our work is supported exclusively by charitable donations, fund raising activities, and in-kind contributions made by the Trustees and members of the communities we serve.

In 2019 – 2020, we generated total voluntary income of £544,125. Total expenditure was £489,950. We had net outgoing resources in 2019 – 2020 of £489,950.

The main source of our income was charitable donations, comprising £353,771. The majority of donations were one-off as opposed to regular contributions.

In 2020 – 2021, we generated total voluntary income of £672,439. Total expenditure was £467,388. We had outgoing resources in 2020 – 2021 of £467,388.

The main source of our income was in-kind contributions from the Trustees and members of the community we serve, comprising the overall income received in 2021 (£672,439).

This ranges from the hours of work put in by legal professionals to help resolve legal issues to other work undertaken by development consultants for the benefit of the community.

PLANS FOR THE FUTURE

It remains our commitment to promote development and human rights. We therefore strive to provide the tools, resources and support systems needed for our community to be economically independent and thrive in society.

Our supporters can be confident that their donations reach the individuals and community groups eligible for our intervention. All donations received in 2021 will be used to fund our community development and human rights advancement projects.

The establishment of MRU Community Law Centre will help more community members access free legal services quickly and resolve their issues as soon as possible.

Since CAD-HR was established, we have rigorously ensured business development and entrepreneurial schemes are at the heart of our interventions. Our approach is unique and has been admired by many organisations and financial institutions across the UK. We will continue to work with in-house and independent scholars, experts, and practitioners to refine our community development and human rights advancement policies and processes, which are both rooted in our *raison d'être* and relevant to the current situation and circumstances of our community.

We will continue to raise awareness, educate, and inform about our community development and human rights advancement programmes across the country, providing online resources, consultations services and webinars. We will also work with a range of networks and organisations to spread knowledge about our work even further.

We expect our fundraising revenue stream to increase in 2022 as supporters have seen the impact of our work on the lives and livelihood of community members and our innovative approaches to improving the financial and social stability and security of the MRU Community.

We have changed the way we recruit and employ staff so as to remain viable and effective. We have moved away from recruiting permanent staff to engaging professionals working with us on consultancy basis. This has enabled us to save a lot of funds and allow us to pay only for the services we need to pay for.

As a result, our efficiency rate has increased significantly in 2020 – 2021. Using modern means of fundraising such as the Enthuse Fundraising Platform which allow over 100 individuals and groups to raise funds for us using a single platform, has enabled us to generate funds in an effective, efficient, and compassionate manner without the needs to spend significant amount of money. We have therefore significantly reduce the amount of money spent in online fundraising.

However, organising physical fundraising events remains an area that require significant amount of money to be spent. As our visibility continue to increase within the MRU Community, opportunities to harness this and translate it into funding stream increase significantly. We intend to invest considerable amounts of money in 2022 in organising events such as cultural festivals, awards, prestige dinners, and other events that would bring us the income we need to continue implementing our projects.



HOW WE OPERATE



OUR PEOPLE

We seek to maximise the potential of all workers associated with CAD-HR and cultivate high levels of staff engagement. We do this through:

Employee engagement surveys

Our staff and associates participate in quarterly staff engagement survey, giving helpful feedback on what it is like to work at and with CAD-HR. During 2021, over 93% of participating staff said that our mission inspire and empower them. In addition, staff and associates meet regularly to discuss ideas and provide feedback.

Safeguarding

We expect all staff and associates, volunteers, partners, interns, and consultants to conduct themselves in a way that preserves the dignity and respect of every individual. We have a Code of Conduct that reflects this.

We have zero tolerance for harassment, bullying or exploitation in any form.

Equal opportunities and diversity

We have an Equality and Diversity policy in place to ensure we give prospective staff and associates, existing staff and associates and volunteers equal opportunities to succeed. We engage the best person we can find for the role, ensuring they have the right skills, knowledge, and experience to help us achieve our mission.

We encourage staff and associates to develop within CAD-HR to match their circumstances and aspirations wherever possible.

Employees' remuneration

The Board of Trustees determines the salary of the Executive Director.

The Executive Director proposes the salaries of key management personnel to the Board, which approves/amends as appropriate. In 2021, the key management personnel comprised the Executive Directors, MRU Social and Economic Community Development Co-ordinator, MRU Community Law Centre Co-ordinator, Project and Community Engagement Officer, and Events and Fundraising Manager.

The Executive Director and the key management personnel agree the salaries of all other staff and associates. We set and review salaries based on a combination of benchmarking, seniority of the role, experience, and CAD-HR's overall budget. For 2021, we also took into account the personal circumstances of the staff or associate. We review salaries in April each year, with any changes effective from the following month.

Use of volunteers

Volunteers are a valued resource in our work. In 2021, we had over 50 people volunteering for us from time to time. These include experienced legal practitioners and other professionals.

Volunteers have been involved in four areas: contributing professional services, business, and administrative support, organising fundraising events, and designing projects.

In 2021, nearly 40 professionals with the legal service sector, finance, human resources, and management contributed their time and professional services on a pro bono or reduced cost basis. The value of their services given in kind amounted to £387,960.

During the year, we have had 37 experienced legal practitioners each contributing 16 hours a week for 52 weeks. Additionally, CAD-HR also benefited from 14 experienced development practitioners. Volunteers are supported and trained in their roles by employees and given assistance where required. Additionally, experienced professional volunteers were also used as consultants to provide legal and technical services that would have been outsourced to various firms.

We have supporters across the UK who help communicate the work of CAD-HR. Volunteers across the UK help spread the message both online and offline about CAD-HR, so more people know what the organisation does and why it exists. This may involve sharing social media posts, distributing flyers at events, or facilitating CAD-HR's workshops, conferences, seminars, and other events locally.

We are thankful to have this level of support from volunteers to achieve CAD-HR's vision.

HOW WE MANAGE OUR FUNDS AND RESOURCES

Principal risks and uncertainties

CAD-HR reviewed its risk management process over the past year. With the Board looking the risk management process at its away day in October and agreeing on improving the current risk management strategy. This include the improvement of the strategic risk register developed in 2021 which details the external risks to CAD-HR which are identified as important but outside of our control, with the effects mitigated through response plans and management actions.

Risks associated with our operations and projects will be continued to be managed through our operational risk register. These risks are overseen by the relevant staff members and the Treasurer. The next stage of our improvement is to improve the risk appetite section of our risk policy and to enhance the assurance framework to ensure that internal controls are working properly which is overseen by the Treasurer who provides regular updates to the Board on the outcome of these.

The Trustees assess all major risks to which the charity is exposed and review the systems and procedures established to manage those risks. The most significant risks are:

External influences

A decline in funding and donations due to external influences such as Covid-19, Brexit, and other resultant economic downturn, which increases our risk of financial instability and could impact the security of our funding streams.

This risk is mitigated through a diverse funding base and an increased focus on building and strengthening the MRU Community and strengthening our partnership with -

MRU Corporation and working with the civil society organisations within the MRU Community to increase and expand on our fundraising activities. The Board of Trustees are also working on identifying innovative sources of funding that would give the charity financial security and stability.

Further, we have significantly reduced the amount of funds spent on running costs and working on developing sustainable funding streams through our partnership with MRU Corporation.

Data breach

Loss of data through data breach, cyber-attack, server failure or human error cyber-attack is now one of the largest concerns of organisations. Despite adoption of all recommended protections and processes the changing nature of cyber-attack means that there will still be a risk, which we will be unable to completely mitigate or manage. A data breach or cyber security incident could result in legal, contractual and/or regulatory consequences, as well as reputational damage.

This risk is mitigated through having a dedicated IT supplier who ensure that we have strong IT systems in place, Firewall and antivirus software installed, software and operating systems regularly updated with security patches and our database, network and email all hosted securely in the cloud and backed up daily. We have clear Data Protection, Data Breach, and IT policies which staff and associates are regularly reminded of, and all staff and associates receive online GDPR training annually.

Additionally, we have cyber security insurance in place to mitigate the impact of the risk and to insure us against an unfortunate breach.

Further management actions have been agreed which include improving the assurance process to ensure compliance with policies, a planned upgrade to SharePoint that enable the whole network to be located offsite and therefore more secure, and a review of our business continuation and response plan in the event of a data breach or cyber-attack.

Demonstration impact

In our first two years of operation, our community development and human rights advancement projects were geared towards working to empower and strengthen communities from Black, Asian, and Minority Ethnic (BAME) groups through business development, entrepreneurial schemes, and free legal services. We discovered that it is always challenging for CAD-HR to demonstrate impact due to the size of the beneficiary community that we chose to work with. This resulted in key funders withdrawing from supporting us, because the felt that our projects were not having the level of impact that they were expecting. This significantly decreased our income stream from grant making charities and government agencies and tended to increase our risk of financial instability.

This risk was mitigated by redefining our beneficiary community and narrowing the scope of the number of beneficiaries we were targeting.

HOW WE MANAGE OUR FUNDS AND RESOURCES

We resulted in creating the MRU Community in the UK consisting of individuals, businesses, and organisations from the Manor River Union states in West Africa which includes Sierra Leone, Guinea, Liberia, and Ivory Coast. Having narrowed our focus, we were able to obtain information from the Office of National Statistics (ONS) which revealed to us that the population of this community in the UK is currently around 65,000.

With this information, we can undertake further studies to deepen our understanding of the needs of this community so as to better serve them. We will work with innovative institutions like ipsoMORI to learn more about this community. It is now easier for us to measure our impact, collect evidence, and conduct further research on any issues we intend to address.

Reputational

Media or other organisations publish high critical, slanderous and/or inflammatory opinions on the work of charitable organisations. This could result in a loss of reputation for excellence, quality of work and confidence on CAD-HR.

This risk is mitigated through policy initiatives grounded in and supported by CAD-HR's impact reports and testimonies from our beneficiaries aligned with our strategic aims, ongoing discussions with the Executive Director, the Board of Trustees, and key stakeholders of the MRU Community for the duration of our operations. We will strengthen our community engagement and make it easier for beneficiaries and stakeholders to be able to express their views about our operations freely.

We will continue to maintain and further strengthen our relationship with the community that we work with and organise regular townhall meetings to allow members of the public to engage with us constructively.

Financial

The risk of insufficient generation of funds to cover the cost of implementing our projects, as well as the core costs of the organisation. This would affect CAD-HR's ability to grow and meet the needs of our beneficiaries. This risk is being mitigated by ensuring that we diversify our fundraising activities to fully cover the direct costs of running the organisation as well as implementing our projects. Since its establishment funds to cover core costs of operations and the cost of raising funds have been provided personally by the Trustees.

However, the recent progress that we have made in the community has enabled us to raise more funds from the community. The organisations' strategy and its key elements such as budgetary review, cash resources, and cash flows are subject to regular management and Board review, supported by operational updates and key operational metrics.

People

The risk of losing valuable staff members who has extensive experience in running CAD-HR. This could result in failure to attract, motivate, and retain the most talented colleagues and failure to develop the required culture, leadership, and behaviours to achieve CAD-HR's objectives. This risk is being mitigated with the continued development of all staff and associates at all levels, and with staff and associates engagement policies and processes to attract and retain the best people.

The right people are our most valuable asset. We continue to manage and consider diversity and inclusion as well as colleague engagement.

We provide ongoing opportunities for personal and professional development. We have put in place staff training, with the team responsible for learning and development.

Serious incidents

The risk of incidents that damage reputation and/or negatively impact operations including suppliers, beneficiaries, and GDPR breaches. This risk is being mitigated by ensuring CAD-HR has a serious incident policy in place, that staff, associates, and Trustees have been trained on adhering to the policy, and that GDPR-compliant systems in place which are well above the minimum standard required. In addition, beneficiaries are carefully assessed to ensure eligibility and likely impact, with Board involvement where necessary.

Our approach to operations

We made continuous improvement in the use of Customer Relationship management (CRM) system for beneficiaries and service users' records. We also further embedded the use of our Accounting system, Accounting IQ.

Safeguarding

The risk that people who encounter CAD-HR are not protected from harm.

This risk is being mitigated by ensuring CAD-HR has safeguarding policy and training rolled out for staff, associates, and Trustees, a policy which ensures reinforcement of good culture and good practice. We will continue to provide safe places, encourage the confidence to report any issue, and take consistent action. Trustees continue to ensure that these and other risks are managed appropriately.

HOW WE MANAGE OUR FUNDS AND RESOURCES

Trustees review systems and procedures for risk management throughout the year.

General Data Protection Regulation

The General Data Protection regulation (GDPR) became law in May 2018. The regulation sets out the responsibilities all organisations have in relation to the personal data that they collect and hold and is designed to enhance the rights of individuals in controlling their own personal data. We take privacy seriously. We are committed to protecting personal data, and to ensuring that we are compliant with the changes introduced by GDPR.

We have put in place policies and procedures to comply with GDPR in the areas of data protection policies, data mapping, data retention and cleansing, data processing and supporter data privacy, consent, and preference management. We consider that every member of staff has a role to play, and we have regular training to ensure we are all familiar and compliant with the new requirements.

Our approach to public fundraising

A significant proportion of our funds come from the public, and our aim is to ensure we do this in both a respectful and compelling way that is consistent with our values. We support measures that will improve public trust and support for the sector. We are registered with the Fundraising Regulator and pay the annual levy required. We will work diligently to comply with the Code of Fundraising practice.

The Development manager manages all income-generating activities, guided, and monitored by the Director, with overall oversight by the members of the Board.

The charity's staff, associates, and consultants carry out fundraising activities for the charity. In 2018, 2019, 2020, and 2021, we did not use professional fundraisers or have any commercial participants.

We have set standards for the operation and management of our fundraising activities. We engage with our local community groups and collaborate with them to organise fundraising activities.

We consider that our processes and controls ensure that vulnerable people and other members of the public are protected from any unreasonable intrusion on a person's privacy and that no fundraising activities would be unreasonably persistent or place undue pressure on a person to give money or other property.

We actively encourage supporters to contact us with any feedback.

In 2021, we received one complaint from Virgin Money Giving relating to £25,800 donations made to us online through their platform. Virgin Money Giving operates a policy in which donations are held for 15 days before transferring the funds into the account of the beneficiary charity. In this case, that money was transferred into our charity's account after 21 days.

After a month, we received an email from Virgin Money Giving to return the money to them as they were not sure whether the money was meant for us. We refused to return the money on the basis that we did not see any wrong or suspicious with the donations.

We complied with all the requirements for setting up a fundraising platform with them. The matter has been referred to the Charity Commission and its being dealt with at the time of writing.

We have learned from this incident and have put in place procedures that would ensure that a similar incident of this nature does not occur. We have since deactivated our account with Virgin Money Giving and are now working with Enthuse which has far better security checks systems in place.

HOW WE ARE GOVERNED

The Board of Trustees governs the organisation in line with its Constitution, vision, mission, values, aims and charitable objectives and provide overall policy direction. The Board is responsible for compliance with the legal and statutory requirement of a UK charity.

The Board is currently made up of three members. The Board meets at a minimum four times a year. In addition, the Board has a Finance and Audit Committee which promotes and safeguards the highest standards of integrity, financial reporting, and internal control. It also oversees the organisation's risk management process, and any capital spend projects.

Trustees are rotated over a medium – to long-term basis, to provide fresh ideas and to avoid complacency in the role. No Trustee have exceeded the nine-year term recommended in the Governance Code.

HOW WE ARE GOVERNED

The Executive Director and employees make operational decisions and run the charity. The Executive Director or Line Manager (as appropriate) sets and agrees objectives with employees to ensure that the strategic objectives of the charity are being met. The Executive Director or Line Manager (as appropriate) also ensures staff and associates who have direct contact with beneficiaries are regularly supported, trained, and assessed to ensure their communication is in line with the charity's values.

Organisational Purpose: Public Benefit

The Trustees confirm that they have complied with the duty under the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit. The Trustees consider these when reviewing the aims and objectives of CAD-HR, and in planning activities for the future. The Trustees consider that the aims and activities of the charity are for public benefit.

The Trustees confirm that the aims of the Charity continue to be charitable; that the work of the charity is in line with its objectives; that the aims and the work done give identifiable benefits to the charitable sector and both directly and indirectly to individuals in need; that the benefits are for the public and are not unreasonably restricted in any way; and that there is no detriment or harm arising from any of the activities.

Board Effectiveness

Trustees are recruited based on relevant expertise – skills, experience and qualifications – and on alignment of their values with CAD-HR's values. Before appointment, potential Trustees meet with the Chair of the Board and the Executive Director.

They are then invited to attend a Trustee meeting as an observer; they are then invited to act as an Adviser to the Board for six months. After this process, the Board decides whether to recruit the Trustee. Trustees access internal and external training as required.

The number of Trustees is within the range recommended by the Governance Code. The profile of Trustees is broadly representative of the people we are trying to help. Our Trustees undergo a comprehensive induction programme and are offered training and development opportunities throughout their Trusteeship. We have undertaken a skills audit of all Trustees and intend to continue this practice.

Openness and Accountability

We make our charity's impact accessible to donors and stakeholders through our website and update it on an ongoing basis. We regularly share stories of our beneficiaries on our website and in external messaging. We fully disclose details of our Trustees and their biographies on our website. We have a disclosure policy in place, detailing what information we hold and how we process it, to provide confidence that we are securely handling private and often sensitive beneficiary and donor data.

Integrity

CAD-HR's Board of Trustees has established a solid foundation in governance in which all Trustees are clear about their roles and legal responsibilities, are committed to supporting the charity to deliver its objects most effectively for its beneficiaries' benefit and contribute to the charity's continued improvement.

We welcome the 2017 Charity Governance Code as a positive step toward improving governance and excellence in resource management in the sector. The Board has undertaken a thorough review of its current practice compared to that recommended in the Governance Code. Both the Board and the Finance and Audit Committee take feedback on board and regularly implement aspects for improved Governance. The Board will identify further areas for improvement over time. This is part of the continued concern of the Trustees to constantly improve the effectiveness of the organisation.

We have a serious incidents policy. However, there has not been any serious incident at CAD-HR. We also have a conflict-of-interest policy and detail potential conflicts within this report. In addition, each Trustee confirms annually that they are eligible to hold the position.

Diversity

We recognise the benefits diversity can bring. The charity has an Equality and Diversity policy which extends across the organisation.

Trustees and employees are from a range of backgrounds. The majority of employees and all Trustees are from Black and ethnic minority background. We currently have two female Trustees and one male Trustee.

Environmental Impact

We are also constantly striving to reduce the charity's impact on the environment. All Board papers are provided online only, all applications are now fully online, and all donor and application records are stored online.

HOW WE MANAGE OUR FINANCES

Reserve Policy

Both the Board and CAD-HR's supporters recognise that the organisation operates in an environment that requires a long-term commitment if it is to achieve its mission. Being a development and human rights advancement organisation, it is the work undertaken by CAD-HR's staff that forms our charitable activities. Therefore, it is the view of the Board that CAD-HR needs a reserves level that will enable it to continue to attract the highest level of expertise and in so doing meet its long-term commitments to its supporters and beneficiaries.

Each year, the Board review the reserves policy, taking into consideration any major risks and the impact these could have on planned income and expenditure. Our current policy is that unrestricted reserves on average are equivalent to at least six months of running costs (£477,000 based on our 2021 budget) are needed if CAD-HR is to deliver on its commitments, meet the long-term expectations of its supporters and beneficiaries and continue to attract the highest level of legal, technical, and developmental expertise with which to do so.

It has been important to us to grow CAD-HR so that we can keep up with demands of the work that is needed, and we believe we have done this in a sustainable way. Whilst CAD-HR is now in a much stronger financial position than last year, remains important that we maintain our reserves at the agreed level. We keep a close eye on these and our cash flow throughout the year.

Having reduced our full-time employed staff numbers in 2021 and focused instead on engaging consultants or outsourcing some of our work, our expenditure budget for 2021 financial year anticipated growth, but the ongoing impact of COVID19 on our income streams has meant that we have had to revise our plans accordingly. We have been able to reduce our budget down through salary savings, not recruiting planned new staff and holding off replacing those that have left, as well as reduction in travel and office cost due to lockdown and social distance measures. We expect to receive two thirds of this income from our community, local businesses, grants, and donors.

Each year, substantial funds are raised to improve the financial health of the organisation and ensure that sufficient funds are generated beyond the initial reserves level. CAD-HR's Board will continue to review its reserves policy on an annual basis and will keep its investment and treasury management policy under regular review, particularly in the light of reduced funding.

Investment policy and performance

CAD-HR does not hold any investment at the moment. However, we are considering holding short-term investments. The objective of our intended investment policy is to limit risk as far as is possible while earning such profits as is available on very secure deposits. Accordingly, our investment policy is to invest in short-term deposits and to hold cash only at those banks with a high credit rating.

Going concern

The Trustees have considered the funding position and risks to which the organisation is exposed. The Trustees have a reasonable expectation that the charity has adequate resources to continue in existence for the foreseeable future. The Trustees believe that there are no material uncertainties which call into question the charity's ability to continue as a going concern. The financial statements have therefore been prepared on the basis that the charity is a going concern.

PLANS FOR THE FUTURE

CAD-HR has exiting but challenging year ahead.

The ongoing impact of Covid-19 and its ensuing interruptions on fundraising activities meant we had to find new and innovative ways of adapting, not only for survival but for progress and expansion as well. We are moving away from spending thousands of hours preparing funding applications to working with the communities that we support to jointly organise fundraising activities.

We have established partnerships with over 30 organisations within the MRU Community and have agreed to co-organise at least 4 major fundraising activities across the year. We intend to organise at least one fundraising activity in each of the four seasons.

We believe this would maximise our income stream and make us less reliant on grant funding and asking people to donate. This approach also has the benefit of not only bringing us the income stream that we need to continue delivering the much needed services to the communities that we work with, but also strengthen our common bond and partnerships.

In 2022 and 2023, our main focus is on establishing and strengthening the MRU Community Law Centre. This Law Centre will be owned and managed by the MRU Community and its services are dedicated to the MRU Community mainly but not exclusively.

A fundraising page to complete the development phase including finalising regulatory aspects of the Law Centre has been set up with our fundraising partner Enthuse. The campaign is ongoing, and the community has responded very actively to the campaign.

As part of our innovative ways of serving the communities that we work with and to enhance and maximise our income stream, we are also developing a 'Community App' capable of bringing the entire MRU Community in the UK on a single platform.

By doing this, we will be able to reach the community easily and create networking opportunities for the voluntary sector, businesses, and individual members of the MRU Community.

The Community App has being commissioned and its development in underway. We expect to launch it around July or August 2022. This App has the potential of transforming the way we deliver our services and interact with out beneficiary community.

We will continue searching for modern and innovative ways to continue delivering our services effectively and efficiently.



Our leadership team

Trustees

Umu Sanu Bah (Chair)
Hawa Barrie
Askia Warne

Executive Director

Askia Warne

Auditor

Rabiatu Niam
Statutory Auditor
LushGardens Legal Services

Bankers

NatWest Bank

Charity Number

1178974

Registered Office

2 Danesfield
220 Albany Road
London
SE5 0AW

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and UK Generally Accepted Accounting Practice.

Charity law require the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP,
- Make judgements and estimates that are reasonable and prudent,
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Financial statements have been prepared under the historical cost convention in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

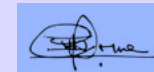
The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charity Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charity's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In preparing this report, the Trustees have taken into account all relevant law relating to the preparation of financial statements.

On behalf of the Board



Askia Warne



Centre for the Advancement of
Development and Human
Rights

CAD-HR

Web: www.cad-hr.org

Email: info@cad-hr.org

Tel: 020 3701 9746

Mobile: 075 3541 2539

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
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**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
CHARITY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2021**

Trustees	Askia Warne Hawa Barrie Umu Sanu Bah
Charity Number	CE014457 (England and Wales)
Registered Office	Unit 414 Vox Studios London SE115HJ United Kingdom
Accountants	Edmil Accountants UK Ltd 146 Broadway Didcot Oxfordshire OX11 8SH

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
(CHARITY NO: CE014457 ENGLAND AND WALES)
TRUSTEES REPORT**

The Trustees present their report and accounts for the year ended 31 December 2021.

Trustees

The following Trustees held office during the whole of the period:

Askia Warne
Umu Sanu Bah
Hawa Barrie

Statement of Trustees responsibilities

The Trustees are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare accounts for each financial year. Under that law, the Trustees have elected to prepare the accounts in accordance with the requirements of the Charities Act 2011 (The Act). Under Charity law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that period. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent.
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charity Commission under section 145(5)(b) of the Act. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Charity provisions

This report has been prepared in accordance with the special provisions relating to small charity total income -recorded in the statement of financial activities, prepared in accordance with the Charities SoRP (FRS102) and the total expenditure as shown in the Statement of Financial Activities (prepared in accordance with the Charities SORP (FRS102))

As a CIO with annual income of less than £250,000, Centre for the Advancement of Development and Human Rights prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. Centre for the Advancement of Development and Human Rights ended the year with a cash balance of £275.

Signed on behalf of the board of Trustees



.....
Askia Warne
Trustees

Approved by the board on: 10 August 2022

**CHARTERED CERTIFIED ACCOUNTANTS' INDEPENDENT EXAMINER'S REPORT TO THE
BOARD OF TRUSTEES ON THE PREPARATION OF THE CHARITY ACCOUNTS OF
CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

In order to assist you to fulfil your duties under the Charity Act 2011, we have prepared for your approval the accounts of Centre for the Advancement of Development and Human Rights for the year ended 31 December 2021 as set out on pages 6 - 9 from the Charity's accounting records and from information and explanations you have given us.

As a practicing member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <https://www.accaglobal.com/uk/en/about-us/regulation/rulebook.html>

Our work has been undertaken in accordance with the requirements of the Association of Chartered Certified Accountants as detailed at http://www.accaglobal.com/content/dam/ACCA_Global/Technical/fact/technical-factsheet-163.pdf.

Edmil Accountants UK Ltd
Chartered Certified Accountants

146 Broadway
Didcot
Oxfordshire
OX11 8SH

22 August 2024

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Unrestricted	Restricted	Total	Prior Year
RECEIPTS				
Voluntary receipts	-	-	-	53,090
Activities for generating funds (Trading)	-	-	-	-
Grant	500	-	500	21,500
Charitable activities	29,283	-	29,283	15,212
Other receipts	150	-	150	756
Total Receipts [A]	29,933	-	29,933	90,558
PAYMENTS				
Revenue Expenditures				
Cost of generating voluntary receipts	-	-	-	8,760
Operating expenses (Schedule 1)	27,604	-	27,604	62,449
Governance costs	26	-	26	213
Other costs	2,100	-	2,100	563
Total Revenue Expenditures [i]	29,730	-	29,730	71,985
Net Operating Cash Surplus/(Deficit) [A-i]	203	-	203	18,574
Purchase of fixed assets [ii]	-	-	-	18,612
Total Payments [B] = [i+ii]	29,730	-	29,730	90,596
Net Cash Surplus/ (Deficit) for the year [A-B]	203	-	203	(38)
Cash balance brought forward from last year	72	-	72	110
Cash balance carried forward end of this year	275	-	275	72

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021

	Unrestricted	Restricted	Total	Prior Year
	£	£	£	£
CASH FUNDS				
Cash at bank and in hand	275	-	275	72
Deposit account	-	-	-	-
Total Cash Funds	275	-	275	72
FIXED ASSETS				
Furniture and fittings	7,211	-	7,211	7,211
Computer equipments	11,401	-	11,401	11,401
Total Fixed Assets	18,612	-	18,612	18,612
Total Assets	18,887	-	18,887	18,684
Reserves Retained for Charity Use				
Income and expenses account	18,887	-	18,887	110
Charity Funds Retained	18,887	-	18,887	110

For the year ending 31 December 2021 the Charity was entitled to exemption from audit under section 477 of the Charity Act 2011 relating to small Charity. The members have not required the Charity to obtain an audit in accordance with section 476 of the Charity Act 2011.

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

These accounts have been prepared in accordance with the provisions applicable to Charity subject to the small Charity' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

The financial statements were approved by the Board of Trustees and authorised for issue on 10 August 2022 and were signed on its behalf by



Askia Warne
Trustees

Charity Registration No. CE014457

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF CHANGES IN RESERVE
AS AT 31 DECEMBER 2021

	Reserve Funds	Surplus & (Deficit)	Total
	£	£	£
At 1 January 2020	-	110	110
Surplus/ (Deficit) for the year	-	18,574	18,574
At 31 December 2020	-	18,684	18,684
At 1 January 2021	-	18,684	18,684
Surplus/ (Deficit) for the year	-	203	203
At 31 December 2021	-	18,887	18,887

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1 Statutory information

Centre for the Advancement of Development and Human Rights is a Charity, registered in England and Wales, registration number CE014457. The registered office is Unit 414 Vox Studios, London, SE115HJ, United Kingdom. The Charity is in the process of being wound up.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the Charity Commission guidance. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Average number of employees

During the year the average number of employees was 23. However, the average number of volunteers was 25.

- 5** Centre for the Advancement of Development and Human Rights reserves lie in its unrestricted cash balances of £275 as at 31 December 2021. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for charity work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

SCHEDULES TO STATEMENT OF RECEIPTS AND PAYMENTS

This schedule does not form part of the statutory accounts.

Schedule 1: Operating Expenses

	<u>2021</u>	<u>Prior Year</u>
Sundry Expenses	467	3,591
Charity Payments	24,017	40,650
Staff Welfare	-	199
Professional Fee	-	350
Office Supplies	24	1,545
Subscription	557	60
Website Charges	-	86
Meals and Subsistence	15	544
Telephone and Internet	333	928
Software Charges	30	106
Repairs and Maintenance	-	5,651
Premise Rent	-	8,681
Insurance	96	58
Computer Accessories	64	-
Advertising Charges	2,000	-
	<u>27,604</u>	<u>62,449</u>

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

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FOR THE YEAR ENDED 31 DECEMBER 2021**

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(CHARITY NO: CE014457 ENGLAND AND WALES)
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- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent.
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

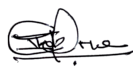
The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charity Commission under section 145(5)(b) of the Act. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Charity provisions

This report has been prepared in accordance with the special provisions relating to small charity total income -recorded in the statement of financial activities, prepared in accordance with the Charities SoRP (FRS102) and the total expenditure as shown in the Statement of Financial Activities (prepared in accordance with the Charities SORP (FRS102))

As a CIO with annual income of less than £250,000, Centre for the Advancement of Development and Human Rights prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. Centre for the Advancement of Development and Human Rights ended the year with a cash balance of £275.

Signed on behalf of the board of Trustees



.....
Askia Warne
Trustees

Approved by the board on: 10 August 2022

**CHARTERED CERTIFIED ACCOUNTANTS' INDEPENDENT EXAMINER'S REPORT TO THE
BOARD OF TRUSTEES ON THE PREPARATION OF THE CHARITY ACCOUNTS OF
CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

In order to assist you to fulfil your duties under the Charity Act 2011, we have prepared for your approval the accounts of Centre for the Advancement of Development and Human Rights for the year ended 31 December 2021 as set out on pages 6 - 9 from the Charity's accounting records and from information and explanations you have given us.

As a practicing member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <https://www.accaglobal.com/uk/en/about-us/regulation/rulebook.html>

Our work has been undertaken in accordance with the requirements of the Association of Chartered Certified Accountants as detailed at http://www.accaglobal.com/content/dam/ACCA_Global/Technical/fact/technical-factsheet-163.pdf.

Edmil Accountants UK Ltd
Chartered Certified Accountants

146 Broadway
Didcot
Oxfordshire
OX11 8SH

22 August 2024

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Unrestricted	Restricted	Total	Prior Year
RECEIPTS				
Voluntary receipts	-	-	-	53,090
Activities for generating funds (Trading)	-	-	-	-
Grant	500	-	500	21,500
Charitable activities	29,283	-	29,283	15,212
Other receipts	150	-	150	756
Total Receipts [A]	29,933	-	29,933	90,558
PAYMENTS				
Revenue Expenditures				
Cost of generating voluntary receipts	-	-	-	8,760
Operating expenses (Schedule 1)	27,604	-	27,604	62,449
Governance costs	26	-	26	213
Other costs	2,100	-	2,100	563
Total Revenue Expenditures [i]	29,730	-	29,730	71,985
Net Operating Cash Surplus/(Deficit) [A-i]	203	-	203	18,574
Purchase of fixed assets [ii]	-	-	-	18,612
Total Payments [B] = [i+ii]	29,730	-	29,730	90,596
Net Cash Surplus/ (Deficit) for the year [A-B]	203	-	203	(38)
Cash balance brought forward from last year	72	-	72	110
Cash balance carried forward end of this year	275	-	275	72

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021

	Unrestricted £	Restricted £	Total £	Prior Year £
CASH FUNDS				
Cash at bank and in hand	275	-	275	72
Deposit account	-	-	-	-
Total Cash Funds	275	-	275	72
FIXED ASSETS				
Furniture and fittings	7,211	-	7,211	7,211
Computer equipments	11,401	-	11,401	11,401
Total Fixed Assets	18,612	-	18,612	18,612
Total Assets	18,887	-	18,887	18,684
Reserves Retained for Charity Use				
Income and expenses account	18,887	-	18,887	110
Charity Funds Retained	18,887	-	18,887	110

For the year ending 31 December 2021 the Charity was entitled to exemption from audit under section 477 of the Charity Act 2011 relating to small Charity. The members have not required the Charity to obtain an audit in accordance with section 476 of the Charity Act 2011.

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

These accounts have been prepared in accordance with the provisions applicable to Charity subject to the small Charity' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

The financial statements were approved by the Board of Trustees and authorised for issue on 10 August 2022 and were signed on its behalf by



Askia Warne
Trustees

Charity Registration No. CE014457

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF CHANGES IN RESERVE
AS AT 31 DECEMBER 2021

	Reserve Funds	Surplus & (Deficit)	Total
	£	£	£
At 1 January 2020	-	110	110
Surplus/ (Deficit) for the year	-	18,574	18,574
At 31 December 2020	-	18,684	18,684
At 1 January 2021	-	18,684	18,684
Surplus/ (Deficit) for the year	-	203	203
At 31 December 2021	-	18,887	18,887

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1 Statutory information

Centre for the Advancement of Development and Human Rights is a Charity, registered in England and Wales, registration number CE014457. The registered office is Unit 414 Vox Studios, London, SE115HJ, United Kingdom. The Charity is in the process of being wound up.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the Charity Commission guidance. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Average number of employees

During the year the average number of employees was 23. However, the average number of volunteers was 25.

- 5** Centre for the Advancement of Development and Human Rights reserves lie in its unrestricted cash balances of £275 as at 31 December 2021. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for charity work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

SCHEDULES TO STATEMENT OF RECEIPTS AND PAYMENTS

This schedule does not form part of the statutory accounts.

Schedule 1: Operating Expenses

	<u>2021</u>	<u>Prior Year</u>
Sundry Expenses	467	3,591
Charity Payments	24,017	40,650
Staff Welfare	-	199
Professional Fee	-	350
Office Supplies	24	1,545
Subscription	557	60
Website Charges	-	86
Meals and Subsistence	15	544
Telephone and Internet	333	928
Software Charges	30	106
Repairs and Maintenance	-	5,651
Premise Rent	-	8,681
Insurance	96	58
Computer Accessories	64	-
Advertising Charges	2,000	-
	<u>27,604</u>	<u>62,449</u>

Centre for the Advancement of Development and Human Rights

England & Wales - Charity number 1178974

Accounts

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
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**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
CHARITY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2019**

Trustees	Askia Warne Hawa Barrie Umu Sanu Bah
Charity Number	CE014457 (England and Wales)
Registered Office	Unit 414 Vox Studios London SE115HJ United Kingdom
Accountants	Edmil Accountants UK Ltd 146 Broadway Didcot Oxfordshire OX11 8SH

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
(CHARITY NO: CE014457 ENGLAND AND WALES)
TRUSTEES REPORT**

The Trustees present their report and accounts for the year ended 31 December 2019.

Trustees

The following Trustees held office during the whole of the period:

Askia Warne
Umu Sanu Bah
Hawa Barrie

Statement of Trustees responsibilities

The Trustees are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare accounts for each financial year. Under that law, the Trustees have elected to prepare the accounts in accordance with the requirements of the Charities Act 2011 (The Act). Under Charity law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that period. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent.
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charity Commission under section 145(5)(b) of the Act. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Charity provisions

This report has been prepared in accordance with the special provisions relating to small charity total income -recorded in the statement of financial activities, prepared in accordance with the Charities SoRP (FRS102) and the total expenditure as shown in the Statement of Financial Activities (prepared in accordance with the Charities SORP (FRS102))

As a CIO with annual income of less than £250,000, Centre for the Advancement of Development and Human Rights prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. Centre for the Advancement of Development and Human Rights ended the year with cash balances of £110, in the first year of operation.

Signed on behalf of the board of Trustees



.....

Askia Warne
Trustees

Approved by the board on: 5 July 2020

**CHARTERED CERTIFIED ACCOUNTANTS' INDEPENDENT EXAMINER'S REPORT TO THE
BOARD OF TRUSTEES ON THE PREPARATION OF THE CHARITY ACCOUNTS OF
CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

In order to assist you to fulfil your duties under the Charity Act 2011, we have prepared for your approval the accounts of Centre for the Advancement of Development and Human Rights for the year ended 31 December 2019 as set out on pages 6 - 9 from the Charity's accounting records and from information and explanations you have given us.

As a practicing member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <https://www.accaglobal.com/uk/en/about-us/regulation/rulebook.html>

Our work has been undertaken in accordance with the requirements of the Association of Chartered Certified Accountants as detailed at http://www.accaglobal.com/content/dam/ACCA_Global/Technical/fact/technical-factsheet-163.pdf.

Edmil Accountants UK Ltd
Chartered Certified Accountants

146 Broadway
Didcot
Oxfordshire
OX11 8SH

22 August 2024

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2019

	Unrestricted	Restricted	Total	Prior Year
RECEIPTS				
Voluntary receipts	50	-	50	-
Activities for generating funds (Trading)	-	-	-	-
Grant	-	-	-	-
Charitable Activities	370	-	370	-
Other Receipts	-	-	-	-
Total Receipts	420	-	420	-
PAYMENTS				
Cost of generating voluntary receipts	-	-	-	-
Funding costs (Trading)	-	-	-	-
Operating Expenses (Schedule 1)	310	-	310	-
Governance costs	-	-	-	-
Other Costs	-	-	-	-
Purchase of fixed assets	-	-	-	-
Purchase of intangible assets	-	-	-	-
Total Payments	310	-	310	-
Net of receipts and payments	110	-	110	-
Cash balance brought forward from last year	-	-	-	-
Cash balance carried forward end of this year	110	-	110	-

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2019

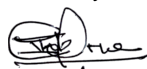
	Unrestricted	Restricted	Total	Prior Year
CASH FUNDS				
Current Account	110	-	110	-
Deposit Account	-	-	-	-
Total Cash Funds	110	-	110	-
OTHER MONETARY ASSETS				
Gift Aid reclaimable	-	-	-	-
Total Assets	110	-	110	-
Reserves Retained for Charity Use				
Income and Expenses account	110	-	110	-
Charity funds Retained	110	-	110	-

For the year ending 31 December 2019 the Charity was entitled to exemption from audit under section 477 of the Charity Act 2011 relating to small Charity. The members have not required the Charity to obtain an audit in accordance with section 476 of the Charity Act 2011.

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

These accounts have been prepared in accordance with the provisions applicable to Charity subject to the small Charity' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

The financial statements were approved by the Board of Trustees and authorised for issue on 5 July 2020 and were signed on its behalf by



Askia Warne
Trustees

Charity Registration No. CE014457

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF CHANGES IN RESERVE
AS AT 31 DECEMBER 2019

	Reserve Funds £	Surplus & Deficit Account £	Total £
At 1 January 2019	-	-	-
Surplus for the year		110	110
At 31 December 2019	<u>-</u>	<u>110</u>	<u>110</u>

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2019

1 Statutory information

Centre for the Advancement of Development and Human Rights is a Charity, registered in England and Wales, registration number CE014457. The registered office is Unit 414 Vox Studios, London, SE115HJ, United Kingdom. The Charity is in the process of being wound up.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the Charity Commission guidance. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Average number of employees

During the year the average number of employees was 23. However, the average number of volunteers was 25.

- 5** Centre for the Advancement of Development and Human Rights reserves lie in its unrestricted cash balances of £110 as at 31 December 2019. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for charity work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

SCHEDULES TO INCOME STATEMENT

This schedule does not form part of the statutory accounts.

Schedule 1: Operating Expenses

	<u>2019</u>	<u>Prior Year</u>
Sundry Expenses	310	-
	<u>310</u>	<u>-</u>

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
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**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
CHARITY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2020**

Trustees	Askia Warne Hawa Barrie Umu Sanu Bah
Charity Number	CE014457 (England and Wales)
Registered Office	Unit 414 Vox Studios London SE115HJ United Kingdom
Accountants	Edmil Accountants UK Ltd 146 Broadway Didcot Oxfordshire OX11 8SH

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
(CHARITY NO: CE014457 ENGLAND AND WALES)
TRUSTEES REPORT**

The Trustees present their report and accounts for the year ended 31 December 2020.

Trustees

The following Trustees held office during the whole of the period:

Askia Warne
Umu Sanu Bah
Hawa Barrie

Statement of Trustees responsibilities

The Trustees are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare accounts for each financial year. Under that law, the Trustees have elected to prepare the accounts in accordance with the requirements of the Charities Act 2011 (The Act). Under Charity law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that period. In preparing these accounts, the Trustees are required to:

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Small Charity provisions

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As a CIO with annual income of less than £250,000, Centre for the Advancement of Development and Human Rights prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. Centre for the Advancement of Development and Human Rights ended the year with cash balances of £72, in the first year of operation.

Signed on behalf of the board of Trustees



Askia Warne
Trustees

Approved by the board on: 10 August 2021

**CHARTERED CERTIFIED ACCOUNTANTS' INDEPENDENT EXAMINER'S REPORT TO THE
BOARD OF TRUSTEES ON THE PREPARATION OF THE CHARITY ACCOUNTS OF
CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

In order to assist you to fulfil your duties under the Charity Act 2011, we have prepared for your approval the accounts of Centre for the Advancement of Development and Human Rights for the year ended 31 December 2020 as set out on pages 6 - 9 from the Charity's accounting records and from information and explanations you have given us.

As a practicing member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <https://www.accaglobal.com/uk/en/about-us/regulation/rulebook.html>

Our work has been undertaken in accordance with the requirements of the Association of Chartered Certified Accountants as detailed at http://www.accaglobal.com/content/dam/ACCA_Global/Technical/fact/technical-factsheet-163.pdf.

Edmil Accountants UK Ltd
Chartered Certified Accountants

146 Broadway
Didcot
Oxfordshire
OX11 8SH

22 August 2024

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2020

RECEIPT AND PAYMENT ACCOUNT				
For the year ended 31 December 2020				
	Year Ended 31 December 2020			
	Unrestricted	Restricted	Total	Prior Year
RECEIPTS				
Voluntary receipts		53,090	53,090	50
Activities for generating funds (Trading)			-	
Grant	21,500		21,500	
Charitable Activities	15,212		15,212	370
Other Receipts	756		756	
Total Receipts	37,468	53,090	90,558	420
PAYMENTS				
Cost of generating voluntary receipts	8,760		8,760	
Funding costs (Trading)			-	
Costs of charitable activities	20,351	53,090	73,441	310
Governance costs	213		213	
Other Costs	563		563	
Purchase of fixed assets	7,619		7,619	
Purchase of intangible assets			-	
Total Payments	37,506	53,090	90,596	310
Net of receipts and (payment)	-	38.17	-	38.17
			-	
Cash balance brought forward from last year	110.00		110.00	
Cash balance carried forward end of this year	71.83	-	71.83	110.00

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2020

STATEMENT OF ASSETS AND LIABILITIES				
	AS AT 31 DECEMBER 2020			
	Unrestricted	Restricted	Total	Prior Year
CASH FUNDS				
Cash at bank and in hand	72		72	110
Deposit Account				
Net Cash Funds	72	-	72	110
OTHER MONETARY ASSETS				
Gift Aid reclaimable	-			
Net assets	72			
Assets Retained for Charity Use				
Income and Expenses account				110
Charity funds Retained	72	-	-	110

For the year ending 31 December 2020 the Charity was entitled to exemption from audit under section 477 of the Charity Act 2011 relating to small Charity. The members have not required the Charity to obtain an audit in accordance with section 476 of the Charity Act 2011.

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

These accounts have been prepared in accordance with the provisions applicable to Charity subject to the small Charity' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

The financial statements were approved by the Board of Trustees and authorised for issue on 10 August 2021 and were signed on its behalf by



Askia Warne
Trustees

Charity Registration No. CE014457

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF CHANGES IN RESERVE
AS AT 31 DECEMBER 2020

STATEMENT OF CHANGES IN RESERVES	AS AT 31 DECEMBER 2020		
	Reserve Funds	Surplus & Deficit	Total
At 1 January 2019			
Surplus for the year		110	110
At 31 December 2019	-	110	110
At 1 January 2020	-	110	110
Deficit for the year		38	38
At 31 December 2020	-	72	72

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1 Statutory information

Centre for the Advancement of Development and Human Rights is a Charity, registered in England and Wales, registration number CE014457. The registered office is Unit 414 Vox Studios, London, SE115HJ, United Kingdom. The Charity is in the process of being wound up.

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Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Average number of employees

During the year the average number of employees was 23. However, the average number of volunteers was 25.

- 5** Centre for the Advancement of Development and Human Rights reserves lie in its unrestricted cash balances of £72 as at 31 December 2020. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for charity work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
DETAILED INCOME AND EXPENSES ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2020**

This schedule does not form part of the statutory accounts.

RECEIPT AND PAYMENT ACCOUNT				
For the year ended 31 December 2020				
Year Ended 31 December 2020				
	Unrestricted	Restricted	Total	Prior Year 2019
	£	£	£	£
RECEIPTS				
Voluntary receipts		53,090	53,090	50
Activities for generating funds (Trading)			-	
Grant	21,500		21,500	
Charitable Activities	15,212		15,212	370
Other Receipts	756		756	
Total Receipts	37,468	53,090	90,558	420
PAYMENTS				
Cost of generating voluntary receipts	8,760		8,760	
Costs of charitable activities	20,351	53,090	73,441	310
Governance costs	213		213	
Other Costs	563		563	
Equipment Expensed	7,619		7,619	
			-	-
Total Payments	37,506	53,090	90,596	310
Surplus/ (Deficit) on ordinary activities	-	38	-	38
			38	110

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
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**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
CHARITY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2020**

Trustees	Askia Warne Hawa Barrie Umu Sanu Bah
Charity Number	CE014457 (England and Wales)
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(CHARITY NO: CE014457 ENGLAND AND WALES)
TRUSTEES REPORT**

The Trustees present their report and accounts for the year ended 31 December 2020.

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Askia Warne
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- make judgements and estimates that are reasonable and prudent.
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charity Commission under section 145(5)(b) of the Act. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Charity provisions

This report has been prepared in accordance with the special provisions relating to small charity total income -recorded in the statement of financial activities, prepared in accordance with the Charities SoRP (FRS102) and the total expenditure as shown in the Statement of Financial Activities (prepared in accordance with the Charities SORP (FRS102))

As a CIO with annual income of less than £250,000, Centre for the Advancement of Development and Human Rights prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. Centre for the Advancement of Development and Human Rights ended the year with cash balances of £72, in the first year of operation.

Signed on behalf of the board of Trustees



Askia Warne
Trustees

Approved by the board on: 10 August 2021

**CHARTERED CERTIFIED ACCOUNTANTS' INDEPENDENT EXAMINER'S REPORT TO THE
BOARD OF TRUSTEES ON THE PREPARATION OF THE CHARITY ACCOUNTS OF
CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

In order to assist you to fulfil your duties under the Charity Act 2011, we have prepared for your approval the accounts of Centre for the Advancement of Development and Human Rights for the year ended 31 December 2020 as set out on pages 6 - 9 from the Charity's accounting records and from information and explanations you have given us.

As a practicing member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <https://www.accaglobal.com/uk/en/about-us/regulation/rulebook.html>

Our work has been undertaken in accordance with the requirements of the Association of Chartered Certified Accountants as detailed at http://www.accaglobal.com/content/dam/ACCA_Global/Technical/fact/technical-factsheet-163.pdf.

Edmil Accountants UK Ltd
Chartered Certified Accountants

146 Broadway
Didcot
Oxfordshire
OX11 8SH

22 August 2024

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2020

RECEIPT AND PAYMENT ACCOUNT				
For the year ended 31 December 2020				
	Year Ended 31 December 2020			
	Unrestricted	Restricted	Total	Prior Year
RECEIPTS				
Voluntary receipts		53,090	53,090	50
Activities for generating funds (Trading)			-	
Grant	21,500		21,500	
Charitable Activities	15,212		15,212	370
Other Receipts	756		756	
Total Receipts	37,468	53,090	90,558	420
PAYMENTS				
Cost of generating voluntary receipts	8,760		8,760	
Funding costs (Trading)			-	
Costs of charitable activities	20,351	53,090	73,441	310
Governance costs	213		213	
Other Costs	563		563	
Purchase of fixed assets	7,619		7,619	
Purchase of intangible assets			-	
Total Payments	37,506	53,090	90,596	310
Net of receipts and (payment)	-	38.17	-	38.17
			-	
Cash balance brought forward from last year	110.00		110.00	
Cash balance carried forward end of this year	71.83	-	71.83	110.00

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2020

STATEMENT OF ASSETS AND LIABILITIES				
	AS AT 31 DECEMBER 2020			
	Unrestricted	Restricted	Total	Prior Year
CASH FUNDS				
Cash at bank and in hand	72		72	110
Deposit Account				
Net Cash Funds	72	-	72	110
OTHER MONETARY ASSETS				
Gift Aid reclaimable	-			
Net assets	72			
Assets Retained for Charity Use				
Income and Expenses account				110
Charity funds Retained	72	-	-	110

For the year ending 31 December 2020 the Charity was entitled to exemption from audit under section 477 of the Charity Act 2011 relating to small Charity. The members have not required the Charity to obtain an audit in accordance with section 476 of the Charity Act 2011.

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

These accounts have been prepared in accordance with the provisions applicable to Charity subject to the small Charity' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

The financial statements were approved by the Board of Trustees and authorised for issue on 10 August 2021 and were signed on its behalf by



Askia Warne
Trustees

Charity Registration No. CE014457

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
STATEMENT OF CHANGES IN RESERVE
AS AT 31 DECEMBER 2020

STATEMENT OF CHANGES IN RESERVES	AS AT 31 DECEMBER 2020		
	Reserve Funds	Surplus & Deficit	Total
At 1 January 2019			
Surplus for the year		110	110
At 31 December 2019	-	110	110
At 1 January 2020	-	110	110
Deficit for the year		38	38
At 31 December 2020	-	72	72

CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1 Statutory information

Centre for the Advancement of Development and Human Rights is a Charity, registered in England and Wales, registration number CE014457. The registered office is Unit 414 Vox Studios, London, SE115HJ, United Kingdom. The Charity is in the process of being wound up.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the Charity Commission guidance. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Average number of employees

During the year the average number of employees was 23. However, the average number of volunteers was 25.

- 5** Centre for the Advancement of Development and Human Rights reserves lie in its unrestricted cash balances of £72 as at 31 December 2020. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for charity work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

**CENTRE FOR THE ADVANCEMENT OF DEVELOPMENT AND HUMAN RIGHTS
DETAILED INCOME AND EXPENSES ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2020**

This schedule does not form part of the statutory accounts.

RECEIPT AND PAYMENT ACCOUNT				
For the year ended 31 December 2020				
Year Ended 31 December 2020				
	Unrestricted	Restricted	Total	Prior Year 2019
	£	£	£	£
RECEIPTS				
Voluntary receipts		53,090	53,090	50
Activities for generating funds (Trading)			-	
Grant	21,500		21,500	
Charitable Activities	15,212		15,212	370
Other Receipts	756		756	
Total Receipts	37,468	53,090	90,558	420
PAYMENTS				
Cost of generating voluntary receipts	8,760		8,760	
Costs of charitable activities	20,351	53,090	73,441	310
Governance costs	213		213	
Other Costs	563		563	
Equipment Expensed	7,619		7,619	
			-	-
Total Payments	37,506	53,090	90,596	310
Surplus/ (Deficit) on ordinary activities	-	38	-	38
			38	110