

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
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Total		498,450.00	498,450.00	611,561.00
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Expenditure on:

Raising funds	5	45,000.00	45,000.00	27,890.00
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Charitable activities	6	412,396.00	412,396.00	495,810.00
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Other	7	169,235.50	169,235.50	-
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Total		626,631.50	626,631.50	523,700.00
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Net income/(expenditure)		(128,181.50)	(128,181.50)	87,861.00
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Net movement in funds		(128,181.50)	(128,181.50)	87,861.00
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Reconciliation of funds:

Total funds brought forward		514,213.00	514,213.00	426,352.00
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Total funds carried forward		386,031.50	386,031.50	514,213.00
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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	<u>493,705.00</u>
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.

